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5. **Civil Status:** Married; 2 Children



6. **Present position:**

- 1) Senior International Development Consultant & Mentor – Monitoring & Evaluation, Strategy, Organisational Management, Balanced Leadership, Gender, HIV, Community Economic Development, Capacity Development, Research Analyst, IMPAKT [www.impakt.dk](http://www.impakt.dk)
- 2) Board Member, VP Mentoring & Team Leader for Strategy, PWN Copenhagen [www.pwnglobal.net](http://www.pwnglobal.net)

7. **Key qualifications:**

Over 20 years of international development experience as a socio-economist, gender-responsive monitoring, evaluation & learning specialist, organisational management expert, capacity development team leader, and mentor. Highly-developed functional and analytical skills in results-based management, strategic information, strategy planning & theory of change, gender mainstreaming & analysis, aid effectiveness and human rights-based approach to development, programme design, project & financial management, baseline surveys, reviews and evaluations. Sector expertise includes gender equality and women’s empowerment, HIV and health, community economic development & democratic governance, nutrition and food security, humanitarian relief and innovative financing mechanisms. Extensive multiple stakeholder engagement with partner governments, research institutes, international NGOs, grassroots CBOs, socially responsible SMEs, the UN & multilateral development banks, and bilateral donors (Australian DFAT, DANIDA, & USAID).

*Main Clients:* Danish Institute for Human Rights, SOS International, PWN Copenhagen, Save the Children Denmark, Centre for Effective Altruism, KVINFO, Disabled Peoples Organisation Denmark, USAID, Metropolitan University College, Pure H2O, The Talent Tree, UNFPA, The Nest International, Asian Development Bank, UN Women, AusAID, DANIDA, World Bank, InterAmerican Development Bank, WFP, WHO, CARE Australia, International Rescue Committee, Afghan Women’s Resource Centre/International Women’s Development Agency/Australian Volunteers International, REHBOHUPAN and USUYIRI .

8. **Country experience: (other than Australia and Denmark)**

Country	Date from - Date to	Type
Suriname	Jun 2017	Desk-based
Uganda	Sep 2015, Sep 2014	Desk-based
Namibia	Aug 2014 - Feb 2015	Long term
Romania	Feb – Apr 2014	Desk-based
Ghana	Nov 2012 – Jan 2014	Desk-based
Ethiopia	Apr – Sep 2012	Desk-based
Vietnam	Sep 2008 – Aug 2010	Long term
Greater Mekong Sub-region	Dec 2008 - Sep 2009	Short term
Cambodia	Feb 2009	Short term
Laos	Jan 2009	Short term
Indonesia	April 2007	Short term
Honduras	Apr - May 2004	Short term
Guatemala	Apr – May 2004	Short term
Nicaragua	Apr – May 2004	Short term
Bolivia	Mar 2000 – Jun 2003	Long term
USA	Sep 1998 – July 1999, Apr 2004	Long term, Short term
Papua New Guinea	Jun 1996 – Jun 1998, Jul 2008	Long term, Short term
DR Congo / Rwanda	Apr 1995 – Jan 1996	Long term
Pakistan / Afghanistan	May 1993 – Oct 1994	Long term
United Kingdom	Oct 1989 – Sept 1991	Long term
New Zealand	Aug 1989 – Oct 1989	Short term
Argentina	Jan 1983 – Feb 1984	Long term

## 9. Education:

Institution [Date from – Date to]	Degree(s) or Diploma(s) obtained:
CPA Australia, 2010	Certified Practising Accountant ( leadership, strategy, ethics, and governance)
University of Southern New Hampshire, 1998-9	Masters of Science, International Community Economic Development
University of Adelaide, 1984-7	Bachelor of Economics, Major Accounting
Instituto de Murialdo, Argentina, 1983-4	AFS Scholarship – High School Certificate

## 10. Language skills: competence on a scale of 1 to 5 (1 – excellent; 5 – basic)

Language	Reading	Speaking	Writing
English	1	1	1
Danish	2	3	3
Spanish	2	3	3

## 11. Other skills: Computer literacy - Word, EXCEL, PPT, Organisational Network Analysis (ONA) Tool (incl Gephi Software)

## 12. Professional Development:

2017 – Balance Leadership Seminar Series, EDGE-Global Business Certification for Gender Equality, On the Agenda & Niels Bohr Institute/Copenhagen University, Sept-Nov

2016 – Women Deliver Global Conference on Women and Girls, Copenhagen, May 16-19

2015 – Changing Harmful Social Norms, Cristina Bicchieri, Professor of Social Thought and Comparative Ethics, Pufendorff Lecture Series, Lund University, Sweden

## 13. Membership of professional bodies & other affiliations:

CPA Australia (Certified Practising Accountant)	SIA Hub for Social Impact Assessment Practitioners
PWN Copenhagen (Global Network for Balanced Leadership)	KVINFO – Centre for Research & Information on Gender & Diversity, Denmark
International Development Evaluation Association (IDEAS)	World Bank CollaborationForDevelopment: Gender Issues in Fragile Situations
CSR Forum & Danish Forum for Microfinance, Denmark	Linked-in Groups: UN Women, Women & Development, Global Civil Society
Centre for Effective Altruism, Oxford University	Australian Geographic Society, ABC Radio Australia Health Report

