

Kristjan Jespersen

Employment: Chief Engagement Officer & Equity Partner – Loh-Grønager Partners – *Jul. 2021 – Present*

- Assist in advancing sustainability initiatives in alignment with the Sustainability Committee's objectives.
- Provide expert advice and support on sustainability practices and strategies.
- Collaborate with multiple departments to integrate sustainable solutions and enhance operational efficiency.
- Contribute to the development and implementation of sustainability policies and programs.
- Monitor and report on sustainability metrics and progress.

Associate Professor in Sustainable Entrepreneurship and Innovation, Copenhagen Business School – *Nov. 2020 - Present*

Centers: CBS Sustainability and Center for Business and Development Studies (CBDS)
Sustainable Campus Programme Manager - Academic Lead
Director – Nordic ESG Lab - <https://nordicesglab.cbs.dk/>
Department of Management, Society and Communication
Orcid # <https://orcid.org/0000-0002-4303-6615>

Adjunct Professor - University of Texas Austin – McCombs Business School – *Global+ Program Instructor – 2019-2021* - Department of Business, Governance, and Society

Copenhagen Business School Campus Sustainability Director 2019-2023

- Developed and executed a campus-wide sustainability plan focused on reduction in carbon emissions, increase in recycling rates, and decrease in water consumption.
- Collaborated with faculty, staff, and student organizations to integrate sustainability principles into curricula, research, and campus operations.
- Established partnerships with local businesses, government agencies, and non-profit organizations to leverage resources, share best practices, and advance sustainability initiatives.
- Supported the design and implementation of energy-efficient infrastructure projects, including solar panel installations, LED lighting upgrades, and smart building technologies.
- Developed with external building engineers and technology developers a Post-Occupancy Evaluation (POE) tool focused on improving human well-being in the built environment.
- Conducted regular audits and assessments to identify opportunities for resource conservation, waste reduction, and improved sustainability performance.
- Organized and facilitated workshops, seminars, and awareness campaigns to educate the campus community about sustainable practices and their impact.
- Represented the university at regional and national sustainability conferences, fostering networking and knowledge-sharing within the field.
- Produced comprehensive reports on sustainability metrics, progress, and accomplishments for university administration and external stakeholders.

Education: Ph.D. - MSC Department (cbsCSR/CBS Sustainability) - Copenhagen Business School – DENMARK

August 2013 - June 2017

Co-financed between the Copenhagen Business School (CBS) and the University of British Columbia (UBC)

- *Research Focus:* As a primary area of focus, the research studies the growing development and management of **Ecosystem Services** in developing countries, with a specific focus on Payments for Ecosystem Services. Within the field, focus is given to the institutional legitimacy of such initiatives and the overall compensation tools use to ensure compliance.

Professional & Educational Experience - Continued

- *Supervisor:* **Professor Andreas Rasche – MSC – Associate Dean for the CBS Full-Time MBA Program**

MSc in International Business Administration and Modern Languages, specializing in Business and Development Copenhagen Business School, Copenhagen, DENMARK - **2008**

Bachelor of Arts, Honors in Corporate Global Governance – York University, CANADA - **2004**

Bachelor of Arts, Honors in International Economics – York University, CANADA – **2002**

Publications to Date:

Jespersen, K., Grabs, J., & Gallemore, C. (2024). Ratcheting up private standards by exploiting coopetition: The curious case of RSPO's adoption of zero-deforestation criteria. *Ecological Economics*, 223,108229

<https://doi.org/10.1016/j.ecolecon.2024.108229>

<i>Ecological Economics</i>	CiteScore: 12.0	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution:	Funding lead; conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R progress.			

Grabs, J., Carodenuto, S., Jespersen, K., Adams, M. A., Camacho, M. A., Celi, G., Chandra, A., Dufour, J., Ermgassen, E. K. H. J. Z., Garrett, R. D., Lyons-White, J., McLeish, M., Niehues, I., Silverman, S., & Stone, E. (2024). The role of midstream actors in advancing the sustainability of agri-food supply chains. *Nature Sustainability*, 7(5), 527–535. (*Google Scholar Citations: 7*). <https://doi.org/10.1038/s41893-024-01296-9>

<i>Nature Sustainability</i>	CiteScore: 41.9	Highest Percentile: 99%	Citations 2020-2023 : 23,104	
Contribution:	Conception and design of the study through workshop; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for intellectual contribution.			

Mamuye, M., Gallemore, C., Jespersen, K., Kasongi, N., & Berecha, G. (2024). Changing rainfall and temperature trends and variability at different Spatiotemporal scales threaten coffee production in certain elevations. *Environmental Challenges*, 15, 100950. (*Google Scholar Citations: 2*).

<https://doi.org/10.1016/j.envc.2024.100950>

<i>Environmental Challenges</i>	CiteScore: 8.0	Highest Percentile: 83%	Citations 2020-2023 : 6,232	
Contribution:	Funding lead; conception and design of the study; analysis and interpretation of data; providing deep editorial feedback; framing of discussion section; supporting R&R process.			

Kasongi, N., Yamungu, N., Gallemore, C., & Jespersen, K. (2024). Projected rising temperatures and vapour pressure deficit threaten Arabica coffee production Tanzania's burgeoning coffee region: Empirical insight from Mbinga district, Tanzania. *Environmental Challenges*, 16, 100974. (*Google Scholar Citations: 1*).

<https://doi.org/10.1016/j.envc.2024.100974>

<i>Environmental Challenges</i>	CiteScore: 8.0	Highest Percentile: 83%	Citations 2020-2023 : 6,232	AJG: N/A
Contribution:	Funding lead; conception and design of the study; analysis and interpretation of data; providing deep editorial feedback; framing of discussion section; supporting R&R process.			

Agrawal, A., & Jespersen, K. (2023). How do impact investors evaluate an investee social enterprise? A framework of impact investing process. *Journal of Entrepreneurship in Emerging Economies*. (*Google Scholar Citations: 10*).

<https://doi.org/10.1108/jeee-04-2022-0129>

Professional & Educational Experience - Continued

<i>Journal of Entrepreneurship in Emerging Economies</i>	CiteScore: 7.0	Highest Percentile: 93%	Citations 2020-2023 : 1,667	AJG: N/A
Contribution:	Conception and design of study; data collection; support in structuring and framing the article; revision and final feedback.			

Agrawal, A., Jespersen, K. J. S., & Pendyal, K. (2023). Institutional void to institutional work: Study of digital finance in India. *Journal of Business, Ethics and Society*, 3(2), 80-91. (Google Scholar **Citations: 1**).

