

1. **Family name:** Mestrov
2. **First names:** Andrea Therese Neill
3. **Nationality:** Australian; permanent resident in Denmark
4. **Contact Details:** Kollerød Bygade 34 B
3450 Allerød
Denmark
Tel: +45 48141830
Mobile: +45 51772482
Email (private): mestrovjensen@gmail.com
Email (work): am@impakt.dk
Skype: andreamestrov



5. **Present positions:** Chair, Independent Selection Panel, Asia-Pacific Region, Global Partnership for Education/OxfamIBIS www.oxfamibis.dk/en/education-out-loud/introduction/ & Senior International Development Consultant - IMPAKT www.impakt.dk

6. **Key qualifications:**

25 years of international development experience, including in fragile and conflict-affected settings, as a socio-economist, gender-responsive research, monitoring, evaluation & learning specialist, innovative financing & organisational management expert, capacity development team leader, board member, chair, mentor and volunteer. Highly-developed functional and analytical skills in baseline surveys, reviews, evaluations, feasibility and capacity assessments, gender mainstreaming & analysis, results-based management, strategic information, strategy planning & theory of change, logframe programme design, project, grant & financial management, quality assurance, proposal & report writing, aid effectiveness and human rights-based approaches to development. Sector expertise includes social accountability & advocacy in education, sustainable development and climate resilience, gender equality (women’s economic empowerment, SGBV, social protection, workplace diversity and inclusion), HIV and health, nutrition and food security, innovative financing and humanitarian relief. Extensive multiple stakeholder engagement with socially responsible SMEs and impact investors, UN & multilateral development banks, bilateral donors (Australian DFAT, DANIDA, USAID, Norwegian MFA), partner governments, research institutes, international NGOs (OxfamIBIS, CARE Aust, IRC), grassroots CBOs, professional associations,. Early-career corporate financial analysis and management accounting experience. Volunteer fundraiser for nature conservation and recovery.

Main Clients: Global Partnership for Education/Oxfam IBIS, Copenhagen Business School, Danish Ministry of Foreign Affairs, Danish Civil Society Fund, SOS International, PWN Copenhagen, Centre for Effective Altruism, KVINFO, Disabled Peoples Organisation Denmark, PACT/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 (Bolivian MCH NGOs).

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

- Long term:** Namibia, Vietnam, Bolivia, Papua, New Guinea, DR Congo/Rwanda, Pakistan/Afghanistan, Argentina, USA, UK.
Short term: Nepal/Asia Pacific Region, Cambodia, Laos, Indonesia, PNG, Honduras, Guatemala, Nicaragua, New Zealand
Desk-based: East Africa & Latin American Region, Malawi, Palestine, Myanmar, Suriname, Uganda, Nepal, The Balkans, Bangladesh, Romania, Ghana, Ethiopia

8. **Education:**

| | | |
|---------------|--|---|
| 2010 | CPA Australia. | Fully certified practising accountant (CPA) |
| 1998-9 | University of Southern New Hampshire, USA. | MSc, International Community Economic Development |
| 1984-7 | University of Adelaide, South Australia. | Bachelor of Economics, Major Accounting |
| 1983-4 | Instituto de Murialdo, Argentina. | AFS Scholarship, High School Certificate |

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

- English** Competence Level 1 - Native speaker, reader, and writer.
Danish Competence Level 3 - Danish National Test (Bevis i Dansk Prøve 3) passed December 2016.
Spanish Competence Level 3 - Practical professional & educational experience in South and Central America.

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

11. **Professional Development** (a selection of relevant ones):

- 2020 – How to lead, work and inspire others to work effectively in a crisis, CPA Australia webinar series, Mar-May
 2019 – Research Collaborations with NGOs and Civil Society, Danish Institute for International Studies, Oct 2019
 2019 – Impact Investing Days Conference, Copenhagen Business School, 23-25 Sept

2018/19 – Mentoring Program, Professional Women’s Network (PWN) Copenhagen, 5 sessions over 6 months
 2018 – The Humanitarian-Development Nexus, Danish Institute for International Studies Seminar (DIIS), June
 2017 – Applying the Aid Effectiveness Principles in Practice Seminar, Danish Institute for International Studies
 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