## 14. Career Record

2017 – 2016	Vice President Mentoring & Strategy, PWN Copenhagen (Global Balanced Leadership Network), Denmark
2017 – 2015	International Development Consultant (Gender-Responsive M&E & Women’s Empowerment), IMPAKT, Dk
2015 – 2014	Strategic Information Director, National Institutional (HIV/AIDS) Strengthening Project, PACT Inc, Namibia
2013 – 2014	Lecturer, Global Nutrition and Health Programme, Metropolitan University College, Denmark
2014 – 2010	International Development Consultant (Organisational Management, M&E, Trafficking), IMPAKT, Denmark
2010 – 2010	Cofounding Director, Healthy Choices Committee, UNIS Community Council, Vietnam
2010 - 2009	Team Leader & Capacity Development Specialist, UN Women, Vietnam
2009 – 2008	Monitoring & Evaluation Specialist, Asian Development Bank, Greater Mekong Sub-Region
2008 - 2006	Evaluation & Independent Completion Reporting Manager, Office of Development Effectiveness; Asian Development Bank (Fragile States) Desk Manager; & Democratic Governance (Gender & M&E) Policy Specialist, Australian Department of Foreign Affairs (DFAT)
2005	Finance Administrator, World Health Organisation, Denmark
2004	Evaluation Specialist, Carl Bro International & Inter-American Development Bank, Central America
2000 – 2003	Programme Feasibility & Financial Management Consultant, DANIDA/Royal Embassy of Denmark - Bolivia, Carl Bro International, REBOHUPAN & USUYIRI (Bolivian Maternal & Child Health NGOs)
1998 - 1999	MSc International Community Economic Development Student & Graduate Assistant in Accounting and Financial Management, University of Southern New Hampshire, USA
1998 – 1996	Senior Project Officer (Population & Family Planning), Coffey/DFAT/WorldBank/ADB, Papua New Guinea
1996 -	Financial Analyst, SA Department of Information Industries, EDS Project Team, Australia
1996 – 1995	Finance Administrator, CARE Australia, DR Congo/Rwanda
1994 - 1993	Reports and Proposal Officer, International Rescue Committee, Pakistan/Afghanistan
1994 - 1993	Management & English Consultant, Afghan Women’s Resource Centre, Pakistan/Afghanistan
1993	MSc Student, Economics of Development, Australian National University

1992 – 1989	Insolvency, Management, Finance & Tax Accountant/Analyst, SAGASCO Resources Limited (Aust); Esso Exploration & Production Ltd (UK); Shell UK Limited (UK); Chase Manhattan Bank (UK); Coopers and Lybrand Deloitte (UK); Price Waterhouse (NZ).
1989 - 1987	Credit Analyst & Loan Coordinator, Head Office, Standard Chartered Bank Australia Limited, Adelaide

**15. Publications:**

Centre for Effective Altruism – Giving What We Can Project, Oxford University, *Maternal Age Matters: for a lifetime, and longer*. It refers to causes, effects and solutions to young maternal age, child marriage, sugar daddies and HIV in adolescent girls focusing on southern Africa and the cost effectiveness of conditional cash transfers <https://www.givingwhatwecan.org/blog/2015-11-02/maternal-age-matters-lifetime-and-longer>

**16. Professional Experience (see below pages 4-12)**

## 16. Professional experience (summary):

Date [from – to]	Location	Company & reference person (name & contact details)	Position	Description
October 2017	Denmark	Danish Institute for Human Rights & IMPAKT ApS  Jørgen Skytte Jensen, IMPAKT Director, <a href="mailto:jsj@impakt.dk">jsj@impakt.dk</a>	Gender Analyst	Rapid gender analysis of the <b>results framework</b> of the Danish Institute for Human Rights' (DIHR) strategic priority areas funded by the Danish Ministry of Foreign Affairs' (MFA). The gender analysis is an input to the <i>Review of the DIHR's Financial and Organisational Capacity to Implement and Deliver Results</i> focusing on the performance of two thematic areas: <i>Human Rights &amp; Sustainable Development and Human Rights &amp; Business</i> .
September 2017	Denmark (Myanmar)	GOPA Consultants Group  Anna Jaeger, Business Support Manager, Governance and Economic Development, <a href="mailto:anna.jaeger@gopa.de">anna.jaeger@gopa.de</a>	Baseline Survey Expert (shortlisted)	Developed and presented a gender-responsive and inclusive technical approach to designing four baseline surveys (rural electrification, water supply, revolving funds, and vocational training) in an effort to win the <i>Technical Assistance on Conducting a Baseline Survey</i> bid for the EU funded <i>Institutional Strengthening and Policy Dialogue Support in Myanmar</i>
June 2017	Denmark (Suriname)	SOS International  Francesca Viliiani, Head of Public Health Consulting Services and Community Health Programs <a href="mailto:francesca.viliiani@internationalsos.com">francesca.viliiani@internationalsos.com</a>	Health Impact Assessment Specialist	Quality Assured the " <i>Baseline Health Report for Suriname</i> ", based on the 12 environmental health areas developed by the World Bank and International Finance Corp for carrying out health impact assessments, on behalf of the Managing Partner for the expanding <i>Suriname Gold Project CV</i> .
Feb 2017 - ongoing	Denmark	PWN Copenhagen  Pia Koch, President, <a href="mailto:pwnpcph@gmail.com">pwnpcph@gmail.com</a> or <a href="mailto:relevant.pia@gmail.com">relevant.pia@gmail.com</a>	Team Leader – Strategy & Results	Led the strategy process and Strategy Working Group to develop the 3-year strategy (2018-20) for PWN Copenhagen (a member of the global leadership and professional development network <a href="http://www.pwnglobal.net">www.pwnglobal.net</a> ). Currently designing the <b>results framework</b> from which <b>a baseline survey</b> will be carried out to provide a benchmark against which to monitor and assess the progress of implementing the strategy. Developed a template to guide program managers' activity planning for the next three years of implementation and to inform the results framework. Providing ongoing guidance and support.
Aug 2016 - ongoing	Denmark	PWN Copenhagen  Maarit Pokkinen, ex Co-President & Mentoring Training Facilitator, <a href="mailto:maarit.pokkinen@gmail.com">maarit.pokkinen@gmail.com</a>	VP Mentoring & Mentor	Programmatic leadership for the Network's Mentoring Program including the administration, management and coordination of all technical components, building relationships with key partners and constantly assessing new collaborations. Achievements to date: 3 training workshops, <b>two end-of-program evaluations and a sharing-of-lessons-learned-and-best-practice workshop amongst the mentors</b> . Piloted a series of group mentoring workshops for mentees and introduced a fee for mentoring. Established a new partnership with the International Rotary Club of Copenhagen to provide mentors. Drafted a concept note to expand the mentoring program to developing countries with UN Women in-principle approval.
Jan – Jul 2016	Denmark	Impakt ApS  Jørgen Skytte Jensen, Director, <a href="mailto:jsj@impakt.dk">jsj@impakt.dk</a>	Business Development Manager	<ul style="list-style-type: none"> <li>Invited by the <i>School of Architecture, Design and Conservation of the Royal Danish Academy of Fine Arts</i> to develop a course outline on strategy development to enable spatial practitioners to have a role in initiating humanitarian, community and charity projects where locality and facilities play a major role.</li> <li>Acted as a conduit to expand the "<i>Global Early Adolescent Study: an exploration of gender norms and their consequences for health, education and wellbeing</i>" to include a cohort from PNG and the Pacific via the <i>Pacific Women Shaping Pacific Development Program</i> in DFAT. The Study is being implemented by the John Hopkins Bloomberg School of Public Health, Department of Population, Family and Reproductive Health.</li> <li>Shared knowledge, research and contacts on women's economic empowerment in the Northern Uplands of Vietnam and Laos with The Palladium Group scoping a DFAT tender of</li> </ul>