<i>Journal of Business, Ethics and Society</i>	CiteScore: N/A	Highest Percentile: N/A	Citations 2020-2023 : N/A	AJG: N/A
Contribution:	Data collection; support in structuring and framing the article; revision and final feedback.			

Gallemlere, C., Jespersen, K., & Olmsted, P. (2022). Harnessing relational values for global value chain sustainability: Reframing the roundtable on sustainable palm oil's offset mechanism to support smallholders. *Ecological Economics*, 193, 107303. (Google Scholar **Citations: 9**).

<i>Ecological Economics</i>	CiteScore: 12.0	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution:	Funding lead; conception and design of the study; acquisition of data; analysis and interpretation of the data; drafting and revising the article for an important intellectual contribution; supporting the R&R process.			

Whittaker, S., & Jespersen, K. (2022). Stretching or conforming? Financing urban climate change adaptation in Copenhagen. *Buildings and Cities*, 3(1). (Google Scholar **Citations: 2**).

<i>Building and Cities</i>	CiteScore: 5.4	Highest Percentile: 91%	Citations 2020-2023 : 1,086	AJG: N/A
Contribution:	Conception and design of the study; analysis and interpretation of the data; editing and providing structuration support; supporting the R&R process.			

Gallemlere, C., Delabre, I., Jespersen, K., & Liu, T. (2022). To see and be seen: Technological change and power in deforestation driving global value chains. *Global Networks*, 22(4), 615-630. (Google Scholar **Citations: 9**).

<i>Global Networks</i>	CiteScore: 5.3	Highest Percentile: 88%	Citations 2020-2023 : 945	AJG: 2
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R progress.			

Ogahara, Z., Jespersen, K., Theilade, I., & Nielsen, M. R. (2022). Review of smallholder palm oil sustainability reveals limited positive impacts and identifies key implementation and knowledge gaps. *Land Use Policy*, 120, 106258. (Google Scholar **Citations: 10**).

<i>Land Use Policy</i>	CiteScore: 13.7	Highest Percentile: 97%	Citations 2020-2023 : 32,083	AJG: 3
Contribution:	Conception and design of the study; support with data collection process; analysis and interpretation of data; providing deep editorial feedback; framing of discussion section; supporting R&R process.			

Delabre, I., Alexander, A., Jespersen, K., Nolan, C., Gallemlere, C., (2021). Sustainable Production of Deforestation-Risk Commodities: Governance, disarticulation and uneven geographies. in *Sustainable Production and Consumption*. Springer Academic Press. (Google Scholar **Citations: 1**).

Professional & Educational Experience - Continued

<i>Sustainable Production and Consumption</i>	CiteScore: 17.4	Highest Percentile: 95%	Citations 2020-2023 : 20,800	AJG:N/A
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R process.			

Marola, E., Schöpfner, J., Gallemore, C., & Jespersen, K. (2020). The bandwidth problem in telecoupled systems governance: Certifying sustainable winemaking in Australia and Chile. *Ecological Economics*, 171, 106592. (Google Scholar **Citations: 9**).

<i>Ecological Economics</i>	CiteScore: 12.0	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R process.			

Kruuse, M., Reming Tangbæk, K., Jespersen, K., & Gallemore, C. (2019). Navigating Input and Output Legitimacy in Multi-Stakeholder Initiatives: Institutional Stewards at Work. *Sustainability*, 11(23), 6621. (Google Scholar **Citations: 6**).

<i>Sustainability</i>	CiteScore: N/A	Highest Percentile: N/A	Citations 2020-2023 : N/A	AJG: N/A
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R process.			

Gallemore, C., & Jespersen, K. (2019). Offsetting, Insetting, or Both? Current Trends in Sustainable Palm Oil Certification. *Sustainability*, 11(19), 5393. (Google Scholar **Citations: 21**).

<i>Sustainability</i>	CiteScore: N/A	Highest Percentile: N/A	Citations 2020-2023 : N/A	AJG: N/A
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R process.			

Gallemore, C., Nielsen, K. R., & Jespersen, K. (2019). The uneven geography of crowdfunding success: Spatial capital on Indiegogo. *Environment and Planning A: Economy and Space*, 51(6), 1389-1406. (Google Scholar **Citations: 67**).

<i>Environment and Planning A</i>	CiteScore: 9.5	Highest Percentile: 94%	Citations 2020-2023 : 4,110	AJG: 3
Contribution:	Conception and design of the study; analysis and interpretation of data; drafting and revising the article; supporting the R&R process.			

Jespersen, K., & Gallemore, C. (2018). The Institutional Work of Payments for Ecosystem Services: Why the Mundane Should Matter. *Ecological Economics*, 146, 507-519. (Google Scholar **Citations: 40**).

<i>Ecological Economics</i>	CiteScore: 12.0	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R process.			

Professional & Educational Experience - Continued

Gallemore, C., Guisinger, A., Kruuse, M., Ruysschaert, D., & Jespersen, K. (2018). Escaping the “Teenage” Years: The Politics of Rigor and the Evolution of Private Environmental Standards. *Ecological Economics*, 152, 76-87. (*Google Scholar Citations: 10*).

<i>Ecological Economics</i>	CiteScore: 12.0	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R process.			

Schiemer, C., Halloran, A., Jespersen, K., & Kaukua, P. (2018). Marketing Insects: Superfood or Solution-Food?. In *Edible Insects in Sustainable Food Systems* (pp. 213-236). Springer, Cham. (*Google Scholar Citations: 27*)

<i>Edible Insects in Sustainable Food Systems</i>	N/A	N/A	N/A	AJG: N/A
Contribution:	Conception and design of the study; analysis and interpretation of data; support in writing and revising the content of the article; assisting in the R&R process.			

Chan, K. M., Anderson, E., Chapman, M., Jespersen, K., & Olmsted, P. (2017). Payments for Ecosystem Services: Rife With Problems and Potential—For Transformation Towards Sustainability. *Ecological Economics*, 140, 110-122. (*Impact Factor: 3.895, AJG Score: 3, Google Scholar Citations: 223*).

<i>Ecological Economics</i>	CiteScore: 12.0	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution; and supporting the R&R process.			

Jespersen, K. J. S. (2017). *Advancing the Payments for Ecosystem Service Discourse through Institutional Theory*. Frederiksberg: Copenhagen Business School (CBS).[Phd].

<i>PhD</i>	N/A	N/A	N/A	AJG: N/A
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution; and supporting the R&R process.			

