

1. **Family name:** Dr. Frommert
2. **First names:** Holger
3. **Date of birth:** 21.11.1954
4. **Passport holder:** Germany
5. **Residence:** Alicante - Spain
6. **Education:**



| Institution (date from – date to) | Degree(s) or Diploma(s) obtained: |
|--|---|
| Zittau Engineering University, Zittau 1980-1984 | PhD on "Organisation and Productivity during On-Site Maintenance of 500 MW Units" (cum laude) – Strong content of process automation and IT |
| Zittau Engineering University, Zittau 1976-1980 | MSc in Energy Economy (suma cum laude) Thesis: "Contents and Distribution of Work during On-Site Maintenance of 500 MW Units" (Including a 2 year course of laws – General, working and contract law) |
| BS Hirschfelde, Zittau 1971-1975 | Certified Process Technician |

7. **Language skills:** indicate competence on a scale of 1 to 5 (1 – excellent; 5 – basic)

| Language | Reading | Speaking | Writing |
|----------|---------|----------|---------|
| English | 1 | 1 | 1 |
| German | 1 | 1 | 1 |
| Spanish | 1 | 2 | 1 |
| Russian | 3 | 3 | 4 |

8. **Membership of professional bodies:** BORDERPOL, VdI (until 2004), BUND (until 2004)
9. **Other skills** (e.g. computer literacy etc.): Microsoft Office Professional 2007 software; **Operating systems:** UNIX, AIX, Novell, Windows 95, 98, 2000, NT, XP, Vista and 2003 Server; **Specialised software:** UML-Rational Rose, ErWin, Power Designer, MathCAD, PGP, PKI-Systems, MS Exchange, Arc Info, MapInfo, MapPoint, MS IIS, MS Project and MS FrontPage; **Databases:** MySQL, MS SQL, Informix, Sybase, Oracle, xBase; **Languages:** Visual Basic, HTML, JavaScript, Pascal, C
10. **Present position:** Consultant for **IT systems** and work flow organisation in **Border Management, Law Enforcement Agencies and juridical area and administrative restructuring of governmental institutions**
11. **Years with the present employer:** more than 20 years as consultant and **Team Leader (10 years)**
12. **Key qualifications (relevant to the project):**
 - More than **20 years experience in governmental security sector**, for **IT systems, especially personal data, including biometric data in migration and law enforcement institutions**
 - Management of governmental institutions and administration reforms
 - Elaboration of **Technical Specifications for Border Control and law enforcement projects**, as well as the elaboration of the EU and World Bank standard documentation for such projects
 - Case studies for reorganisation and **IT development in different areas**
 - **Elaboration of Web Based Database solutions and their development** for different institutions and enterprises
13. **Specific experience in the region:**

| Country | Date from – Date to |
|---------|---------------------|
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14. Professional experience:

| Date (from-to) | Location | Company & reference with contact details | Position | Description |
|--------------------|--|---|---|--|
| 11/2011 12/2011 | America Central Belize - Costa Rica, El Salvador, Guatemala, Nicaragua, Panama | International Organisation for Migration El Salvador clara@iom.int | Border Security Expert | <ul style="list-style-type: none"> Leading 7 bilateral seminars for members of institutions involved in the border control – Migration and Customs Service, National Police on different border control points Evaluation of border security aspects seen on the control points, detected in the seminars or in the written material facilitated by IOM The first results of the observations were presented in the Meeting of the General Directors of the Migration Services of the seven countries in San Salvador on the 12th of December 2011 |
| 2010 - | Home based Spain | Incompass International Ltd. btodd@incompass-intl.com | Senior Associate | <ul style="list-style-type: none"> Preparation of personnel identification projects for law enforcement and border issues Preparation and giving security training for frequent travellers (Diplomats, Military, etc.) Participation as speaker in training activities and other events. Preparation of data security roles for frequent travellers – governmental, private and non-profit oriented institutions, including training |
| 11/2008 07/2010 | Moldova | European Commission olegchirita@gmail.com ARS m.bonne@arsprogetti.com | Team leader Ministry of Information Development, Ministry of Interior, Border Guards Interpol | <ul style="list-style-type: none"> EU Project: Technical support to the EU Project “Biometric Passports for Moldova” – technical evaluation and project identification, including handling of Civil Registration data as base for the passport emission and ID verification Direct data access of the involved institutions to special databases for wanted persons on international level, specially the border guard service – I 24/7 using a data sharing model between different law enforcement institutions, including network planning for connections of the consulates to MFA and the Interpol – local police connection, especially for mobile data communication Includes a proposal for the elaboration of biometric visas and the biometric treatment of asylum seekers and holders of white papers (Salvo conduct – One Way passports) Planning the training activities executed by “Registru” for Mol (Foreign residents in Moldova) and MFA (Consular staff) |
| 05-06/2010 | Yemen | European Commission Mary.HOVERS@ec.europa.eu IBF lemmens@ibf.be | Team leader technical subpart Civil Register | <ul style="list-style-type: none"> EU Project: Defining EU Action Fiche, Logical Framework, TAP’s and technical specifications for a Civil Register Project based on biometrical enrolment and ID-card emission inside a biometric population register project The planning was based on the existing technical support, the support of ongoing and planned projects, including data inks between the local dependencies and the head office inside a governmental network, including hardware, software and services Inside the project was also evaluated the technical possibilities to support the population register database by data exchange and consistency checks with other large databases in the country (Voters register – relatively inconsistent, Social benefits database, Education, etc) |
| 11/2009 02/2010 | Ukraine | European Commission philippe.bories@ec.europa.eu IBF lemmens@ibf.be | IT Expert Border Guards and Customs Service | <ul style="list-style-type: none"> EU project: Readiness assessment of the Border Sector for budget support, mainly focused on the Border Guard and Customs Service Elaboration of the indicators system for the control of the service quality as direct consequence of the budget support, focusing in the development strategy Development of the EU standard Action Fiche and Logical Framework for the project and a technical assistance plan until 2015 There was included an evaluation and coordination with the EUBAM capacity building projects |
| 05-08/2009 | Jordan | ICON European Commission oezlem.savas@icon-institute.de | IT Expert National Centre for Human Rights | <ul style="list-style-type: none"> EU project: Elaboration of complaint IT system for the Jordan National Centre of Human Rights and the Juridical Institute of Jordan, with connection to the governmental Anticorruption Authority as one of the user of this complaint handling system – a country wide Internet linked database Elaboration of the system requirements and the system structure including the planning of qualification measures for the acting staff, including training by doing inside the project realisation |
| 03-04/2009 | Nicaragua, Honduras, Guatemala, El Salvador, Costa Rica y Panama (CA-4 plus Costa Rica and Panama) | European Commission Remy.LLINARES@ec.europa.eu ARS francescococo@hotmail.com | IT Expert Border security agencies, including national police and Interpol of the six involved countries | <ul style="list-style-type: none"> EU Project: Regional program definition for the Border Security System of Central America Assessment study of the existing national cooperation level in the different countries between the involved institutions and holders of huge databases of personal data (Civil Register, Migration service, Customs, Police, Border guards, and other involved institutions), including there regional dependencies and the existing data network Special focus on the integration process of the CA-4 and the regulation for free movement of the citizen between toe member states using the national ID as travel document, based on Civil Register data Connections of the migration control data to national and international data bases (like Interpol I-24/7) Elaboration of the EU standard documentations for the program, including budget and training planning |