12. Professional Memberships & Communities of Practice:

| | |
|---|--|
| CPA Australia - Leadership, Strategy, Ethics, and Governance. | SIA Hub for Social Impact Assessment Practitioners |
| PWN Copenhagen - Global Network for Balanced Leadership | IDEAS - International Development Evaluation Association |
| Danish Forum for Microfinance | KVINFO–Centre for Research & Information on Gender & Diversity |
| Centre for Effective Altruism - Oxford University | International Centre for Research on Women (ICRW) |
| World Bank Collaboration 4 Development: Gender Issues in Fragile Situations | Australian Geographic Society |
| Linked-in Groups: UN Women, Women & Development, Global Civil Society | ABC Radio Australia Health Report |

13. PROFESSIONAL EXPERIENCE – Career Record

| | |
|-------------|--|
| 2020 – 2019 | Chair, Independent Selection Panel, Asia-Pacific Region, Global Partnership for Education/OxfamIBIS |
| 2020 – 2010 | Senior International Development Consultant – IMPAKT ApS Denmark |
| 2019 – 2016 | Board Member & VP Mentoring & Strategy – Professional Women’s Network, Copenhagen & Global |
| 2015 – 2014 | Strategic Information Director, National Institutional Strengthening Project - PACT Inc, Namibia |
| 2014 – 2013 | Lecturer, Global Nutrition and Health Programme - Metropolitan University College, Denmark |
| 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 - DFAT Asian Development Bank Policy Manager – Australian Aid Program, DFAT Democratic Governance Policy Specialist - Australian Department of Foreign Affairs and Trade (DFAT) |
| 2005 | Finance Administrator, World Health Organisation, Denmark |
| 2004 | Evaluation Specialist, Carl Bro International & Inter-American Development Bank, Central America |
| 2000 – 2003 | Programme Feasibility, Gender Equity & Financial Management Consultant - DANIDA/Royal Embassy of Denmark, Carl Bro International, REBOHUPAN & USUYIRI (Maternal & Child Health NGOs), Bolivia |
| 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 Project, DFAT, World Bank, 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-language 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 |