Gallemore, C., & Jespersen, K. (2016). Transnational Markets for Sustainable Development Governance: The Case of REDD+. *World Development*, 86, 79-94. (*Impact Factor: 4.611, AJG Score: 3, Google Scholar Citations: 23*)

<i>World Development</i>	CiteScore: 12.7	Highest Percentile: 98%	Citations 2020-2023 : 15,447	AJG: 3
Contribution:	Conception and design of the study; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution; and supporting the R&R process.			

Work Under Review

Pasaribu, K., Delabre, I., Gallemore, C., Jespersen, K. (in preparation). A method for estimating buyers' shared responsibility for oil palm expansion. *Journal of Cleaner Production*.

<i>Journal of Cleaner Production</i>	CiteScore: 8.0	Highest Percentile: 98%	Citations 2020-2023 : 394,597	AJG: 1
Contribution:	Funding lead; conception and design of the study; acquisition of data; analysis and			

Professional & Educational Experience - Continued

	interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R progress.
Submission Status:	2 nd R&R submitted

Jespersen, K., Hofer, A., Kasper, L., Pasaribu, K. Constructing Social Portfolios: A Quantitative versus Screening Approach. *Journal of Portfolio Management*.

<i>Journal of Portfolio Management</i>	CiteScore: 2.2	Highest Percentile: 45%	Citations 2020-2023 : 1,041	AJG: 3
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R progress.			
Submission Status:	2 nd R&R submitted, confirmation of publication in 2025			

Grabs, J., Berecha Yadessa, G., Duran, M.C., Eneyew Bekele, A., Gallemore, C., Garedew, W., Gure Lemessa, S., Hailemariam, M., Kasongi, N., Mwalutolo, D., Mamuye, M., Niehues, I., Noe, C., Ponte, S., Megerssa, G., Silvano, P., Yamungu, N., Jespersen, K.. (in preparation). Resilience of what and for whom? Climate change mitigation and adaptation in the global, Ethiopian, and Tanzanian coffee sectors. *World Development* (Submitted).

<i>World Development</i>	CiteScore: 12.7	Highest Percentile: 98%	Citations 2020-2023 : 15,447	AJG: 3
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R progress.			
Submission Status:	Submitted and under review.			

Nielsen, K.R., Sjostrom, E., Jespersen, K., Janssen, M. Follow your heart? (Submitted) Value congruence and investors' decisions. *Strategic Entrepreneurship Journal*.

	CiteScore:	Highest Percentile:	Citations 2020-2023 :	AJG:
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R progress.			
Submission Status:	Submitted and under review.			

Gallemore, C., Berecha, G., Eneyew, A., Grabs, J., Jespersen, K., Kasongi, N., Mamuye, N., Mamuye, M., Mathe, A., Mwalutolo, D., Niehues, I., Terry, S., Yamungu, N. Misclassification Risks Threaten Access Equity in Zero-Deforestation Value Chains for Coffee: The Case of the European Deforestation Regulation. *Land Use Policy*.

<i>Land Use Policy</i>	CiteScore: 13.7	Highest Percentile: 97%	Citations 2020-2023 : 32,083	AJG: 2
Contribution:	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution, and guiding the R&R progress.			
Submission Status:	R&R in process - to be submitted by December 20 th , 2024.			

Megerssa, G., Bekele, A., Grabs, J., Garedew, W., Jespersen, K. How do institutions reshape the resilience of the Ethiopian coffee sector amidst the pressures of climate change? *Sustainable Development*.

<i>Sustainable Development</i>	CiteScore: 17.3	Highest Percentile: 98%	Citations 2020-2023 : 10,743	AJG: N/A
Contribution	General PhD Student support; design of the study; analysis and interpretation, editing and feedback for multiple drafts.			
Submission	R&R in process.			

Professional & Educational Experience - Continued

Kasongi, N., Gallemore, C., Mamuye, M., Yamungu, N., Jespersen, K. Future Climate Scenarios Threaten Coffee Distribution in The Coffee-producing Frontier Districts in Tanzania: Insights from Species Distribution Modeling in Kyerwa and Mbinga Districts. *Ecological Informatics*.

<i>Ecological Informatics</i>	CiteScore: 8.3	Highest Percentile: 95%	Citations 2020-2023 : 9,411	AJG: N/A
Contribution:	Funding lead; conception and design of the study; analysis and interpretation of data; providing deep editorial feedback; framing of discussion section; supporting R&R process.			
Submission Status:	Submitted			

Work in Progress:

Pasaribu, K., Gallemore, C., Jespersen, K. Source Shifting and Econometric Study of the Palm Oil Sector. *Ecological Economics*.

<i>Ecological Economics</i>	CiteScore: 12.0	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution:	Funding lead; conception and design of the study; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution			
Submission Status:	Methodology, and results section complete – Submitted by February 2025.			

Jespersen, K., Pasaribu, K., Delabre, I., Gallemore, C. What the World Owes Indonesia – Assessing Global Conservation Liability Based on Extractive Global Flows of Palm Oil. *Ecological Economics* (Data collection finished and draft paper under development). Packard Foundation

<i>Ecological Economics</i>	CiteScore: 12.0	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution:	Funding lead; conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution.			
Submission Status	Full draft complete, editing and revising in process – Submitted by February 2025.			

Jespersen, K., Pasaribu, K., Delabre, I., Gallemore, C. (in preparation). Finance for conservation: Mechanisms, problems and possibilities. *Land Use Policy*.

<i>Land Use Policy</i>	CiteScore: 13.7	Highest Percentile: 97%	Citations 2020-2023 : 32,083	AJG: 2
Contribution	Funding lead; conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution			
Submission Status:	Paper draft finished, editing and revising in process – Submitted by March 2025.			

Jespersen, K., Elsgaard, A.F., Nielsen, J.A. The Influence of ESG on Market Capitalization Amidst War and Geopolitical Risks. *Journal of Portfolio Management*. (data collection complete, Paper draft under development).

<i>Journal of Portfolio Management</i>	CiteScore: 2.2	Highest Percentile: 45%	Citations 2020-2023 : 1,041	AJG: 3
Contribution	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution			
Submission Status:	Full draft complete, editing and revising in process – Submitted by February 2025.			

Kasongi, N., Gallemore, C., Mamuye, M., Yamungu, N., Jespersen, K. Livelihood Capital and Climate Experience Shape Adaptation Expectations Among Smallholder Coffee Farmers in Tanzania: The Limited Role of Climate Change Perception. *Ecological Economics*

Professional & Educational Experience - Continued

<i>Ecological Economics</i>	CiteScore: 12	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution	Funding lead; conception and design of the study; analysis and interpretation of data; providing deep editorial feedback; framing of discussion section.			
Submission Status:	Paper in final stages – Submitted by December 2024.			