Date [from – to]	Location	Company & reference person (name & contact details)	Position	Description
				<p>the same subject matter.</p> <ul style="list-style-type: none"> <li>Prepared a submission to the Danish Family Planning Association on an approach to a study assessing “<i>How workplace investments in women’s access to health pay off both for women and companies</i>”.</li> <li>Provided inputs to the M&amp;E methodology for the tender document for the <i>M&amp;E Support Program to DANIDA’s Kenya Country Programme</i> with Triple Line Consulting Ltd</li> <li>Scoping negotiations to jointly submit a proposal for the <i>DANIDA Consultancy to develop a Five-year Strategic Plan and M&amp;E Framework for the Gender Violence Recovery Centre - Kenya</i></li> <li>Shortlisted by <i>The Adara Group</i> to set up a Global Impact Unit for their development operations in Uganda and Nepal requiring the transfer of their research function from USA to Australia</li> <li>Participated in negotiations with MSI to join the implementation team of a DFAT women’s economic empowerment programme in Indonesia</li> <li>Developing content for IMPAKT’s website with a sharper focus on impact for women &amp; girls</li> <li>Technical input to the <i>Building Stronger Universities (Phase II) Programme</i> – an initiative of DANIDA to enhance the research capacity of seven universities in The South. Key input: the identification of job profiles that augment the application of research findings</li> </ul>
Sep 2015 – Oct 2017	Denmark	Save the Children (Redbarnet)  Grethe Markussen, Humanitarian Advisor <a href="mailto:gm@redbarnet.dk">gm@redbarnet.dk</a>	Mentor	Mentored a total of 5 professional women over a two year period, including the <i>Gender Focal Point for Save the Children (SC) Denmark</i> . This entailed framing a strategic information approach that would equip her to address gender effectively, efficiently and sustainably in SC Denmark’s <b>humanitarian and development programs</b> .
Sep-Sep 2015	Denmark (Uganda)	Disabled People’s Organisation Denmark & Impakt ApS  Jørgen Skytte Jensen, Director, <a href="mailto:jsj@impakt.dk">jsj@impakt.dk</a>	Economic Empowerment M&E Specialist	Designed a <b>participatory survey tool and guidance note</b> to rapidly assess the extent to which the economic empowerment activities of the National Union of Disabled Persons of Uganda (NUDIPU) improved the livelihoods (both economic advancement and social wellbeing) of people with disabilities (PWDs) as an input into the <i>Economic Empowerment Component of the Rights of Persons with Disabilities in Uganda Program</i> supported by the Disabled Peoples Organisation Denmark (DPOD), funded by DANIDA. Parallel components are Sexual and Reproductive Rights and HIV/AIDs. <b>The survey tool assessed 4 different approaches to economic empowerment</b> as part of a pilot to weigh alternative approaches (costs vs effectiveness): (1) savings and loans self-help groups, (2) apprenticeships, (3) group business training, and (4) direct support. The results were used by NUDIPU to advocate local government to sustain similar initiatives into the future.
June 2015 – June 2016	Denmark (Oxford UK)	Centre for Effective Altruism  Hauke Hillebrandt, Director of Research, Giving What We Can Project, Oxford University <a href="mailto:Hauke.hillebrant@gmail.com">Hauke.hillebrant@gmail.com</a>	External Research Analyst & Blogger	Based on cost-effectiveness, funding gap and scalability criteria, recommended the allocation of a large philanthropic donation to go to tackling human trafficking and slavery via the Freedom Fund. Published the blog <i>Maternal Age Matters: for a lifetime, and longer</i> . It refers to causes, effects and solutions to young maternal age, child marriage, sugar daddies and HIV in adolescent girls focusing on southern Africa and the cost-effectiveness of conditional cash transfers <a href="https://www.givingwhatwecan.org/blog/2015-11-02/maternal-age-matters-lifetime-and-longer">https://www.givingwhatwecan.org/blog/2015-11-02/maternal-age-matters-lifetime-and-longer</a>
May 2015 - ongoing	Denmark	KVINFO - Centre for Research and Information on Gender Equality and Diversity  Amina Rai, UNHCR Goodwill Ambassador Team Support Officer <a href="mailto:amina.ra@gmail.com">amina.ra@gmail.com</a> Beatriz Hernández de Fuhr, Mentor	Technical Member	Member of the Women’s Praxis Collective (formerly Gender Study Group). Discussion topics range from White Privilege, Masculinities to Islamic Fundamentalism, Orientalism and Representations of Women in Consumerism. Member of the <i>Inclusive Communities Working Group</i> – an initiative of KVINFO, UNHCR Copenhagen, and UN Women’s Nordic Office. Key inputs: identified a framework for social cohesion on which the conversation of inclusion could be based modeled on the Scanlon Foundation & Monash University Mapping Social Cohesion Survey in Australia which analyses public opinion on social cohesion, trust, immigration, asylum seekers and ethnic, cultural and religious diversity.