14. Publications: (NB. Most of my published & written work is the official property of my clients/employers.)

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>

15. Professional experience (relevant to assignment):

| Date [from – to] | Location | Company & reference person (name & contact details) | Position | Description |
|--------------------|---|---|--|---|
| Current – Nov 2019 | Denmark Nepal (Global & Asia Pacific, Africa, Caribbean, Middle East Regions) | Oxfam IBIS & Education Out Loud (EOL)/Global Partnership for Education (GPE) Lars Udsholt, Global Manager, lu@oxfamibis.dk | Chair, Independent Selection Panel, Asia Pacific Region & Team Leader, Working Group for the Global Independent Selection Panel & Panel Member, Global Independent Selection Panel | <p>Providing management leadership to the Asia Pacific Independent Selection Panel responsible for reviewing and approving the shortlisted portfolio of proposals submitted by national civil society coalitions and transnational alliances for funding by Education Out Loud/Global Partnership for Education (GPE), deciding on their recommended level of funding and making recommendations on learning and capacity building support . This requires working alongside the Regional Management Unit in Kathmandu, Nepal.</p> <p>Providing technical support to the Global Independent Selection Panel by reviewing and approving concept notes and full proposals submitted by the Middle East, Eastern Europe, Sub-Saharan African and Latin American national civil society coalitions and transnational alliances for funding by Education Out Loud/Global Partnership for Education (GPE), deciding on their recommended level of funding and making recommendations on learning and capacity building support . The main purpose is to advance the fields of social accountability and advocacy in education https://oxfamibis.dk/en/education-out-loud/introduction/</p> <p>Provided technical and management leadership to the Global Independent Selection Panel Working Group to streamline the roles and responsibilities of the EOL assessment/selection process for concept notes and proposals.</p> |
| Current - Nov 2018 | Denmark (Palestine) | Copenhagen Business School (CBS) Department of Management, Society and Communication (MSC) Maria Figuero, Assistant Professor, Climate Change and Innovation mfi.msc@cbs.dk | Researcher/Lecturer – Gender, Climate Resilience & Entrepreneurship Sustainable Development & Innovation | <p>Developing a lecture related to social entrepreneurship, impact investing and ESG as part of the Harnessing Community for Sustainable Innovation Course being run in the Autumn/Fall at Copenhagen Business School https://kursuskatalog.cbs.dk/2020-2021/KAN-CCBLV1033U.aspx</p> <p>Core team member that designed a research proposal in response to DANIDA Fellowship Centre 2020 Call entitled <i>WAPA: Water and Gendered Climate Resilience in Palestine</i>. It centres on the innovation and entrepreneurship of women and men in the informal and formal agriculture sector facing water shortages.</p> <p>Designed a research proposal <i>Women’s Agency and Water Constraints: Capacity and Time for Female Entrepreneurship and Innovation in Palestine (rural, urban and camp areas)</i> in response to CBS Department of MSC’s PhD scholarship program launched in April 2019. After being shortlisted but not selected for funding, I entered discussions with Murdoch University in Western Australia to explore collaboration potential.</p> <p>Core team member that designed the research project <i>Women’s Agency and Water Constraints in Palestine (rural, urban and camp areas)</i> in response to the Danida Fellowship Centre (DFC) 2019 Call for research applications. CBS led the large interdisciplinary research team engaging Birzeit University’s Department of Business and Management and Institute of Gender Studies in the West Bank, and researchers from Lund, Roskilde and Edinburgh universities with extensive Palestinian experience.</p> |
| Feb – Jan 2020 | Denmark (Australia) | Crikey Mate, Donat! Bushfire Appeal Leanne Wray, Team Leader leannewray@gmail.com | Fundraising committee member | Cofounding and committee member of a bushfire appeal to raise funds in the aftermath of the Australian bushfire season. Efforts and funds were directed towards reputable wildlife, farm animal and nature recovery and conservation organisations. |
| Oct 2019 | Denmark (Malawi) | Danish Ministry of Foreign Affairs, ADRA Denmark & IMPAKT ApS Jørgen Skytte Jensen, Director, jsi@impakt.dk | Quality Assurance | Quality assured the final report of the review of the capacity and performance of ADRA Denmark in delivering results under its engagement with the <i>Danish Ministry of Foreign Affairs</i> , including an assessment of the overall strategic, programmatic, organizational/ administrative and financial management capacity of ADRA DK to implement the current Strategic Partnership (SPa) 2018-2021 as well as an assessment and validation of results as documented by ADRA DK during the previous 2015-2017 Framework Agreement (FA) and Humanitarian Partnership Agreement (HPA) |