Mamuye, M., Gallemore, C., Kasongi, N., Jespersen, K., Berecha, G. Local-scale analysis of projected climate change impact on Arabica coffee distribution in selected districts of Southwestern Ethiopia: Future Production Areas and their Intersections with the Global Forest Map. *Regional Environmental Change*.

<i>Regional Environmental Change</i>	CiteScore: 6.8	Highest Percentile: 70%	Citations 2020-2023 : 3,649	AJG: N/A
Contribution	Funding lead; conception and design of the study; analysis and interpretation of data; providing deep editorial feedback; framing of discussion section.			
Submission Status:	Paper in final stages – Submitted by December 2024.			

Mamuye, M., Gallemore, C., Kasongi, N., Jespersen, K., Berecha, G. The future climate suitability of coffee insect pest (Antestia bug) in Arabica coffee production areas under CMIP6 scenarios: the Case of southwestern Ethiopian highlands. *Regional Environmental Change*

<i>Regional Environmental Change</i>	CiteScore: 6.8	Highest Percentile: 70%	Citations 2020-2023 : 3,649	AJG: N/A
Contribution	Funding lead; conception and design of the study; analysis and interpretation of data; providing deep editorial feedback; framing of discussion section.			
Submission Status:	Paper in final states – Submitted by March 2025.			

Mamuye, M., Gallemore, C., Kasongi, N., Jespersen, K., Berecha, G. The level of livelihood vulnerability of coffee farmers to the impact of climate change: Level of exposure, sensitivity, and adaptive capacity at different elevations. *Development and Change*.

<i>Development and Change</i>	CiteScore: 6.8	Highest Percentile: 89%	Citations 2020-2023 : 1,610	AJG: 3
Contribution	Funding lead; conception and design of the study; analysis and interpretation of data; providing deep editorial feedback; framing of discussion section.			
Submission Status:	Paper under development – Data collection complete – Results section under development – Submitted by May 2025.			

Megerssa, G., Bekele, A., Grabs, J., Garedew, W., Jespersen, K. The Climate Change Impact on Ethiopian Arabica Coffee Production and the Current Challenges it Poses to the Industry's Resilience. *Climate and Development*

<i>Climate and Development</i>	CiteScore: 8.9	Highest Percentile: 92%	Citations 2020-2023 : 2,490	AJG: N/A
Contribution	Funding lead; conception and design of the study; analysis and interpretation of data; providing deep editorial feedback; framing of discussion section.			
Submission Status:	Submitted November 2024 – Under review			

Silvano, P., & Jespersen, K. (in preparation). Institutional Work Roles in Empowering Women Coffee Farmers in Tanzania. *Geoforum*.

<i>Geoforum</i>	CiteScore: 7.3	Highest Percentile: 94%	Citations 2020-2023 : 6,508	AJG: 2
Contribution	Funding lead; conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution			
Submission Status:	Full draft completed, final revisions pending – Submission January 2025.			

Professional & Educational Experience - Continued

Uttam, K., Olmsted, P., Jespersen, K. Institutional work for ocean conservation and marine conservation finance to support ocean sustainability. *Ecological Economics*

<i>Ecological Economics</i>	CiteScore: 12	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution	Funding lead; conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution			
Submission Status:	Full draft completed, final edits under development – Submission January 2025.			

Jespersen, K., Uttam, K., Gardin, F. Investigating the development of adequate blue metrics for investors: the case of geolocated exposure to ecological sensitive zones in the oceans. *Ecological Economics*

<i>Ecological Economics</i>	CiteScore: 12	Highest Percentile: 95%	Citations 2020-2023 : 13,103	AJG: 3
Contribution	Funding lead; conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution			
Submission Status:	1st draft completed – Submission May 2025.			

Jespersen, K., Hansen, KB., Gallemore, C. Too Much Work? – The Notion of Space in Organizational Theory. *Organization Studies*

<i>Organization Studies</i>	CiteScore: 11.5	Highest Percentile: 95%	Citations 2020-2023 : 3,581	AJG: 4
Contribution	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution			
Submission Status:	Data collection complete – draft in process – Submission June 2025.			

Gallemore, C., Jespersen, K., Kourula, A., and Suddaby, R. Space and Organization Studies: Integrating Physical, Social and Metric Spaces. *Organization Studies*.

<i>Organization Studies</i>	CiteScore: 11.5	Highest Percentile: 95%	Citations 2020-2023 : 3,581	AJG: 4
Contribution	Conception and design of the study; acquisition of data; analysis and interpretation of data; drafting the article and revising it critically for important intellectual contribution			
Submission Status:	Draft complete – Data and results need to be updated –Submission June 2025			

Megerssa, G., Bekele, A., Grabs, J., Garedew, W., Jespersen, K. Responses of Coffee Farmers to Climate Change, and what Determines their Responses.

	CiteScore:	Highest Percentile:	Citations 2020-2023 :	AJG:
Contribution	TBD			
Submission Status:	To be Submitted October 2025			

Megerssa, G., Bekele, A., Grabs, J., Garedew, W., Jespersen, K. Flow of Information, Knowledge and Resources Along Coffee Value Chains in Order to Enhance Climate Adaptation/Mitigation Strategies.

	CiteScore:	Highest Percentile:	Citations 2020-2023 :	AJG:
Contribution	TBD			
Submission Status:	To be Submitted October 2025			

Refereed Conference Presentations:

Professional & Educational Experience - Continued

- Gallemore, C. (2023). The challenge of misclassification error in the European Union's deforestation regulation. *I-GUIDE Conference*. New York: Columbia University. 05 October.
- Gallemore, C., & Jespersen, K. (2019). Ratcheting up the palm oil debate in Europe. Yale Tropical Forestry Conference, New Haven, CT, 1 February.
- Gallemore, C., Suddaby, R., Kourula, A., & Jespersen, K. (2019). Spatial capital and the agglomeration of governance in the transnational REDD+ field. Annual Meeting of the American Association of Geographers, Washington, DC, 6 April.
- Jespersen, K., (2019) "Sustainable production of forest-risk commodities: Governance, disarticulations, and uneven geographies" Sustainable Consumption and Production conference. Stockholm, Sweden, October 15.
- Jespersen, K., Gallemore, C. (2019) "Building a Standard from the Inside Out: Legitimation and Recruitment Work in the Roundtable on Sustainable Palm Oil (RSPO) Members". 5th Annual Environmental Politics and Governance, University of California, Santa Barbara, June 27-29.
- Jespersen, K., Suddaby, R., Kourula, A., & Gallemore, C. The geography of transnational institutional work networks. CompleNet 2018 - 9th Conference on Complex Networks. Boston, MA. 5-8 March. (Poster)
- Jespersen, K., Kourula, A., Gallemore, C. "Institutional Working as Institutional Networking: Building Transnational Anti-Deforestation Efforts". EGOS Conference, Organizing in the Shadow of Power, Naples, Italy, July 7-9, 2016.
- Jespersen, K., Kourula, A., Gallemore, C. "Institutional Working as Institutional Networking: Building Transnational Anti-Deforestation Efforts". International Conference on Business, Politics, and Sustainability, Copenhagen, Denmark, June 16-17, 2016.
- Jespersen, K., Kourula, A., Gallemore, C. "Institutional Working as Institutional Networking: Building Transnational Anti-Deforestation Efforts". Cross Sector Partnerships for Systematic Change, Schulich Business School, Toronto, Ontario, Canada, April 17-20, 2016.
- Chan, K. M., Anderson, E., Chapman, M., Jespersen, K., & Olmsted, P. (2017). "Payments for Ecosystem Services: Rife With Problems and Potential—For Transformation Towards Sustainability". The Canadian and U.S. Societies for Ecological Economics (CANUSSEE): Pathways for Change Toward a Just and Sustainable Economy, Vancouver, British Columbia, October 1-4, 2015.
- Jespersen, K., "Transaction Costs and Brokerage In Transnational Advocacy Networks: The Case of REDD+", International Conference on Rainforest Ecology, Diversity and Conservation, Borneo Sabah, Malaysia, 9-11 June, 2015.
- Gallemore, C., Jespersen, K., "Transnational Markets for Sustainable Development Governance: The Case of REDD+". Environmental Politics and Governance Conference, University of Washington, May 14-17, 2015.
- Jespersen, K., Shen, D., "The Evolution of Eco-Compensation in China". Green Asia Conference: Climate Governance and Competitiveness of New Energy Industries in Asia, Copenhagen Business School, Denmark. May 14-15, 2014.
- Gallemore, C., Jespersen, K., "Hierarchical Structures in Global REDD+ Governance - A Nodal Analysis of Stakeholder Participation", Green Asia Conference: Climate Governance and Competitiveness of New Energy Industries in Asia, Copenhagen Business School, Denmark. May 14-15, 2014.

Non-Refereed Industry Conferences

- **Jespersen, K.**, "Navigating the Corporate Sustainability Reporting Directive: The Future of Doing Business in Europe" Jakarta, Indonesia, November 22-24, 2023.
- Jespersen, K., "Transforming the Market for Sustainable Palm Oil Credits" RT 17, Roundtable for Sustainable Palm Oil, Bangkok, Thailand, November 12-15, 2018.

Professional & Educational Experience - Continued

- Jespersen, K., “A Renewed Commitment to Achieving Market Transformations” RT 16, Roundtable for Sustainable Palm Oil, Sabah, Malaysia, November 12-15, 2018.
- Jespersen, K., “Inclusivity: From Production to Consumption” EURT 2018, Roundtable for Sustainable Palm Oil, Paris, France, June 25-26, 2018.
- Jespersen, K., “Growing the Notion of Sustainability – The Case of Sustainable Palm Oil”. Confederation of Danish Industries & Frej Taenketank. Udvikling eller udryddelse? Palmeolie. Copenhagen, Denmark. October 25th 2017.
- Jespersen, K., “The Perceptions of Palm Oil In Europe”. FONAP, Forum for Sustainable Palm Oil, Deutsche Gesellschaft für Internationale Zusammenarbeit, Berlin, German, September 27, 2017.
- Jespersen, K., “Bæredygtig masterplan for Copenhagen Business School”. Green Building Council & Molio. Fremtidens bæredygtige byggeri - vi skal videre!. Middelfart, Denmark. August 31st, 2017.
- Jespersen, K., “The Age of Hyper- Scrutiny and the Role of the Finance Sector in Supporting Sustainable Palm Oil” Confederation of Industries. Bæredygtig palmeolie – hvordan kommer vi videre?” Copenhagen, Denmark. December 20th, 2016.

Professional Reports/White Papers

- Jespersen, K., & Sacchi, M. (2024). “The power of NGO activism: Impact on public European firms’ stock value”. Nordic ESG Lab, CBS.
- Jespersen, K., Bachmann, W., & Villaruel, N. (2024). “Norwegian boards: Facing an ESG expertise crunch”. Nordic ESG Lab, CBS.
- Sacchi, M., Galli, B., & Jespersen, K. (2024). “Navigating the future: Understanding the impact of critical minerals on sustainable investment”. Nordic ESG Lab, CBS.
- Ole-Treusch, F., Huang, P., Fraser, J., Hofstetter, P., & Jespersen, K. (2024). “(In)Effective voluntary sustainability certification? Insights from CBS student consultants”. Nordic ESG Lab, CBS.
- Dahman-Leloup, A., Farahmand, M. P., Johansen, J. M., & Jespersen, K. (2024). “Navigating Indonesia’s waste challenges: GoTo’s strategy for sustainable food packaging”. Nordic ESG Lab, CBS.
- Nielsen, J. A., Elsgaard, A., & Jespersen, K. (2024). “The Russian invasion of Ukraine: Sustainability shielding market value”. Nordic ESG Lab, CBS.
- Neiger, F., Zehnder, R., Hanson, M. A. S., Khader, M., Franz, J., & Jespersen, K. (2024). “Accelerating climate adaptation finance in Europe”. Nordic ESG Lab, CBS.
- Nellemann, S., Møller, A. R., & Jespersen, K. (2023). “Corporate Approaches to Double Materiality: Implications for the Corporate Sustainability Reporting Directive as a Compliance or Change Mechanism”. Nordic ESG Lab, CBS.
- Jespersen, K. & Uttam, K. (2023). "Innovation Alliance for Training Programmes for Deforestation-Free Supply Chains in Europe – EMMA4EU." Nordic ESG Lab, CBS.
- Föger, A., Wieghorst, S. R., & Jespersen, K. (2023). "Making Waves in ESG Investing: An Assessment of the Performance of Ocean Investment Portfolios." Nordic ESG Lab, CBS.
- Föger, A. and Jespersen, K. (2023). "Exploring ESG Data: The Biodiversity Dilemma in Sustainable Investing." Nordic ESG Lab, CBS.
- Bergström, I., Jonsson, V., Jespersen, K. (2023). "Can the Steel Industry Turn Green?" Nordic ESG Lab, CBS.
- Pasaribu, K. and Jespersen, K. (2023). "Feeding Two Birds with One Scone: A Spatial Footprint Approach Bridging Conservation Financing and Companies’ EU CSRD Reporting." Nordic ESG Lab, CBS.
- Raad, K., Hwang, J., Jespersen, K. (2023). "Decarbonisation Management Tools 101: How to Select the Right Tool." Nordic ESG Lab, CBS.
- Jespersen, K. (2023). "Tensions Rise Between Financial Returns and ESG Objectives: Interview with Dr. Laura Stark." Nordic ESG Lab, CBS.
- Petersen, J.S., Nielsen, L.H., Hansen, S.S., Uttam, K., Jespersen, K. (2023). "Beyond Stock Prices: ESG Scores in the European Healthcare Sector." Nordic ESG Lab, CBS.