Date [from – to]	Location	Company & reference person (name & contact details)	Position	Description
		Network <a href="mailto:Beatriz.fernandez@kvinfo.dk">Beatriz.fernandez@kvinfo.dk</a>		
Mar 2015 – Sept 2015	Central Europe and the Balkans	European Peace Walk Grattan Lynch, Founder, <a href="mailto:info@peacewalk.eu">info@peacewalk.eu</a>  Giraffe Conservation Foundation Stephanie Fennessy, Programme Director <a href="mailto:steph@giraffeconservation.org">steph@giraffeconservation.org</a>	Fundraiser, Researcher & Adventurer	Designed a peace-building project with the aim to: (1) raise awareness for giraffe conservation in conflict-affected areas; (2) unearth stories of courage, migration, economic recovery & peacebuilding by women between the two world wars and the contribution those attributes made to the identity of Australia (3) link adventure with fostering a culture of peace. Main achievements: prepared a sponsorship submission to the Australian Geographic Society; completed 560km walk across 6 European countries from Vienna to Trieste in 23 days; developed a fundraising webpage to raise funds for giraffe conservation; obtained TV news coverage in Croatia for the project.
Aug 2014 – Feb 2015	Namibia	Pact Inc.  Stephanie Posner, Country Director, Namibia <a href="mailto:sposner@pactworld.org">sposner@pactworld.org</a>	Strategic Information Director	Provided technical and programmatic leadership around the demand for, availability of, and use of <b>strategic information (SI)</b> for the USAID-funded <b>National Institutional Strengthening (NIS) Project of the Government of the Republic of Namibia (GRN)</b> in response to the <b>socio-economic impact of the HIV/AIDS epidemic</b> . Key achievements: <ul style="list-style-type: none"> <li>directed the development of regional-specific <b>factsheets and dashboards of key HIV/AIDS indicators</b> built from a data warehouse of national health, demographic, education, gender and child welfare databases.</li> <li>jointly implemented a comprehensive, <b>participatory action research baseline assessment</b> of multisectoral coordination in each region at a regional AIDS committee level (RACOC) using a process-oriented approach, the Organisational Network Analysis (ONA) (incl Gephi Software) and Collective Impact Continuum tools. By using the results of the baseline, high-impact network strengthening interventions were subsequently designed.</li> <li>strengthened the capacity of the Ministry of Gender Equality and Child Welfare (MGECW) <b>to use and demand data</b> particularly in the area of Orphan and Vulnerable Children (OVC).</li> <li>active participation, engagement and harmonisation in key stakeholder fora to <b>promote evidence-based decision-making</b></li> <li>provision of <b>technical advice and coaching</b> to core NIS Project staff managing key NIS components of Leadership &amp; Coordination, Advocacy, and Human &amp; Financial Resource Mobilization.</li> <li>oversaw the <b>development of procedures and performance measures</b> to support provincial coordination teams to design, operationalize and monitor multisectoral processes (plans and budgets) based on SI</li> <li>refined the <b>theory of change</b> and developed the <b>program monitoring plan (PMP)</b> with an <b>evaluation and learning framework</b>.</li> </ul>
Sep 2013 – Sep 2014	Denmark (Uganda)	Pure H2O ApS  Jesper Ellegaard, CEO <a href="mailto:jee@ellegaard.com">jee@ellegaard.com</a>	Project Design Specialist & Social Entrepreneur	Business development culminating in a proposal seeking seed/venture capital funding from <i>USAID's Feed the Future –Partnering for Innovation</i> initiative to bring to commercial scale in a new market a proven, simple, cost effective, labour saving water recycling technology that shows potential for quickly and sustainably improving smallholder farmers' productivity and incomes, health and revolutionising the way women collect, treat, use, dispose and profit from water. <b>Target market: women coffee producers in Northern and Central Uganda and female horticultural producers in Southern Bangladesh</b>
Feb 2014 – Oct 2014	Denmark	Kolleroed Community Garden Martin Munchow, <a href="mailto:mmunchow74@gmail.com">mmunchow74@gmail.com</a>	Gardener & Social Entrepreneur	Established a small community cooperative rearing sheep, growing vegetables, and keeping bees as a pilot food security project in my local neighbourhood to understand better the day-to-day practical and technical challenges of small-holder producers in developing countries.
Oct 2013 – Feb 2014	Denmark (Global)	Metropolitan University College	Lecturer	Guest Lecturer of <i>Global Nutrition and Health Programme</i> in two Modules: (1) Interdisciplinary Research and Project Management.