| Date [from – to] | Location | Company & reference person (name & contact details) | Position | Description |
|---------------------|---|--|--|--|
| May – Jan 2019 | Denmark (Philippines) | Particip GmbH, NIRAS, Abt Associates & IMPAKT ApS Jørgen Skytte Jensen, Director, jsi@impakt.dk | Results Based Management, M&E, Gender Specialist Business & Partnership Development | Prepared joint proposals for <ul style="list-style-type: none"> • SIDA Framework for RBM and Adaptive Management • Evaluation of the EU's external action support in the area of Gender • Long Term Agreement for supply of Evaluation Services to UN Women • Strategic Monitoring Team for the Education Portfolio of the Australian Aid program in the Philippines • Gender Equality Adviser, Australian Timor-Leste Partnership for Human Development |
| Jan 2019 – Jan 2018 | Denmark | Professional Women's Network (PWN) Copenhagen Ada Stein, President, pwnpcph@gmail.com or preferably ada.stein@gmail.com Pia Koch, ex-President, rele-vant.pia@gmail.com | Board Member & VP Strategy | Provision of guidance to <i>PWN Global Strategy Working Group</i> www.pwnglobal.net and other city networks (e.g. Stockholm) related to strategy development, implementation, monitoring, and evaluation. Designed the results framework and baseline survey questions from which to monitor and assess the progress of implementing PWN Copenhagen's first strategy. Provided guidance and support to Activity Planning Managers to ensure alignment with the strategy. Presented the 2018-20 Strategy at the Network's Annual General Meeting at the end of January. |
| Oct - Sept 2018 | Denmark | WWF Norway & IMPAKT ApS Jørgen Skytte Jensen, Director, jsi@impakt.dk | Evaluation Specialist | Prepared a proposal, including a workplan, for a <i>Meta Mid-term Evaluation of WWF-Norway's Norad International towards a Sustainable Future: Securing Nature and Climate for People Programme, Portfolio 2017-2020</i> . Result: shortlisted only |
| Oct - Sept 2018 | Denmark (Somalia/ Somaliland, Horn of Africa Region, Syria & Neighbouring Countries.) (Indonesia) | COWI Consult A/S Lars Peter Lopez Christensen Chief Project Manager lpc@cowi.com | Results Management, Financial Management and Program Administration Specialist | Prepared a joint EOI and proposal for the <i>Review of the Capacity and Performance of Save the Children Denmark</i> in delivering results under its engagement with the Danish Ministry of Foreign Affairs. Preliminary proposal preparation work in anticipation of being shortlisted for the <i>Closure of Danida's Good Governance Programme in Indonesia</i> . |
| July 2018 | Denmark (Myanmar) | Danish Ministry of Foreign Affairs, WWF Denmark & IMPAKT ApS Jørgen Skytte Jensen, Director, jsi@impakt.dk | Quality Assurance | Quality assured the final report of the review of the capacity and performance of <i>WWF Denmark</i> in delivering results under its engagement with the <i>Danish Ministry of Foreign Affairs</i> with a particular view to stimulate learning, support relevant organisational development, and analyse and strengthen cost effectiveness. |
| June 2018 | Denmark | Danish Civil Society Fund (CISU) & IMPAKT ApS Jørgen Skytte Jensen, Director, jsi@impakt.dk | Quality Assurance | Quality assured two guidance notes developed for the <i>Danish Civil Society Fund (CISU)</i> relating to DANIDA's expectations with regards to preparing a theory of change and results framework for development initiatives. |
| Feb 2018 - Nov 2017 | Australia | IMPAKT ApS Jørgen Skytte Jensen, Director, jsi@impakt.dk | Gender-lens Impact Investing & Business & Partnership Development | Gender Lens Impact Investing - a fact-finding and business development mission to Australia to investigate the nexus between international development and impact-investing , including meetings with Australian Department of Foreign Affairs and Trade, The Difference Incubator (TDI), Institute for International Development, Christian Super, Social Enterprise Finance Australia, Australian Impact Investments, Adam Smith International, Palladium, Coffey International and the Scanlon Foundation. |
| Dec - Oct 2017 | Denmark (Myanmar, Kenya) | Danish Ministry of Foreign Affairs, Danish Institute for Human Rights & IMPAKT ApS Jørgen Skytte Jensen, IMPAKT Director, jsi@impakt.dk | Gender-responsive M&E Specialist + Quality Assurance | Rapid gender analysis of the results framework of the Danish Institute for Human Rights (DIHR)'s 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 & Sustainable Development and Human Rights & Business</i> . Edited and Quality Assured the final report. |