Professional & Educational Experience - Continued

- Juel, E., Jespersen, K. (2023). "Integrating ESG Considerations in Private Debt Funds in North-western Europe." Nordic ESG Lab, CBS.
- Wieshammer, P., Olibero, B., Tansini, S., Jespersen, K. (2023). "A Roadmap through the Jungle: How can Institutional Investors Address Deforestation Risk?" Nordic ESG Lab, CBS.
- Holbæk Mørch, M., Jespersen, K., Brunsgaard Børglum, T. (2023). "Navigating Emissions Reporting in the Shipping Industry: An Exploration of Emissions Reporting and Stakeholder Expectations." Nordic ESG Lab, CBS.
- Le, A., Rex, A. S., Damm, E. W., Zhang, H., & Jespersen, K. (2023). "How can asset managers ensure "secure" investments through documentation and transparency, based on due-diligence in relation to Indigenous People?" Nordic ESG Lab, CBS.
- Wieshammer, P., Revilliod, E., Pugnère, V., Sánchez Clemente, I., Jespersen, K. (2023). "How to Value Social Sustainability in Urban Development: The Urban Social Sustainability Measurement Tool." Nordic ESG Lab, CBS.
- Goehlmann, E.M., Lameter, K., Jespersen, K. (2023). "Investor Sensemaking and Sustainability: Venture Capitalists and New Ventures Struggling to Find a Common Ground on Sustainability." Nordic ESG Lab, CBS.
- Jespersen, K., Lee, J., Pretorius, L. (2023). "The Boards are Now Willing. But are they Ready? Building Sustainability Competence in Boards." Nordic ESG Lab, CBS.
- Jespersen, K. & Klitgaard, T. (2021). "CBS Campus Materiality Report." CBS Campus Services.
- Lyons-White, J., Jespersen, K., Gallemore, C., Catalano, A. S., Ewers, R. M., & Knight, A. T. (2021). Tackling the "wicked" conservation problem of tropical deforestation in global commodity supply chains using mixes of mechanisms.
- Jespersen, K. (2020). "SDG Mapping of CBS' Research Publications" #PRME INFOCUS REPORT NO. 3.
- Jespersen, K. (2020). "SDG Mapping of CBS' Course Offering." #PRME INFOCUS REPORT NO. 2.
- Jespersen, K. (2019). "CBS Sustainability Programme." CBS Senior Management.
- Jespersen, K., & Freese, C. (2019). "Behov for flere udbud og kontrol." Green Paper #2. Selective Demolition. Bloxhub, Circle House Lab.
- Jespersen, K., & Bordamalo, C.F. (2019). "EPD'er er første skridt til et cirkulært marked i større skala." Green Paper #1. Material Passport. Bloxhub, Circle House Lab.
- Jespersen, K., & Olmsted, P. (2019). "Strategic Approaches to Sustainability Reporting." NEPCon, Sustainability Reporting for Palm Oil Companies.
- Jespersen, K., & Olmsted, P. (2019). "What to Report and How - Considering Sustainability Metrics." NEPCon, Sustainability Reporting for Palm Oil Companies.
- Jespersen, K. (2018). "CBS Sustainability Strategy." CBS Senior Management.

Educational Videos

- "Why is Palm Oil So Cheap?" Business Insider. [Video](#) (5,116,330 total views).
- "Sustainability Reporting for Palm Oil Companies Video #1 - Strategic Approaches to Sustainability Reporting." [Video](#)
- "Sustainability Reporting for Palm Oil Companies Video #2 - What to Report and How - Considering Sustainability Metrics." [Video](#)
- "Sustainability Reporting for Palm Oil Companies Video #3 - Use of Risk-Based Approaches in Sourcing and Reporting on Sustainable Palm Oil Procurement." [Video](#)

Teaching Responsibilities:

- Programme Coordinator - MINOR IN ENVIRONMENTAL, SOCIAL, GOVERNANCE (ESG): METRICS, REPORTING AND SUSTAINABLE INVESTMENTS (Starting Fall 2020)
 - Environmental Social and Governance (ESG): data, accounting and reporting
 - ESG, Sustainable and Impact Investments

Professional & Educational Experience - Continued

- Critical Cases in Environmental Social and Governance (ESG) and Sustainable Investments
- CBS Executive – (Coordinator and Instructor) – Climbing the ESG Mountain – (2022-ongoing).
- MA-MMBFO1105U – (Instructor) – Managing Sustainable Corporations – MBA – (2022-ongoing).
- MA-MMBFO301U – (Instructor) – Master’s project: Strategy Project – MBA (2022-ongoing).
- MA-MMBDV2014U – (Coordinator and Instructor) – ESG – Policies, Metrics, and Data – (2023-ongoing).
- PPHDU1112U – (Instructor) – Perspectives on Governance and Sustainable Development – PhD Course – (2022-ongoing).
- KAN-CCBLV1701U – (Coordinator and Lead Instructor) - Consulting for Sustainability – Harnessing Business Models and Innovation, Fall & Spring (2017 - ongoing).
- CEMS – (Instructor) Responsible Leadership (Short Course) – (2015- ongoing).
- CEMS – (Instructor) Business Project Course – (2015- ongoing).
- MMFUV1029U.LA_FA – MBD - Bæredygtige Strategier (2020 – 2023).
- KAN-CCMVV1738U - (Coordinator and Lead Instructor) - Achieving the SDGs: Environmental Sustainability for Organizations (2018-2024)
- KAN-CCMVV1739U - (Coordinator and Lead Instructor) - Blockchain and Sustainable Digital Infrastructures for Business (2018-2024)
- CBS Executive Fonden – Summer Programme – Bæredygtighed, Strategi of Forretningsudvikling (2020 - 2023).
- KAN-CCMVV1737U - (Coordinator and Lead Instructor) - Achieving the SDGs: Feeding the Future of Agricultural Sustainability (2018-2019).
- MSc BLC – Riga – Copenhagen Urban Challenge (*EU Funded until 2019*).
- MSc BLC – Edinburgh – Copenhagen Urban Challenge (*EU Funded until 2019*).
- MSC BLC – (Coordinator and Lead Instructor) - Designing Circular Societies – (Student-led Course) – (Fall 2017).
- CBS COURSERA Instructor – Social Entrepreneurship – (2014-2016).
- BLC-SEIT (Coordinator and Lead Instructor) – Social Entrepreneurship and Innovation Theory (2014-2015).
- KAN-CM-V87 (Coordinator and Lead Instructor) – Social Innovation Camp: Creating sustainable tools and business models (2015).
- BLC-RMWS – (Instructor) Research Methods and Writing Strategies (Quantitative Methods) (2014).
- *Supervise* on average 10-14 Masters Thesis projects every year.

