

About the authors

Alex Belling, policy advisor, Dutch National Integrity Office (BIOS)

Alex Belling is former coordinating policy advisor on ethics and integrity issues for the Ministry of the Interior and Kingdom Relations in the Netherlands and former coordinator of the National Office for Promoting Ethics and Integrity in the Public Sector. Previously he worked for the Ministry of Justice as an HR policy advisor. Alex Belling has a special interest in whistleblowing issues, especially in the motives of top management of organizations in the handling of reports of malpractices and treatment of reporters.

Christoph Demmke, Professor of Public Management and Public Policy, University of Friedrichshafen
prof. dr. Christoph Demmke is Professor of Public Management and Public Policy at the University of Friedrichshafen (D). For many years, Christoph Demmke also acted as scientific advisor to the Directors-General of the Member States of the EU with responsibilities for the Reform of the Public Service.

Rick Duiveman, senior integrity policy advisor, Limburg Provincial Authority

Rick Duiveman has worked for 25 years as a criminal investigator for the Dutch police. After studying business administration at Arnhem Business School, he joined the public administration to develop and implement integrity strategies and policies. He currently works at the Limburg provincial authority as a policy advisor on integrity to the Governor of Limburg.

Ed Fenne, policy advisor, Dutch National Integrity Office (BIOS)

Ed Fenne works as a policy advisor for the Dutch National Integrity Office (BIOS) since 2009. He is specialised in reporting procedures, confidential counselling work, whistleblowers, integrity research and risk analyses. He previously worked as an integrity advisor and researcher for a large national benefits payment institution. Before that, he served with the Police force for 13 years, including six years in the Criminal Investigations Department. Ed Fenne regularly organises information meetings for confidential integrity counsellors in the public sector, lectures for the BIOS Confidential Integrity Counsellors training course and has collaborated in various publications.

Isabel Gaisbauer, senior advisor, CAOP (Dutch expertise centre for labour relations in the public sector)

Isabel Gaisbauer has a background in public administration and studied European political studies at the College of Europe in Bruges (Be). She has more than six years experience and knowledge in the field of labour relations in public sector and expertise in relevant EU policies and perspectives on labour market developments and relations.

John Mathew Groot, advisor Support Centre for Integrity Investigations of Holders of Political Office, Dutch National Integrity Office (BIOS)

John Mathew (Hans) Groot (1959) holds a Dutch and New Zealand passport and is a 1990 graduate from the Amsterdam University School of Law. He specializes in Administrative- and Labor Law. Currently he works at the Dutch National Integrity Office. He has thorough knowledge of integrity investigations and integrity care through almost 15 years of relevant work experience. Former positions include Head of the City of Amsterdam Integrity Bureau and Head of the Bureau of Special Investigations at the Ministry of Foreign Affairs Security Service.

Richard Hagedoorn, policy advisor, Ministry of the Interior and Kingdom Relations

Richard Hagedoorn is a senior policy officer for the Dutch Ministry of the Interior and Kingdom Relations. He is responsible for the national integrity policy for civil servants and participates as a Dutch delegate in several international integrity and anti-corruption forums, such as GRECO (Council of Europe) and the Working Group for Senior Public Integrity Officials (OECD).

Melanie Hermus, senior policy advisor, Ministry of the Interior and Kingdom Relations

Melanie Hermus works for the Dutch Ministry of the Interior and Kingdom Relations. She has an in depth knowledge of the functioning of the Dutch public administration. At the moment she is the deputy head of a division which (among others) is responsible for the national integrity policy regarding the holders of political offices.

Alain Hoekstra, coordinating policy officer, Dutch National Integrity Office (BIOS)

Alain Hoekstra studied Public Administration at Erasmus University Rotterdam and works at the Dutch National Integrity Office. He has thorough knowledge of integrity issues through almost 15 years of work experience on this topic. Alain Hoekstra participates in several international networks in the field of public ethics, and is writing his PhD dissertation at the Rotterdam School of Management.

Erik Hoenderkamp, policy advisor, Rijksrecherche

Erik Hoenderkamp holds a masters degree in International Public Law. He started his career as war crimes specialist for the Dutch Immigration Service. He later was deputy head of a specialist unit combating smuggling of humans at the central intelligence service of Dutch police. In 2005 he joined Rijksrecherche. His present post includes activities such as analysing case-files and advising on corruption related topics to other public and private organisations.