| Date [from – to] | Location | Company & reference person (name & contact details) | Position | Description |
|---------------------|--------------------|---|---|---|
| September 2017 | Denmark (Myanmar) | GOPA Consultants Group Anna Jaeger, Business Support Manager, Governance and Economic Development, anna.jaeger@gopa.de | 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 Viliani, Head of Public Health Consulting Services and Community Health Programs francesca.viliani@internationalsos.com | 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> . |
| Oct - Feb 2017 | Denmark | PWN Copenhagen Pia Koch, ex-President, relavant.pia@gmail.com | Strategy Development Team Leader | Led the strategy process and working group that developed the 3-year strategy (2018-20) for Copenhagen’s Professional Women’s Network – the first city strategy of the global balanced leadership and professional development network PWN GLOBAL www.pwnglobal.net . Developed a template to guide program managers’ activity planning for the next three years of implementation and to inform the results framework. |
| Oct 2017 - Aug 2016 | Denmark | PWN Copenhagen Maarit Pokkinen, ex Co-President & Mentoring Training Facilitator, maarit.pokkinen@gmail.com | VP Mentoring | 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: Successful handover, 3 training workshops, two end-of-program evaluations and a sharing-of-lessons-learned-and-best-practice workshop amongst the mentors . Piloted a series of group mentoring workshops for mentees career development 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. |
| Oct 2017 - Sep 2015 | Denmark | PWN Copenhagen Maarit Pokkinen, ex-President & Mentoring Training Facilitator, maarit.pokkinen@gmail.com | Mentor | Mentored a total of 5 professional women over a two year period from various international organisations, including <i>Save the Children (SC)</i> and <i>the World Health Organisation</i> . One pairing entailed framing a strategic information approach that would enable the mentee to address gender effectively, efficiently and sustainably in humanitarian and development programs . |
| Jul - Jan 2016 | Denmark (PNG) | Impakt ApS Jørgen Skytte Jensen, Director, jsi@impakt.dk | Business & Partnership Development & M&E, Gender, Health, Economic Empowerment Specialist | <ul style="list-style-type: none"> 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 Pacific Women Shaping Pacific Development Program in Australian DFAT. The Study is being implemented by the John Hopkins Bloomberg School of Public Health, Department of Population, Family and Reproductive Health. Drafted course outline on strategy development for the <i>School of Architecture, Design and Conservation of the Royal Danish Academy of Fine Arts</i> to enable spatial practitioners to have a role in initiating humanitarian, community and charity projects where locality and facilities play a major role. Brokered knowledge, research and contacts on women’s economic empowerment in the Northern Uplands of Vietnam and Laos as input into the Palladium Group’s scoping strategy for a DFAT tender of the same subject matter. 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>”. Provided inputs to the M&E methodology for the tender document for the <i>M&E Support Program to DANIDA’s Kenya Country Programme</i> with Triple Line Consulting Ltd Scoping negotiations to jointly submit a proposal to develop the <i>DANIDA-financed Five-year Strategic Plan and M&E Framework for the Gender Violence Recovery Centre – Kenya</i> 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 |

| Date [from – to] | Location | Company & reference person (name & contact details) | Position | Description |
|-----------------------|--------------------------------|---|-------------------------------------|--|
| | | | | <ul style="list-style-type: none"> Participated in negotiations with <i>Management Systems International (MSI)</i> to join the implementation team of an Australian DFAT women's economic empowerment programme in Indonesia Developing content for IMPAKT's website with a sharper focus on impact for women & girls Identified job profiles that augment the application of research findings as a 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. |
| Sept 2015 | Denmark (Uganda) | Disabled People's Organisation Denmark & Impakt ApS Jørgen Skytte Jensen, Director, jsi@impakt.dk | Economic Empowerment M&E Specialist | Designed a participatory survey tool and guidance note 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. The survey tool assessed 4 different approaches to economic empowerment 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 2016 – June 2015 | Denmark (Oxford UK) | Centre for Effective Altruism Hauke Hillebrandt, Director of Research, Giving What We Can Project, Oxford University Hauke.hillebrandt@gmail.com | 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 https://www.givingwhatwecan.org/blog/2015-11-02/maternal-age-matters-lifetime-and-longer |
| Sep - Mar 2015 | Central Europe and the Balkans | Giraffe Conservation Foundation Stephanie Fennessy, Programme Director steph@giraffeconservation.org | Fundraiser, Researcher & Adventurer | Designed a peace-building and conservation 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 <i>the Australian Geographic Society</i> ; completed 560km European Peace Walk across 6 European countries from Vienna to Trieste in 23 days info@peacewalk.eu ; developed a fundraising webpage to raise funds for giraffe conservation; obtained TV news coverage in Croatia for the project. |
| Feb 2015 - Aug 2014 | Namibia | Pact Inc. Stephanie Posner, Country Director, Namibia sposner@pactworld.org | Strategic Information Director | Provided technical and programmatic leadership around the demand for, availability of, and use of strategic information (SI) for the USAID-funded National Institutional Strengthening (NIS) Project of the Government of the Republic of Namibia (GRN) in response to the socio-economic impact of the HIV/AIDS epidemic . Key achievements: <ul style="list-style-type: none"> directed the development of regional-specific factsheets and dashboards of key HIV/AIDS indicators built from a data warehouse of national health, demographic, education, gender and child welfare databases. jointly implemented a comprehensive, participatory action research baseline assessment 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. strengthened the capacity of the Ministry of Gender Equality and Child Welfare (MGECW) to use and demand data particularly in the area of Orphan and Vulnerable Children (OVC). active participation, engagement and harmonisation in key stakeholder fora to promote evidence-based decision-making provision of technical advice and coaching to core NIS Project staff managing key NIS components of Leadership & Coordination, Advocacy, and Human & Financial Resource Mobilization. oversaw the development of procedures and performance measures to support provincial coordination teams to design, operationalize and monitor multisectoral processes (plans and budgets) based on SI |

