

Curriculum Vitae – Dr. Nana Karlstetter

Contact:

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PROFILE

My central interest has always been, and today more than ever is, to realize a sustainable and just future. I believe in projects that matter. Projects that connect trustworthy people with a clear vision and fearless ambition to create dynamics that can avert catastrophic biophysical tipping points. Thus, I participate in and develop projects with transformative impact. My main expertise lies in developing innovative ideas into running projects with catalytic effects for the changes we need on this planet.

I have been working in sustainable business & project development for many years, focusing on agile methods and process management. My latest advanced training has further deepened my expertise in agile process management.

For around 20 years, I have been deeply familiar with the scientific discourse on ecological challenges. Since then, I have been actively engaged in identifying and developing economic strategies to address the increasingly urgent risks we face. I am seeking strong partners who are committed to working consistently and transparently on real solutions.

I am experienced in navigating complex, chaotic, and highly dynamic environments and approach them with both analytical and methodological expertise. This long-standing interest has given me a deep understanding of the critical role that incremental leadership and control play in fostering resilient, process-oriented structures.

Two major realms of my work are:

- Economic transformation within the planetary boundaries
- Development of dynamic capabilities, agile processes in organizations and required network and infrastructures to facilitate the transformation we need.

I hold a [PhD in Economics](#) in Economics focusing on dynamic capabilities in enterprises as (co)evolutionary organizations under climate change and biodiversity loss.

Further work covers topics related to:

- Commoning of resources and organizations, solidary future-proof business models
- (Regional) infrastructures for resilient communities

WORK EXPERIENCE

Since 2013, I have worked as a project developer and sustainability expert.

WORK HISTORY AND PROJECTS

5/2025

Launch of own website: <https://transformerkit.de/>

11/2024 to present

Co-founding, set up, fundraising, content creation and team building for new projects

- Ökozid-Gesetz und planetare Grenzen (ecocide law and planetary boundaries): <https://steadyhq.com/de/oekozidgesetz-und-planetare-grenzen/>
“We provide information on current developments relating to ecocide legislation, shed light on the background and offer a critical assessment.”
- ARTagainstECOCIDE: <https://artagainstecocide.de/>
“Our world is facing major challenges – from the climate crisis to the loss of biodiversity and the destruction of entire ecosystems. We say: Stop ecocide! Our goal is to create change - through education, art, networking and concrete action. Together, we are committed to ensuring that ecocide is recognized as a crime and that our livelihoods are protected. With creativity, commitment and solidarity, we bring people together who no longer want to stand by and watch.”
- ANT – agentur netzwerk transformation (agency network transformation): <https://steadyhq.com/de/ant/>
“Wages and bread for the conversion: an agency for working on the future and the momentum to get there.”

8/2024 to 2/2025

Further training in Digital Business Modeling, Supply Chain and Process Management (focus on agile processes and their optimization). Certificates available on demand.

9/2023 to 7/2024

- Book project *Weigerung – Ships go Alongside oder Wie Mutual-Aid und Factual-Need die Welt retteten*
- Sabbatical/Unemployed

2020 to present

Regional transformation and commoning projects, solidarity-based business models, and regional prototyping (e.g., [Transformation Haus & Feld](#), [Transvision](#), Regionaltag Märkisch-Oderland, Energietisch Letschin)

11/2022 to 4/2023

Contract work as a Sustainability Consultant for the [Web 3.0 Technologies Foundation](#) (Zug, Switzerland):

- Evaluated the methodology used for a [Polkadot](#) carbon emission dashboard
- Assessed options for carbon offsets trading on the Polkadot network (e.g. by [Bitgreen](#)).

3/2021 to 8/2023

Contract work, later employed as Senior Expert Sustainability for [hibyrd.io](#). Responsibilities included:

- Product development, research, publications, and white papers

- Extensive and critical research on topics such as decarbonization legislation, energy efficiency in buildings/industry (Germany and EU), electricity markets, energy and CO2 pricing, sustainability disclosure standards (ESG/CSRD), and transformation approaches (e.g., Nature-Based Solutions, Science-Based Targets Initiative, Race to Zero)

2021

Publication *Transformer Kit* in [Reichtum für Alle](#), edited by Sibylle Berg

10/2020 to 6/2021

Conceptual and methodological development of the open-data-based [Visual Unearthing](#) research project with Goethe-Institut Indonesien, highlighting the impact of the COVID-19 crisis on environmental parameters like air quality in major Southeast Asian cities (Hanoi, Jakarta, Manila, Bangkok)