Date [from – to]	Location	Company & reference person (name & contact details)	Position	Description
		Hanne Gillett, Head of Program, Department of Rehabilitation and Nutrition, Faculty of Health and Science, <a href="mailto:hngi@phmetropol.dk">hngi@phmetropol.dk</a>		<ul style="list-style-type: none"> <li>Project Management in a Participatory Action Research Framework: Encounters with Real Life Projects</li> <li>International Project Standards and Fundraising/Financing</li> </ul> (2) Food Security, Food Safety, Food and Nutrition Policy, Consumption and Markets: <ul style="list-style-type: none"> <li>Corporate Social Responsibility: Business and Human rights; Business role to improve health and safety; Business partnerships and Public Private Partnerships (PPP); Mainstreaming CSR.</li> <li>Introduction to Logical Framework Analysis as a planning tool</li> <li>Food Security in Developed Countries</li> </ul> Outlined a lesson plan for Gender and Nutrition Security for possible inclusion in the Sustainability, Participation and Environmental Health Module.
Nov 2012 – Jan 2014	Denmark (Ghana)	The Talent Tree Amy Faircloth, Chairperson, <a href="mailto:Amy-Faircloth@cis.dk">Amy-Faircloth@cis.dk</a>	Organisational Management Specialist  Advisory Board Member	Developed the first strategy for the Board of a new Danish NGO called <i>The Talent Tree</i> whose mission is to nurture the talents of Ghanaian women so that their families' health improves and their collective leadership for transformational change advances their rights as women. Provided management advice in the areas of organisational and financial systems development, governance arrangements, programming and project identification, <b>baseline design and M&amp;E</b> , stakeholder engagement and partnership formation. Key partners include the Ghanaian-based <i>Talented Women's Club - Microenterprise and Nutrition Initiative</i> , the <i>Metropolitan University's Program for Global Nutrition and Health</i> , and <i>CIS Charity Club</i> . Specific activities focus on savings and loans associations, <b>revolving funds</b> , microenterprise, nutrition security, women's economic empowerment, <b>peri-urban agriculture</b> , leadership and capacity development, rights and resilience in two slums in Accra, Ghana.
Nov 2011 – Nov 2012	Denmark	The Nest International (REDEN) Melinda Marton, Psychologist, <a href="mailto:melimarton@gmail.dk">melimarton@gmail.dk</a> Malene Muusholm, Manager, <a href="mailto:mm@redeninternational.dk">mm@redeninternational.dk</a>	M&E Specialist & Coach	Designed the scope, objectives and deliverables for the <i>Review of the Therapeutic Role of the Crisis Centre for Foreign Trafficked Women in Copenhagen</i> . Co-led the Review with The Nest International's Crisis Centre Psychologist who I coached to design and implement <b>qualitative and quantitative data collection tools</b> . Conducted the data analysis and produced the final report with recommendations to improve programme activities that enhance the healing and recovery of prolonged physical and sexual abuse of trafficked women.
Jan-Jun 2012	Denmark	UNFPA Nordic Office Pernille Fenger, Chief, <a href="mailto:pernille.fenger@unfpa.dk">pernille.fenger@unfpa.dk</a> .	Evaluation Specialist	Designed an approach to develop systematic processes to <b>evaluate</b> the UNFPA/National Geographic photographic exhibition 'Welcome to World Citizen No. 7,000,000,000' and future public awareness and fundraising campaigns
Mar-Apr 2011	Denmark	DANIDA, 3F & IMPAKT Jørgen Skytte Jensen, Director, <a href="mailto:jsj@impakt.dk">jsj@impakt.dk</a>	Impact Assessment Specialist	Technical material preparation for the Danida-funded Good Practices & Lessons Learned in Impact Assessments in Civil Society and Social Sector Programmes to prepare Danish trade union staff to assess their activities in South Africa, Central America, Palestine, and Kenya.
Jan-Feb 2011	Denmark	Danida & Impakt ApS Jørgen Skytte Jensen, Director, <a href="mailto:jsj@impakt.dk">jsj@impakt.dk</a>	M&E and Gender Specialist	Technical material preparation on M&E for the workshop session " <i>Monitoring and Evaluation - How to ensure accountability and promote learning</i> " for Danida's Workshop for Regional Organisations Promoting Gender Equality in Africa.
Feb - Jun 2010	Vietnam	United Nations International School (UNIS) Healthy Choices Committee  Referee: Nina Koren, Chairperson <a href="mailto:n.koren@hotmail.com">n.koren@hotmail.com</a>	Co-founding Director	Established the <i>Healthy Options Committee</i> to motivate, inspire and educate the UNIS community to work outside the classroom in support of the UNIS curriculum initiatives that promote healthy lifestyle choices. Key outputs included mainstreaming healthy choices into the UNIS Strategic Management Plan and the development of a draft strategy covering (1) three key pillars of a healthy lifestyle: nutrition, physical exercise and environmental health; (2) background research showing unhealthy diets and physical inactivity are major risk factors for chronic diseases such as diabetes II; (3) entry points/links to the UNIS curriculum and school community activities; (4) a timetable of promotional healthy choices' events for the UNIS school year.
Sep 2009 –	Vietnam	UN Women Vietnam	Team Leader &	Under the auspices of the <i>Vietnam UN Joint Programme on Gender Equality</i> , conducted the <b>Baseline</b>