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| 10/2008 02/2009 | Jordan | European Commission ARS micol.brizobello@arsprogetti.com | IT Expert Ombudsman Bureau | <ul style="list-style-type: none"> • EU Project: Identification of the software requirements of the new founded Ombudsman Bureau and preparation of the tender documents for software and hardware • Project draft of an web-based database for complaint data with included workflow and legal user support • Elaboration of the standard EC project documentation (Action Fiche, Logical Framework, etc.) |
| 01-02/2008 | Nicaragua | European Commission Alicia.LOURO-PENA@ec.europa.eu ARS f.coco@arsprogetti.com | IT Expert National Election Committee | <ul style="list-style-type: none"> • EU Project “Support to the modernisation of civil registration and citizens basic ID systems in Nicaragua” – developing the technical specifications for a national IT based Civil Register system as base for the biometric national ID System • Data transfer and recuperation of live data from manual Birth Register Books to the new IT system – Scanning and digitalization, including Index elaboration, stored in a database of the country wide data entwork • Elaboration of the standard EC project documentation (Action Fiche, Logical Framework, etc.) • For the decentralised staff of the register was included a detailed plan for training, especially technical, but also sociological training to enable the field activities on the Atlantic coast (low developed area of Nicaragua) |
| 10-11/2008 | London | ARUP tom.fernando@arup.com | Border Expert | EU Project: Short term mission about the impact of the introduction of the biometric passport on the ongoing project “EU Border Assistance Mission to the Republic of Moldova and Ukraine - Voice and Data Networking Study Project - UNDP Service Contract 2007/77” – Communication network for Customs and Border Guards |
| 09/2006 12/2007 | Spain | Freelancer kallow@tecnet.de info@mazore.com | IT Expert | Building a security and IT enterprise in Spain and South America; focus on biometric and location methods and equipment with an Austrian enterprise, including the training of the customer service staff, training the trainer concept . Consulting tasks focussed in the IT and communication area – GPS-GPRS or Inmarsat for location of moving elements over maps, in connection with sensor technique as alarm device, etc. Elaboration of web pages for different enterprises in Spain and Germany |
| 08/2004 05/2006 | Afghanistan | Ministry of Energy and Water psanchez2@worldbank.org r.krohne@decon.de | Leader of the IT Project | “Technical Assistance to the Ministry of Water and Power for Program Implementation Support Capacity building”. Creation of the IT and voice platform of the Ministry , network planning and implementation control, setup of the first corporative database in MySQL following a well-planned capacity building for the end users in the Ministry. <ul style="list-style-type: none"> • Working with GIS equipment for the elaboration of land maps from Kabul and other big cities • Donor coordination for all energy and water relevant projects of the international donor community with focus capacity building – including vocational training • Design and provision of training addressed to local staff, focused on management and planning, enabling the local staff to use after the project end the equipment and software |
| 11/2003 06/2004 | Lebanon | Ministry of Energy and Water | IT Expert | Study to define the information needs of the Ministry and the National Energy Control Authority planned to be implemented |
| 06/2001 08/2004 | Germany | Freelancer IT and Organisation | Project Manager | <ul style="list-style-type: none"> • Organisation studies in medium enterprises and societies providing training of the enterprise staff in new technologies and IT basics • IT and Internet activities for different enterprises • Consultant for biometric product development for TechNet Berlin, elaboration of a development plan for VDI |
| 04/1997 05/2001 (until 2003 I was working from Germany) | Peru | CIM RENADESSPLE Mr Miguel Huerta Barron Ministry of Interior | Project Manager on behalf of CIM RENADESSPLE | <ul style="list-style-type: none"> • Consultant to the president of the National Register of Convicted and Arrested Persons of Peru - RENADESSPLE – central register of persons with charges of terrorism and treachery, providing training activities in the IT and juridical framework • Restructuring the existing database of personal data and making the same consistent, data mining in Civil Register data and biometric information; using the respective Data mining and DBMS tools – the system was working as network countrywide • Extension of the database for offences like money-laundering and drugs • The system links the Military, Police, General Attorney, Courts, Penal System, Ombudsman and the Congress of Peru with the objective to serve as database for the law enforcement agencies and to protect the human integrity of the detainees against attacks by paramilitary units and own employees outside the control of their superiors (syndrome of the disappeared prisoners) and to avoid problems with homonymy's |