Leo Huberts, Professor of Public Administration, VU University Amsterdam

Leo (L.W.J.C.) Huberts is full professor of Public Administration at the Department of Political Science and Public Administration of VU University Amsterdam in The Netherlands. He has special responsibility for the VU research group on Integrity and Quality of Governance and the global IAS Study Group on Quality of Governance. He is author or editor of twenty books on influence on governmental policy, on public corruption and fraud, on the integrity and ethics of governance.

Jessica de Jong, policy officer, Ministry of the Interior and Kingdom Relations

Jessica de Jong is a policy officer at the Ministry of the Interior and Kingdom Relations of the Netherlands. Her work focuses on enhancing integrity of public administration and decreasing aggression against public sector employees. Jessica holds a research master degree in Public Administration.

Jeanine Kooistra, head of the Integrity Bureau, City of Amsterdam

Jeanine Kooistra obtained her Master's degree in Dutch Language and Literature at Utrecht University. After having worked in in the field of communication for some years she went to the police Academy. Next Jeanine worked for 18 years in several management functions in the police organisation, particularly in the investigation department. During the last years she was deputy district commander in the city of Utrecht. In that function she focused, amongst others, on integrity related issues. In 2014 she moved on to the City of Amsterdam where she is currently the head of the Integrity Bureau.

Terry Lamboo, senior advisor, Ministry of the Interior and Kingdom Relations

Terry Lamboo is senior advisor at the Ministry of the Interior and Kingdom Relations of the Netherlands. She is an expert on integrity policies and research methodologies, and cooperates with representatives of subnational governments and national institutions. Terry Lamboo completed her PhD at the Vrije University of Amsterdam in 2005 on integrity policies and practices of the Dutch police forces. She holds master degrees in Sociology and American Studies. In 2015 she was seconded to the Public Sector Integrity Division of the OECD.

Dick van Lingen, director security and integrity office, Custodial Institutions Agency

Dick van Lingen studied at the Military Academy in Breda and served as officer in the armed forces (Cavalry and Royal marechaussee) for 10 years. Currently, he is a lieutenant-colonel in the Dutch army reserve. He also studied Dutch Law at University of Amsterdam. Dick works in the Ministry of Security and Justice. He has thorough knowledge of (both national and international) security, safety and integrity issues through almost 30 years of work experience on this topic.

Willeke Slingerland, lecturer/researcher Corruption and Integrity at the School of Governance, Law & Urban Development Saxion University of Applied Sciences

Willeke Slingerland studied International and European Law at University of Groningen, and works as a lecturer/researcher at Saxion University of Applied Sciences. She has thorough knowledge of integrity issues and the network approach through her work in national and international research projects. Willeke Slingerland was the lead researcher for the Netherlands in Transparency International's European-wide study on the National Integrity System, and is writing her PhD dissertation on network corruption.

Aafje Stout, legal advisor and integrity coordinator, the municipality of Hellevoetsluis

Aafje Stout-Langendoen studied Dutch Law at Erasmus University Rotterdam. In 2003 she graduated. She has been working at the municipality of Hellevoetsluis as a legal advisor for 8 years now. Besides this she was designated to be the integrity coordinator of this organisation in 2010. This function was new at the time and Aafje Stout shaped it to what it is today. To do so and to execute this function as good as possible she completed the course Integrity Management. She also participates in network meetings in order to keep up with the latest developments on the subject.

Hans Visser, chairman, Integrity Knowledge Group, Netherlands Tax and Customs Administration

Hans Visser works at the Netherlands Tax and Customs Administration since 1971. During his career he has taken up several positions, national and international; administrative positions, staff functions and several management positions. In 2009 and 2010 Hans Visser led the first steps to build the Tax administration in the Caribbean Netherlands. Since 2012 he chairs the Knowledge Integrity Group and advises and supports (with a group of nine colleagues) the management of the Netherlands Tax and Customs Administration in forming and implementing the integrity policy. Hans Visser is a member of the Interdepartmental Platform Integrity Management (IPIM).

Marijn Zweegers, head, Dutch National Integrity Office (BIOS)

Marijntje Zweegers joined the Dutch National Integrity Office (BIOS) in 2008 and is head of BIOS. She studied law at the University of Utrecht. After her studies she worked 10 years as (corporate) lawyer with key government agencies, including three years as legal advisor with the integrity agency of UWV (the Dutch Employee Insurance Agency). Over the years she has gained more than 12 years of experience and knowledge in the fields of integrity and promoting ethics.