Date [from – to]	Location	Company & reference person (name & contact details)	Position	Description
Aug 2010		Suzette Mitchell, Country Representative, UN Women Vietnam, <a href="mailto:suzette.mitchell@unwomen.org">suzette.mitchell@unwomen.org</a> <a href="mailto:suzettemitchell2002@yahoo.com">suzettemitchell2002@yahoo.com</a>	Baseline Capacity Development Specialist	<b>Capacity Assessment (CA)</b> of key agencies and line ministries to implement, monitor, evaluate and report on the Gender Equality and Domestic Violence Laws. Capacity was assessed in 5 provinces in Vietnam and in key central-level agencies including the State Managing Agents, Communist Party and National Assembly. Managed the international team charged with <b>designing the qualitative baseline and supervising the work of the Vietnam Institute for Gender and Family Studies</b> providing capacity building, quality assurance and technical oversight to fieldwork outputs and initial analysis. Outputs included a final report with detailed analysis and a one-day workshop to present the findings and key recommendations to the main stakeholders and dutybearers.
Dec 2008 – Sep 2009	Greater Mekong Subregion	Asian Development Bank Charmaine Cuunjieng, ADB Programme Coordinator, <a href="mailto:charmaine.cuunjieng@gmail.com">charmaine.cuunjieng@gmail.com</a>	Technical M&E Adviser	Technical Member of the ADB Consultation Group to review the core M&E framework for the “Practice Guidelines of HIV Prevention Initiatives in the Greater Mekong Subregion”, an initiative of the UN Regional Taskforce on Mobility and Migration.
Nov 2008 – Jun 2009	Greater Mekong Subregion – Laos, Cambodia, Vietnam	Asian Development Bank Ms. Emiko Masaki, Southeast Asia Department, <a href="mailto:emasaki@adb.org">emasaki@adb.org</a>	M&E and Gender Specialist	Under the AusAID-funded, Asian Development Bank <i>Regional Technical Assistance (RETA6467): HIV Prevention and Infrastructure – Mitigating Risk in the Greater Mekong Subregion</i> , designed an <b>overarching M&amp;E framework for 10 HIV prevention subprojects associated with large infrastructure projects in Cambodia, Laos and Vietnam</b> . Targeted mobile and migrant population groups and differentiated pre- during-, and post- construction phases. Key principles guiding the design included a <b>community-based, gender-responsive, and ethnic-sensitive approach to M&amp;E</b> drawing on AusAID’s guidelines for M&E and gender in community development and civil society programs, and aligning the framework with AusAID’s Quality Reporting System. Paris Declaration and Accra Action <b>aid effectiveness principles</b> featured strongly. Alignment to each country’s National Strategy on HIV/AIDS was carefully examined and close collaboration was made with UNAIDS, USAID, ILO, FHI, ADB RETA 6321, Vietnam Chamber of Commerce (VCCI), Danida, AusAID Infrastructure Technical Unit. Strong emphasis on <b>collection of sex disaggregated and gender statistics</b> , and ongoing monitoring and feedback processes that ensure people living with HIV and women’s perspectives are proactively sought and that monitoring processes analyse the differing effects of the interventions on men and women.
Jan - Feb 2009	Vietnam	ANZ Women’s Group, Hanoi Jocelyn Curnow, President, <a href="mailto:joscurnow@gmail.com">joscurnow@gmail.com</a>	Program Monitoring Specialist	Conducted a monitoring visit to an orphanage for disabled children where charitable funds from the ANZ had been directed and spent.
2006 - 2008	Australia (Indonesia)	Office of Development Effectiveness (ODE), Department of Foreign Affairs & Trade Cate Rogers, Director Evaluation <a href="mailto:Cate.Rogers@ausaid.gov.au">Cate.Rogers@ausaid.gov.au</a>	Evaluation (ICR) Manager	Responsible for <b>Independent Completion Reporting (ICR)</b> across the Aid Program. Achievements: <ul style="list-style-type: none"> <li>Conducted the <i>Administrative Review of Independent Completion Reporting (ICR) of the Australian Aid Program</i></li> <li>Developed the new business process to aid users of the new ICR guidelines</li> <li>Successfully argued for the inclusion of a new quality rating for gender in ICRs and the Agency’s Quality Reporting System (QRS).</li> <li>Joint leader of the 1st ICR on a multilateral co-financed activity (<i>WFP Food Security Project, Aceh, Indonesia</i>)</li> <li>Developed a framework for a panel of international experts to review the quality of ICRs for publication.</li> <li>Provided inputs to the new ODE Communication Strategy</li> <li>Provided advice and information to ODE executive management, senior level programme managers in field-based Embassies, and to AusAID’s internal Performance and Quality</li> </ul>