| Date [from – to] | Location | Company & reference person (name & contact details) | Position | Description |
|----------------------|------------------------------|--|---|---|
| | | | | <ul style="list-style-type: none"> refined the theory of change and developed the program monitoring plan (PMP) with an evaluation and learning framework. |
| Sept 2014 - Sep 2013 | Denmark (Uganda, Bangladesh) | Pure H2O ApS Jesper Ellegaard, CEO jee@ellegaard.com | 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. Target market: women coffee producers in Northern and Central Uganda and female horticultural producers in Southern Bangladesh |
| Feb 2014 - Oct 2013 | Denmark (Global) | Metropolitan University College Hanne Gillett, Head of Program, Department of Rehabilitation and Nutrition, Faculty of Health and Science, hngi@phmetro-pol.dk | Lecturer | <p>Guest Lecturer of <i>Global Nutrition and Health Programme</i> in two Modules:</p> <p>(1) Interdisciplinary Research and Project Management.</p> <ul style="list-style-type: none"> Project Management in a Participatory Action Research Framework: Encounters with Real Life Projects International Project Standards and Fundraising/Financing <p>(2) Food Security, Food Safety, Food and Nutrition Policy, Consumption and Markets:</p> <ul style="list-style-type: none"> Corporate Social Responsibility: Business and Human rights; Business role to improve health and safety; Business partnerships and Public Private Partnerships (PPP); Mainstreaming CSR. Introduction to Logical Framework Analysis as a planning tool Food Security in Developed Countries <p>Outlined a lesson plan for Gender and Nutrition Security for possible inclusion in the Sustainability, Participation and Environmental Health Module.</p> |
| Jan 2014 - Nov 2012 | Denmark (Ghana) | The Talent Tree Amy Faircloth, Chairperson, AmyFaircloth@cis.dk | 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, baseline design and M&E , 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, revolving funds, microenterprise, nutrition security, women's economic empowerment, peri-urban agriculture, leadership and capacity development, rights and resilience in two slums in Accra, Ghana. |
| Nov 2011 – Nov 2012 | Denmark (Romania) | The Nest International (REDEN) Melinda Marton, Pyschologist, melimarton@gmail.dk Malene Muusholm, Manager, mm@reden-international.dk | M&E Specialist & Coach | <p>Designed a concept note for emancipating trafficked [Romanian] women sustainably and supporting rewilding efforts in Europe/Romania based on the work of the Freedom Fund and Professor Kevin Bales on ending modern day slavery.</p> <p>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 Pyschologist who I coached to design and implement qualitative and quantitative data collection tools. 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.</p> |
| Jan-Jun 2012 | Denmark (Ethiopia/Eritrea) | UNFPA Nordic Office Pernille Fenger, Chief, pernille.fenger@unfpa.dk | Evaluation Specialist | <p>Designed an approach to develop systematic processes to evaluate the UNFPA/National Geographic photographic exhibition 'Welcome to World Citizen No. 7,000,000,000' and future public awareness and fundraising campaigns.</p> <p>Fostered a partnership between Afar Pastoralist Development Association, Ethiopia, UNFPA Nordic Office and Save the Children Denmark to improve their campaigning and fight against Female Genital Mutilation/Cutting.</p> |
| Mar-Apr 2011 | Denmark | DANIDA, 3F & IMPAKT Jørgen Skytte Jensen, Director, jsi@impakt.dk | 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. |