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|--------------------|----------|--|---|--|
| 04/1997 05/2001 | Peru | CIM Ministry of the Interior DIGEMIN General Victor Hugo Huaman Del Solar | Project Manager Team leader on behalf of CIM Ministry of Interior and National Migration Service (DIGEMIN) | <ul style="list-style-type: none"> Advice on information technology and telecommunication systems related to border control. This included biometric identification and passport emission systems; on a national scale. A large network was set up using the respective IT and Telecommunication technology, involving the departmental head offices, the main border control points and the central in Lima– emission of passports with biometric data. Basis for the passport emission system was the Peruvian “Registro Nacional de Identificación y Estado Civil – RENIEC” Due to very good performance of the passport project, an additional contract was given in other projects of the ministry: the national arms register and the access and time attendance control of the main object of the ministry Member of the team that prepared the technical specifications for border control hardware, including central software, passport production, border control and administration tools Re-design of the border guard procedures; assessment of software, development of border control hardware technical specifications; tender evaluation Training activities for the evaluation of migration flows – statistical and IT |
| 04/1997 08/1999 | Peru | CIM General Attorney -Public Ministry GTZ Michael Krempin Cim@gtz.de | Project Manager on behalf of CIM Public Ministry | <ul style="list-style-type: none"> Consultant on information technology and organisation to the Executive Commission of the State Attorney for the reform of the juridical system of Peru, a large scale Information Technology system expected to play a crucial role to the improvement of the quality of services provided. Reliability and usability of data was a major issue; special focus was given to the usage of the respective DBMS tools in a country wide project, linked with other law enforcement institutions (Police, Courts, Ministry of Justice) The project demanded the involvement of additional institutions; Defence, Interior, Courts, Ombudsman and Congress working groups. Responsible for the control of the project– refocusing – system development – implementation and user training to enable the system application in technical and juridical Different tasks for the specialized prosecutors in drug and public security sector – elaboration of a zonification model to optimise activities by area |
| 04/1994 04/1997 | Colombia | CVC (Regional Energy Utility later dependency of the Ministry of Environment) Mr Jasper Köcke GTZ | IT Expert on behalf of CIM | <ul style="list-style-type: none"> IT expert in the division "Organisation, Methods and Systems" of the CVC, a half governmental regional development organisation and one of the biggest regional energy utilities in Columbia until 1995. Provision of training of the department staff and the end user Development of multi-proposal software for tracing sensitive products, materials and production wastes under law enforcement and environmental point of view |
| 05/1990 11/1993 | Germany | Premium GmbH Gunther Schlegel Schlegel-wb@gmx.de | Head of the IT Department | <ul style="list-style-type: none"> Managed the implementation of 2 large scale IT projects, providing the respective training to end users |
| 08/1987 12/1989 | Cuba | TECENERGO | Team leader | <ul style="list-style-type: none"> Project management in Information Technology projects related to Energy Systems, handling also issues related to the respective electronic equipment. Managed more than 5 large scale projects following the respective methodologies, providing the necessary training to end users on matters related to Technical support and usage of equipment. |
| 11/1984 08/1987 | Cuba | Nueva CTE Habana | Project Manager | <ul style="list-style-type: none"> Member of a working group "Temperature and Mass Balances": Computer-based permanent measurement of power plant processes for fuel optimisation and minimisation of emissions |
| 09/1980 11/1984 | Germany | Zittau Engineering University | Teacher on the university | <ul style="list-style-type: none"> Working as university teacher, specialised in engineering and technology, parallel with the elaboration of PhD thesis. |

15. Other relevant information (e.g. publications):

- More than 50 publications in the time from 1979 until 1989 mostly oriented to the content of my dissertation.
- From 1994 until 2002 many internal publications, especially the yearly bulletins of IOM – “**Annual Migration Movements** for the Andean Pact Countries” (1997-2002), in cooperation with the Peruvian Interior Ministry – including the active participation as referent in the yearly convents of the Immigration Authorities of the Latin American countries.