

# Curriculum Vitae

## Personal details

Esther Schouten, born 26<sup>th</sup> of September 1976 in Sprang-Capelle (The Netherlands), current address: Burgemeester Caan van Necklaan 108, 2262 GV Leidschendam, The Netherlands, Tel. (+) 31 70 4473636, e-mail.

## Relevant working experience

### **Shell Exploration & Production (EP) – Health, Safety, Security, Environment (HSSE) & Social Performance (SP) advisor<sup>1</sup>**

- Implementation HSSE&SP in early design of international projects.
- Implementing 2009 HSSE plan and new internal rules for one of the technology departments;
- Embedding HSSE&SP into behaviours;
- Managing network of HSSE focal points in the business;
- Simplifying and rationalising HSSE processes at different locations;
- Policy development SP for upstream projects;
- Conducting SP reviews and audits for upstream projects;
- Delivering internal and external workshops on HSSE, SP, Sustainable Development and Human Rights;
- Developing and analysing KPI's for SP at corporate level;
- Facilitating Communications courses, including stakeholder engagement.

09/2007 – present  
**Iran, Iraq, Libya, Malaysia, Norway, Oman, Qatar, UK, Kazakhstan, NL**

### **Shell International BV - Policy & External Relations Advisor / PhD researcher business and human rights**

- Performing assessments on coverage human rights in policies, procedures and practices within Shell Group
- Developing policy and guidance on human rights (including embedding human rights in existing processes) at Shell Group;
- Analysing and mitigating human rights risks (incl. in projects);
- Developing human rights and conflict training in Nigeria;
- Engaging internal and external stakeholders on human rights.
- Co-developing code of conduct of Shell Group on ethics.

06/2004 – 08/2007  
**Nigeria, China, US**

### **PricewaterhouseCoopers - Consultant sustainability solutions**

- Advising companies on stakeholder dialogues, corporate citizen programmes;
- Auditing company sustainability reports, energy savings, packaging for different companies and industry associations;
- Reviewing Sarbanes-Oxley for General Electric;
- Developing guidance manual on climate change and renewable energy for Dutch Ministry of Planning and Environment.

01/2003 – 12/2003  
**UK, Belgium, France**

### **Dutch Ministry of Foreign Affairs - Development consultant** Analyse and report success Southern African Energy Programme.

10/2002 – 01/2003  
**Namibia**

### **NGO Netherlands institute for Southern Africa - Consultant** Training journalists on organisational management, providing institutional support and designing donor policy.

09/2002 – 01/2003  
**South Africa**

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<sup>1</sup> Social Performance means managing the social, economic and political impacts of oil and gas projects on local communities. Externally to Shell and combined with HSSE, this means that I work in the area of Corporate Social Responsibility, including emissions, waste management and stakeholder engagement.

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**UN World Summit on Sustainable Development** – *delegate* 04/2002 – 09/2002  
**South Africa**

- Lobbying and advocacy on international, regional and national level regarding 'corporate accountability';
- Alliance with the international Youth Caucus.

**University of Nijmegen** – *Researcher/teaching assistant* 11/2000 – 06/2001  
**Guatemala**

- Conducting research on relationships between multinationals and local stakeholders and impact on effectiveness of labour conditions;
- Coordinator and teaching on course 'Research Methods and Techniques in developing countries'.

**NGO Mes-Aksie** – *internship* 05/1997 – 08/1997  
**South Africa**

Implementation and improvement of the internal communication and cohesion of the organisation.

## Education

**Erasmus University Rotterdam** – *PhD in social science* 01/2004 – 03/2010

- Conducting action research on implementation and internalisation human rights within Shell Group. Thesis supervisors: Prof.Dr. G. Zwetsloot (TNO)
- Coordinator and teaching interfaculty course 'Development, poverty and globalisation'.

**University of Nijmegen** – *Masters & Bachelors in Development Studies* 08/1998 – 07/2002  
**Sri Lanka, Guatemala**

- Specialisation: Economic Activity and development.
- Modules: Development economics; International business management; Social Movements; Urban and Rural Development; Political Economy; Development Planning.

**Rijswijk Institute of Technology** – *Bachelors Technology Business Administration* 08/1994 – 07/1998

- Specialisation: Logistics and Commercial technology management
- Modules: Civil and Electrical engineering, Programming, Automation technology, Mathematics, Operations research, quality management, Marketing; Business Administration; Logistic Management; Financial Analysis; Commerce; Commercial and Communication Skills.

**Rijnmond college of Technology** – *Professional education* 08/1993 – 08/1994

- Specialisation: Industrial automation and operation technology
- Modules: Electrical engineering, Welding, Programming, Autocad, Pneumatics, Instrument technology, Metallurgy, Control engineering

## Other activities

**European association for doctoral candidates (Eurodoc)** 03/2004 – 03/2005  
– *Board member and treasurer*

**PhD Network Netherlands (PNN)** 02/2004 – 02/2005  
– *Board member and head of international relations*

**NGO Vialisa in Bangladesh** – *Chairman* 01/2003 – present

**Activity Commission of Development Studies (AKOS)** – *Chairman* 09/1999 – 08/2000

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## Skills

### Computer literacy

Operation system	Windows, DOS, Lotus Notes
Word processor	Microsoft Word, WP 5.1-6.0, Acrobat Reader 4.0, AskSam, EndNote
Spreadsheet	Quattro Pro for DOS 4.0 and Windows, Excel 9.0
Statistics	SPSS for DOS and Windows 6.0, Kwalitan 5
Presentation	Microsoft Power Point 98, 2000, NT
Internet	Microsoft Explorer 6.0, Netscape, Outlook Express
Web design	Microsoft Word 98/2000, Frontpage 2000/98
Programming	Turbo Pascal 6.0, Autolisp
Drawing	Autocad 11/12, Microsoft Photo Editor 98, Paint 98
Accounting	Exact, Team Asset

### Languages

	<b>Speak</b>	<b>Write</b>	<b>Read</b>
<b>Dutch</b>	Mother language	Mother language	Mother language
<b>English</b>	Fluently	Fluently	Fluently
<b>Spanish</b>	Proficient	Proficient	Proficient
<b>French</b>	Basic	Basic	Basic
<b>German</b>	Basic	Basic	Basic