2019 and 2020

Co-authored two publications on complete decarbonization ([Budget bound complete decarbonization](#) and [follow-up](#)) with Thomas Weber (formerly of the German Federal Ministry of Justice) and [Gerhard Hofmann](#)

6/2016 to 12/2022

Work for the p≡p foundation. Responsibilities included:

- Technical documentation and code generation
- Process development
- Digitization and sustainability initiatives (e.g., [Eine kurze Anleitung zur nachhaltigen Digitalisierung](#))
- Fundraising
- Organizing workshops/events (e.g., [Big Brother Awards Switzerland](#), [re:publica 2018 panel](#) with Sibylle Berg and Marc-Uwe Kling)

2018

Research study on the impact of sustainability measures on work structures: [Bilanzierung von Umwelt- und Sozialfolgen für mehr Nachhaltigkeit: Das Beispiel Fairphone](#) (funded by Hans Böckler Stiftung, in cooperation with the research group [Ethisch-Ökologisches Rating](#))

2018:

Development and structure of the project [Die Kanon](#) with Sibylle Berg and others (from the foreword: “Wenn alte System versagen, ist es vielleicht an der Zeit, etwas Neues auszuprobieren. [...] Der Kanon ist weiblich. [...] Viel Freude damit.”)

2014 to 2020

Business development and fundraising for [Taler](#).

Project development and fundraising for [GNUnet](#).

2014 to 2016

Projects with the [Centre for Investigative Journalism](#), London:

- 2014/2015: Data journalism training for investigative journalists and activists with [Correctiv](#) and [Tactical Technology Collective](#)
- 2015/2016: Head of production for the LoganCIJ Symposium 2016, [Challenge Power! Building Alliances Against Secrecy, Surveillance and Censorship](#), in Berlin; featured [Edward](#)

[Snowden, Julian Assange, and others](#) (funded by the David & Reva Logan Foundation and the Augstein Foundation; media partner: Der Spiegel)

2012 to 2018

Various projects with [Wau Holland Foundation](#), Berlin, and associated projects: e.g., [youbroketheinternet](#).

2009 to 2014

Research assistant (PhD student) and team lead at the University of Oldenburg, Germany, as part of the [BMBF-KLIMZUG flagship](#) project *nordwest2050* – Perspectives for climate-adapted innovation processes in the Bremen/Oldenburg metropolitan region. → see also below

2000 to 2009

Jobs not relevant for this context. Activism work in environmental and hacker communities.

FURTHER CURRENT ACTIVITIES AND TRAININGS

- Establishment and coordination of the citizen initiative [SaveOderDie](#), founded after the fish kill in the Oder River in August 2022
- Active in climate/environmental justice groups on subjects like DeGrowth, Theory of Change, Water Justice
- Further training in Digital Business Modeling, Supply Chain and Process Management

EDUCATION

PhD (2009-2012)

PhD earned in Economics in Oldenburg, Germany, contributing to a BMBF-KLIMZUG climate adaptation project. My research focused on economic transformation and food security under climate change. The title of my dissertation was [Unternehmen in Koevolution](#), and I graduated with the grade "magna cum laude: very good".

University Studies (1993-1999)

I studied Philosophy, Mathematics, and Psychology in Freiburg and Berlin, Germany, graduating with the final grade "very good: 1,1".

Abitur (1993)

Abitur completed at Johannes Althusius Gymnasium in Emden, Germany, with a final grade of "very good: 1,4". I received an award for being among the top three graduates of the year.

ACADEMIC PROJECTS

2009 to 2014

PhD student and research assistant at the University of Oldenburg, Germany, as part of the [BMBF-KLIMZUG flagship](#) project *nordwest2050*—Perspectives for climate-adapted innovation processes in the Bremen/Oldenburg metropolitan region. The project involved:

- Development and dynamic modeling of regional climate adaptation and land use strategies
- Vulnerability and innovation potential analyses
- Stakeholder participation processes
- Back-casting method workshops
- Roadmap of change development

Since 2013, I coordinated the agricultural team.

1/2012 to 3/2012

Three-month research stay at the University of Maryland, College Park (USA), focusing on climate adaptation, food security, and modeling techniques.

LANGUAGES

German is my native language.

I speak and write English fluently, and I have basic proficiency in Spanish and French.

PERSONAL INTERESTS

I am a certified yoga teacher and enjoy gardening, baking bread, and sports.