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				<p>Network</p> <ul style="list-style-type: none"> <li>• Representative and ODE focal point for the Canberra Evaluation Forum</li> <li>• Collated stories of impact from ICRs</li> </ul>
2006-8	Australia (Germany)	<p>Development Banks Section – ADB, World Bank, IFC, Department of Foreign Affairs</p> <p>Ms Kirsty McNichol, <a href="mailto:kirsty.mcnichol@ausaid.gov.au">kirsty.mcnichol@ausaid.gov.au</a></p>	Asian Development Bank Policy Manager	<p>Managed Australia's relationship with the Asian Development Bank working closely with Australia's Executive Directors to the ADB and Australian Treasury counterparts. Collaborated with the Section's World Bank and IFC Policy Managers to form common position statements on key policy and strategy issues. Key areas of policy responsibility included fragile states, aid effectiveness, gender, social development, civil society engagement. Key achievements:</p> <ul style="list-style-type: none"> <li>• Establishment of a Fragile States Trust Fund</li> <li>• Australian whole-of-government team member at the December 2006 Mid-term Review of the ADF IX in Frankfurt, Germany, involving side-line negotiations, coordinating high level meeting schedules, and articulating a clear flow of oral and written policy messages.</li> <li>• Actively involved in the AusAID Gender Network resulting in the new gender policy for AusAID more adequately addressing the multilateral dimension of the Australian aid program.</li> <li>• Key driver behind section's strategic and business planning process</li> </ul>
2006-8	Australia (PNG)	<p>Building Demand for Better Governance Unit, Department of Foreign Affairs and Trade</p> <p>Michael Bergmann, Director, <a href="mailto:michael.bergmann@ausaid.gov.au">michael.bergmann@ausaid.gov.au</a></p>	Performance, Quality and Gender Manager	<p>Managed the development of new guidance for AusAID officers on good quality practice in <b>Monitoring &amp; Evaluation</b> of community development and civil society programs. Ensured that the guidance addressed the adequacy of gender equality in M&amp;E processes within community development initiatives.</p> <ul style="list-style-type: none"> <li>• Represented AusAID at the World Vision-sponsored workshop in Madang, PNG, "<i>Whose Voice? Participatory governance initiatives in the Pacific and PNG</i>", July 2008. Outcomes and lessons learned from this workshop contributed directly to the development of a new policy proposal and research strategy for democratic governance with the following themes: social accountability, civic and electoral education, civil society strengthening, and media strengthening.</li> <li>• Participant at the AusAID Civil Society Network Conference, May 08.</li> </ul>
Jun – Aug 2005	Denmark	World Health Organisation (WHO), Regional Office for Europe	Finance Administrator	Reviewed and administered internal cashing services, provided internal advice on Danish tax exemption rules, and performed general accounting services to facilitate the operations of the Finance unit.
Feb – Nov 2004	Denmark Norway Washington DC Guatemala Honduras Nicaragua	<p>Inter-American Development Bank &amp; Norwegian Royal Ministry of Foreign Affairs</p> <p>Mr Henrik Tornblad, Senior Consultant, Carl Bro a/s – Denmark, Email: <a href="mailto:henrik.tornblad@grontmij-carlbro.dk">henrik.tornblad@grontmij-carlbro.dk</a></p>	Evaluation Specialist	<p>Evaluated the development effectiveness and relevance of the <i>Norwegian Fund for Innovation in Social Programmes (NFISP) in Central America</i>. Outputs included an in-depth analysis of the design, execution and achievements of more than 70 projects with a focus on gender equality results, their impact on bank development practice, a review of key management, financial and operational issues, the identification of lessons learned/good practices, and the development of a framework for best practices. Methodology included questionnaire surveys and structured interviews. Field Visits to Honduras, Nicaragua, Guatemala, Norway and Washington</p>
Jun 2001 - Jun 2003	Bolivia	<p>REBOHUPAN (Bolivian Network for the Humanization of Childbirth and Labour)</p> <p>Marcela Barragan</p>	Project Development & Strategic Planning Consultant	<p>Joint participation in and analysis of the JICA funded baseline study, "<i>Situational Analysis of Births Delivered in Districts 1 to 5, La Paz, Bolivia</i>". Participated in various internal workshops to establish the Network's legal framework, mission statement, rules and regulations. Contributed to defining an Andean Model for Childbirth and Labour (ethnically sensitive). <a href="http://www.mhtf.org/organization/la-red-boliviana-para-la-humanizacion-del-parto-y-nacimiento-rebohupan/">http://www.mhtf.org/organization/la-red-boliviana-para-la-humanizacion-del-parto-y-nacimiento-rebohupan/</a></p>
Mar – May 02	Bolivia	DANIDA's Poverty Alleviation and Gender Equity Initiative	Project Feasibility & Design	Feasibility assessment and project document development of the " <i>Poverty Alleviation and Gender Equity through Rural Women's Productive Projects: a pilot project of the sector-wide component</i> " Pro-

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		Sven Nilsson, Associated Senior Consultant, Nordic Consulting Group, <a href="mailto:sni@ncg.dk">sni@ncg.dk</a>	Consultant	<i>gramme Support to the Agricultural and Livestock Sectors of Chuquisaca and Potosi Provinces’.</i> Undertook problem analysis incorporating an organisational and institutional analysis of the implementing entity and the first four womens’ project proposals. Conducted analysis of the PRA/RRA results undertaken by the SPS component. Subsequent redefinition of the overall project objective and logical framework which created a new structure within the SPS component specifically targeting women and issues of gender. Realigned project with established activity lines of technical assistance, training, investment incentives for production and marketing, and institutional strengthening. Ensured adherence to Danish development policies, Bolivia’s poverty reduction strategy, and Bolivia’s national gender policy. Reviewed mechanisms for the flow of funds, monitoring procedures, project selection criteria, operations manual including guidelines to support a demand-driven community/participatory approach, personnel and resource requirements, good governance and democratic structures. Outlined risks and assumptions, implementation procedures, and audit obligations. Recommended sustainability strategies including the building of a regional umbrella organisation to represent the interests of women producers, the establishment of a revolving fund for each women’s project, and the development of a promotional, pictorial publication illustrating the lives and testimonies of women in the region.
Dec 2001- Feb 2002	Bolivia	USUYIRI (La Paz women’s health consultancy)  Marcela Barragan	Project Design and Feasibility Consultant	Feasibility assessment of the proposal <i>Quality Health Care Delivery - Pre-Natal, Birth, and Post-Partum</i> , for submission to Danida’s Poverty Alleviation and Gender Equity Initiative. Proposal was ultimately used by REBOHUPAN, Bolivian Network for Humanisation of Childbirth, as a framework to conduct the baseline study referred above
May - Jun 2001	Bolivia	Danish Embassy – Bolivia John Nielsen <a href="mailto:johnie@um.dk">johnie@um.dk</a>	Translator	Translation, from Spanish to English, of the component description documents for Environmental Management and Environmental Education in Primary and Secondary Schools for the <i>Environment Sector Programme Support (ESPS) in Bolivia</i> .
Apr - May 2000	Bolivia	DANIDA/Danish Embassy - Bolivia  Kristian Erdinger <a href="mailto:krierd@um.dk">krierd@um.dk</a>	Financial Management Specialist	Financial Management and Administrative Review for DANIDA’s SWAp for <i>Indigenous Peoples, Decentralisation and Popular Participation in Bolivia, Component Support to Decentralisation and Municipal Development in Potosi and Chuquisaca</i> . Main responsibilities included the assessment of the financial management, administrative and human resource capacity of 12 municipalities, recommendations on how to improve this capacity within the SPS through a training module, and an analysis of municipal funding sources and expenditure.
Aug – Nov 2000	Bolivia	Carl Bro A/s	Financial Management & Monitoring Specialist	Set up the financial reporting and monitoring system for the <i>DANIDA Environment Sector Programme Support (SPS), Component Support Pollution Prevention and Mitigation from Industries in Bolivia</i> managed by Carl Bro a/s.
1998 – 1999	USA	University of Southern New Hampshire	Masters Student & Graduate Assistant in Accounting and Financial Management	Completed a <i>Masters of Science Degree Programme in International Community Economic Development (ICED)</i> . ICED specialises in community-based economic initiatives and social development strategies that emphasise sustainable and participatory responses to poverty-alleviation. Research papers completed included <ul style="list-style-type: none"> <li>• “A Case Study Analysis of the Papua New Guinea Population and Family Planning Project: Incorporating Gender into the Project Planning Cycle”;</li> <li>• “Ten Essential Primary Health Care &amp; Development Policies for Community Economic Development”;</li> <li>• “A Sustainable Rural Financial Institution as part of a Forestry Conservation Strategy”;</li> </ul>