International Short Courses

- International MBA Courses – (Coordinator and Lead Instructor) – Regenerative Sustainability – Course designed for International MBA who travel to Copenhagen for an intensive one-week course on innovative themes related to sustainability. (A minimum of 4 US MBA student groups per year. Participating Business Schools include Fuqua Duke, Ross UofMichigan, McCombs UTAustin, Rotman UofT, & Stern NYU) – (2016- ongoing).

Courses include:

1. Sustainable Finance and the Nordics (25 Students)
2. Regenerative Sustainability – A Nordic Perspective (25 Students)

PhD Students

- Stella Whitaker – CBS MSC
- Ms. Ingvild Reine Assmann – DTU
- Ng’Winamila Kasongi – University of Dar es Salam, Tanzania

Professional & Educational Experience - Continued

- Melkamu Mamuye - Jimma University, Ethiopia
- Guta Regasa – Jimma University, Ethiopia
- Daniel Mwalutolo – University of Dar es Salam, Tanzania

External Funding:

- Otto Munsted Visiting Researcher Grant – (*Successful*) – Laura Starks, University of Texas Austin – **(225,000 DKK)**. CBS (Principal Investigator)
- David and Lucile Packard Foundation – (*Successful*) – Title: NOFUTURE2 - **(1,036,699 DKK)**. CBS, Birbeck University, Lafayette College. (Principal Investigator)
- EMMA4EU - (*Successful*) – Title: Innovation Alliance for Training Programmes for Deforestation Free Supply Chains in Europe. **(11,136,000 DKK)** – ERASMUS – European Commission – (Multi-Party).
- Velux Foundation – (*Successful*) – Title: **Making Oceans Count II**– **(7,234,000 DKK)** – CBS, GDFA, HubOcean. – (Academic lead)
- David and Lucile Packard Foundation – (*Successful*) – Title: No Trees – No Future. - **(2,043,455 DKK)**. Birbeck University, Lafayette College. (Principal Investigator)
- DANIDA – (*Successful*) - Title: **Africa2030 – (350,000 DKK)** – CBS., OIKOS Denmark. (Principal Investigator)
- Velux Foundation – (*Successful*) – Title: **Making Oceans Count in the Nordic Financial System – (7,000,000 DKK)** – CBS, GDFA, WWF Denmark. (Academic lead).
- DANIDA FFU – (*Successful*) - Title: **The paradoxes of climate-smart coffee (PACSMAC) – (12,000,000 DKK)** – Team Members: CBS, University of Dar Es Salaam, Jimma University, Lafayette College, ETH Zurich. (Principal Investigator)
- REALDANIA (*Successful*) – Title: Commercializing Liveability in the Built Environment – **(2,000,000 DKK)** – **Principal Investigator** – Team Members: CBS – MSC Department, Rambøll, Green Building Council. (1 year duration). (Academic lead)
- Danish Foreign Ministry Grant – (*Successful*) – Title: Sustainable Reporting for Palm Oil Companies - **(500,000 DKK)** – **Principal Investigator** – Team Members: NEPCo. (2018 - 6 months duration).
- (Extension) Roundtable for Sustainable Palm Oil – (*Successful*) – Title: Opportunities for 'Nudging' Uptake of Sustainable Palm Oil **(260,000 DKK)**. (Principal Investigator)
- Roundtable for Sustainable Palm Oil – (*Successful*) – Title: Opportunities for 'Nudging' Uptake of Sustainable Palm Oil **(1,149,479 DKK)** – **Principal Investigator** – Team Members: CBS, UBC, Lafayette College. (2018 – 1 year duration). (Principal Investigator)
- Rambøll Group AS Strategic Partnership (*Successful*) – Title: Commercializing Liveability in the Built Environment – **(268,000 DKK)** – **Principal Investigator** – Team Members: CBS – MSC Department. (2019 – 1 year duration). (Academic lead)
- DANIDA FFU 2015 – (*Successful*) (Not funded due to a shift in government priority countries) - Firms, REDD+ and Indonesia: Untapped Innovation? – **(9,000,000 DKK)** – Not funded due to change in government priorities – **Principal Investigator** – Team Members: KU, RUC, Bogor Agricultural University, CIFOR, North Eastern Illinois University. (Principal Investigator).

Advisory Boards

- **Collaborator and Academic Advisor in FutureTalks** - FutureTalks: Engaging Citizens in Exploring Toronto's Future - As a Collaborator, during the term of the project (2018-2023). Present talks are ongoing with the Copenhagen Municipality to initiate the same initiative in Copenhagen.
- **Academic Advisory for the Liminus Foundation**- Gros More National Park – Newfoundland – Canada - As an Academic Advisor, I develop experiments to be conducted

Professional & Educational Experience - Continued

within the national park on the topic of Payments for Ecosystem Services. The work supports the sustainable transition of small and medium sized firms.