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				<ul style="list-style-type: none"> <li>• <i>“Triple Bottom Line Reporting” - Economic, Natural and Social Accountability: An Investigation into Social Corporate Reporting</i>;</li> </ul> Tutored students in Accounting and Financial Management of the same Master’s programme and marked and provided feedback on their assignments.
1996 – 1998	Papua New Guinea	Coffey (SAGRIC) International Pty Ltd  Rene Schinkel, Coffey International Adelaide <a href="mailto:Rene_Schinkel@coffey.com">Rene_Schinkel@coffey.com</a>  Thea Mendelsohn, Team Leader of PNG’s Population and Family Planning, <a href="mailto:thea@mendelsohnaustralia.com">thea@mendelsohnaustralia.com</a>	Senior Project Officer	Long term assignment for the Papua New Guinea Government’s Population and Family Planning Project funded by AusAID, the World Bank and the Asian Development Bank. Main responsibilities: <ul style="list-style-type: none"> <li>• Developed and implemented project management tools to ensure achievement of milestones, targets and outputs.</li> <li>• Finalised in-country contracts related to procurement and the recruitment of personnel, and directed the administrative and financial support staff in the disbursement and accounting of AusAID trust funds.</li> <li>• Financial management oversight of Demographic and Health Survey (DHS) and health training; development and training of bookkeeping guidelines for provincial family planning trainers and DHS coordinators;</li> <li>• Administration of the Research Fund;</li> <li>• Supported international coordination of staff training to BKKBN Indonesia and the Australian Bureau of Statistics;</li> <li>• Developed guidelines for the Department of Family Affairs to monitor the disbursement of funds to NGOs for community-based family planning activities;</li> <li>• Supported the scheduling of national health promotion activities with country-wide family planning activities and contraceptive distribution; and</li> <li>• Monitored the infrastructure work of family planning clinics between the architect and department of public works.</li> <li>• Member of the in-country team that finalised the end-of-project completion report reporting against key criteria of relevance, efficiency, effectiveness, impact and sustainability.</li> </ul>
1996	Australia	South Australian Department of Information Industries	Financial Analyst	Financial Analyst for the EDS Project Team
Apr 1995 – Jan 1996	Eastern Congo	CARE Australia	Finance and Administration Coordinator	Overall financial and administrative responsibility for the Goma Office and Operations of the Refugee Relief Program for Rwandans, Eastern Zaire. Major donors UNHCR, UNICEF, WFP, CARE. Programme activities included Out-Patient Dispensaries, Small Business Skills Development, Energy Conservation, Maternal Child Health, Community & Informal Education Services, Food Distribution, Community Health Posts, Centre for Unaccompanied Children, Sanitation, Foster and Family Reunification. Controlled all matters pertaining to budgetary management of UNHCR and UNICEF sub-agreements. Responsible for all administrative staff training and direction in the field office of Goma.
May 1993 – Oct 1994	Pakistan & Afghanistan	Afghan Women’s Resource Centre Najia Zewari, CEO  Australian Volunteers International Connie Lennenburg	Management & English Consultant	Provided strategic planning, financial and administrative support to the refugee women’s literacy, numeracy and vocational training programmes. Established procedures for the Centre’s five-year evaluation. Major donor engagement with International Women’s Development Agency (IWDA), AusAID, Asia Foundation, UNDP & NRC/NCA (Norwegian). Gained important insights into women’s leadership and rights in a traditional setting and an understanding for local drivers and incentives for change that can lead to gender results and effective development outcomes.
Oct 1993 – Oct 1994	Pakistan & Afghanistan	International Rescue Committee	Reports and Proposals Officer	Produced the first annual report for the Rehabilitation Program for Afghans. Compiled data and information and wrote reports and proposals for all the programs funded by UNHCR, U.S. Dept of

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				State, USAID, and governmental & private bodies in Norway, Netherlands and Japan.
1992-1993	Australia	Australian National University, National Centre for Development Studies	Masters Student	Independent research and subsequent enrolment in the Economics of Development Graduate Program at the National Centre for Development Studies. Withdrew from this Program to undertake an assignment in Pakistan as an Australian Volunteer Abroad (see above).
1989 – 1992	Australia, New Zealand, United Kingdom	Various Oil & Gas, Banking and Accounting Firms	Accountant	Management & Tax Accounting, Financial Analysis, and Insolvency administrator for: <ul style="list-style-type: none"> <li>• SAGASCO Resources Limited (Aust);</li> <li>• Esso Exploration &amp; Production Ltd (UK);</li> <li>• Shell UK Limited (UK);</li> <li>• Chase Manhattan Bank (UK);</li> <li>• Coopers and Lybrand Deloitte (UK);</li> <li>• Price Waterhouse (NZ).</li> </ul>
1987 – 1989	Australia	Standard Chartered Bank Australia Limited, Head Office Advances (Adelaide)	Credit Analyst & Loan Coordinator	<ul style="list-style-type: none"> <li>• Analysed large corporate loan applications including gold loans</li> <li>• Coordinated the loan database</li> <li>• Prepared regulatory reporting</li> <li>• Followed media coverage of major corporate clients</li> </ul>