- **Academic Collaborator** - “TRANSFORM: Accelerating Transformative Entrepreneurship Experiments in Local Spaces - (currently University of Waterloo, Arizona State University, Lund University, Leuphana University, Erasmus University, University of Graz, Copenhagen Business School) as well as small business, municipal, and civil society partners in each community. As an Academic Advisor I support the development of research and mentor companies within the network. **(Funded)**.
- **Academic Advisor** – Danish Green Building Council (DGBC)- As an Academic Advisor, I provide insights on topics of sustainability and research (the DGBC has a membership of 260 Danish firms who represent the largest Danish building owners, leading technology firms, municipalities and energy companies). Specific responsibilities include the design of large-scale research initiatives, the submission of innovative building competitions, and the general support of DGNB Building Standard.
- **Board Member** – Management Committee – Nordic Rainforest Research Network - The organization is responsible for programming research and conservation efforts for the Maliau Basin, Malaysia (150,000 Hectares first growth forest).
- **International Expert** - EU Funded - Institutional Capacity Development for University of Latvia – With special focus on assisting faculty to innovate on teaching and research practices.

Expert Assessor & Contributor

- Expert Reviewer for the Research and Industrial Research Council (C2) in Belgium – “Voluntary Sustainability Standards as a Governance Mechanism for Sustainable Global Food and Wood Systems (C24M/19/031).
February 2019

Chief Engagement Officer – Loh-Grønager Partners (LG Partners), *Equity Partner*, London.

<https://lohgronagerpartners.com/>

July 2021 – Present

- Strategy Development: Formulate and oversee the implementation of a comprehensive ESG strategy aligned with the LG Partners' objectives.
- Integration into Investment Process: Collaborate with the investment team to integrate ESG considerations into decision-making, developing relevant metrics.
- Stakeholder Engagement: Engage with both investors and communicate the fund's ESG initiatives and performance as well as our holding companies to improve ESG performance.
- Policy and Compliance: Develop and implement ESG policies and procedures in compliance with EU Green Deal (Sustainable Finance Disclosure Regulation – SFDR) regulations and best practices. Mapping Principal Adverse Indicators across the portfolio.
- Monitoring and Reporting: Establish a robust system to monitor and report on the fund's ESG performance regularly.
- Advocacy and Leadership: Represent the fund in industry forums, advocating for sustainable practices, and contributing to ESG thought leadership.

Copenhagen Business School - DENMARK

Assistant Professor – Nov. 2017 – Nov. 2020

Copenhagen Business School - Department of Management, Society and Communication

Copenhagen Business School - DENMARK

Sustainability Development Officer – Solberg Campus Development Project

August 2015 - 2017

- Assisted in the design and writing of the CBS, Sustainability Vision and Mission Document commissioned by the CBS Senior Management.
- Liaised with and worked alongside CBS Campus Development on the production of the Campus Development Funding Proposal. Responsible to imbuing sustainability content into the final funding report.
- Contribute to the development of specific education programs geared at turning the future campus into a living laboratory for sustainability.
- Regularly meet with both internal and external stakeholders to develop design components for the new campus.
- Requested to consult with building associations, multiple municipalities, and technology firms on future sustainability trajectories for the Greater Copenhagen Region related to the 2025 Carbon Neutral and 2050 Fossil Free Goals.

Centre for Social Innovation & Impact Investing - Sauder School of Business

International Research Coordinator

February 2014 - 2017

Research Coordinator assisting the Sauder Business School with collaborative research initiatives with the Copenhagen Business School. Providing analytical, writing, and communication support in their efforts to study ecosystem service-based strategies in the private sector.

- Conducts research and write summaries about markets, corporate strategies, and public policies that address ecosystem service degradation.
- Contributes to academic and industry literature through the writing of academic articles in collaboration with Sauder faculty.
- Develops research objectives and proposals for own or joint research.
- Making presentations at national and international conferences and similar events;

Professional & Educational Experience - Continued

- Dealing with problems, which may affect the achievement of research objectives and deadlines between faculties.

Copenhagen International School - DENMARK

**Summer School Principal, Head of Senior School Humanities, and Economics Teacher
October 2006 – July 2014**

- Member of the Copenhagen International School Board, assisting in overall school management and administrative hiring.
- Participated in numerous conferences working towards the expansion of curriculum and was invited to become official IBO examiner in 2009.
- Taught gymnasium economics classes. Reported and evaluated upon student development, and benchmarked growth patterns of students and classes.
- Developed and expanded CIS Micro-Credit Women's enterprise, undertaking educational and fundraising initiatives to Amanfro, Ghana. Assisting in expansion of present initiative to include further communities of women.
- Established and direct **BRAP.dk (Burmese Refugee Assistance Program)**, a charitable organization centered on assisting Burmese Refugees living in Thailand. Yearly field missions undertake projects in the Burmese/Thai jungle, whereby sustainable agriculture, bio-fuel, and educational initiatives are undertaken.
- UNESCO initiative, creating U.N. subsidized textbook on international cultures.
- Authored articles for the Copenhagen Post, concerning issues of national and international economic issues.

Public Works and Government Services Canada, National Service Call Center Call Center Representative

June 2002 – August 2005

- Composed all quarterly reports, memoranda, and speeches for the National Service Call Centre.
- Supported the development of the Public Works and Government Services online procurement system, in which all Canadian Government offices are registered.
- Assisted in the development and certification of ISO 9001 initiatives. Office comprised of 40 individuals, managing over 3,500 buildings across Canada, maintaining and developing the quality of these properties and building systems.

Canadian Embassy, Washington, DC, U.S.A.:

Assistant, Office of Public Affairs Internship Coordinator

January 2000 – May 2000

- Orchestrated the Canadian Embassy's internship program. Monitored the development of current interns in the various departments of the Embassy.
- Provided training sessions and information interviews for interns, scheduling and organizing field trips to various government headquarters in Washington.
- Proposed developmental opportunities and summarized the semester's highlights which was then presented to the Minister of Public Affairs and subsequently forwarded to Department of Foreign Affairs and International Trade (DFAIT).

Canadian Embassy, Office of Government Markets, Washington, DC, U.S.A.:

Assistant, Office of Government Markets, Economics Division

- Developed a monthly newsletter on government procurement regulations and opportunities that is still published internally by the Canadian Embassy. The newsletter focuses on export-oriented Canadian companies and is used by such companies so they may assess potential business opportunities

Professional & Educational Experience - Continued

- Assisted in the three-day “Canadian Leaders Procurement Conference”.
- Conference exposed Canadian Government officials to the opportunities and intricacies of the U.S. procurement industry.
- Researched and prepared written recommendations on trade-related websites highlighting procurement information and partnership sources for use by U.S. firms seeking contacts with Canadian organizations as well as vice versa.
- Completed an Industry Canada and Small Business Association (SBA) initiative that was published in the SBA, and DFAIT websites in order to assist prospective international clients and partners.

◆ *References are available upon request.*

◆ *Le C.V. est aussi disponible en français.*