| Date [from – to] | Location | Company & reference person (name & contact details) | Position | Description |
|---------------------|--|--|--|---|
| Jan-Feb 2011 | Denmark | Danida & Impakt ApS Jørgen Skytte Jensen, Director, jsj@impakt.dk | 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 n.koren@hotmail.com | 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 – Aug 2010 | Vietnam | UN Women Vietnam Suzette Mitchell, Country Representative, UN Women Vietnam, suzette.mitchell@unwomen.org suzettemitchell2002@yahoo.com | Team Leader & Baseline Capacity Development Specialist | Under the auspices of the <i>Vietnam UN Joint Programme on Gender Equality</i> , conducted the Baseline Capacity Assessment (CA) of key agencies and line ministries to implement, monitor, evaluate and report on the Gender Equality and Domestic Violence Prevention 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 designing the qualitative baseline and supervising the work of the Vietnam Institute for Gender and Family Studies 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, charmaine.cuunjieng@gmail.com | Technical M&E Adviser | Technical Member of the ADB Consultation Group to review the core M&E framework for the “ <i>Practice Guidelines of HIV Prevention Initiatives in the Greater Mekong Subregion</i> ”, 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, emasaki@adb.org | 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 overarching M&E framework for 10 HIV prevention subprojects associated with large infrastructure projects in Cambodia, Laos and Vietnam. Targeted mobile and migrant population groups and differentiated pre- during-, and post-construction phases. Key principles guiding the design included a community-based, gender-responsive, and ethnic-sensitive approach to M&E 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 aid effectiveness principles 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 collection of sex disaggregated and gender statistics , 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. |
| 2006 - 2008 | Australia (Indonesia) | Office of Development Effectiveness (ODE), Department of Foreign Affairs & Trade Cate Rogers, Director Evaluation Cate.Rogers@ausaid.gov.au | Evaluation (ICR) Manager | Responsible for Independent Completion Reporting (ICR) across the Aid Program. Achievements: <ul style="list-style-type: none"> Conducted the <i>Administrative Review of Independent Completion Reporting (ICR) of the Australian Aid Program</i> Developed the new business process to aid users of the new ICR guidelines Successfully argued for the inclusion of a new quality rating for gender in ICRs and the Agency’s Quality Reporting System (QRS). Joint leader of the 1st ICR on a multilateral co-financed activity (<i>WFP Food Security Project, Aceh, Indonesia</i>) Developed a framework for a panel of international experts to review the quality of ICRs for publication. Provided inputs to the new ODE Communication Strategy |

| Date [from – to] | Location | Company & reference person (name & contact details) | Position | Description |
|---------------------|--|---|---|--|
| | | | | <ul style="list-style-type: none"> • Provided advice and information to ODE executive management, senior level programme managers in field-based Embassies, and to AusAID's internal Performance and Quality Network • Representative and ODE focal point for the Canberra Evaluation Forum • Collated stories of impact from ICRs |
| 2006-8 | Australia (Germany) | Development Banks Section – ADB, World Bank, IFC, Department of Foreign Affairs Ms Kirsty McNichol, kirsty.mcnichol@ausaid.gov.au | Asian Development Bank Policy Manager | 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: <ul style="list-style-type: none"> • Establishment of a Fragile States Trust Fund • 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. • 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. • Key driver behind section's strategic and business planning process |
| 2006-8 | Australia (PNG) | Building Demand for Better Governance Unit, Department of Foreign Affairs and Trade Michael Bergmann, Director, michael.bergmann@ausaid.gov.au | Performance, Quality and Gender Manager | Managed the development of new guidance for AusAID officers on good quality practice in Monitoring & Evaluation of community development and civil society programs. Ensured that the guidance addressed the adequacy of gender equality in M&E processes within community development initiatives. <ul style="list-style-type: none"> • Represented AusAID at the World Vision-sponsored workshop in Madang, PNG, "Whose Voice? Participatory governance initiatives in the Pacific and PNG", 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. • Participant at the AusAID Civil Society Network Conference, May 08. |
| Feb – Nov 2004 | Denmark Norway Washington DC Guatemala Honduras Nicaragua | Inter-American Development Bank & Norwegian Royal Ministry of Foreign Affairs Mr Henrik Tornblad, Senior Consultant, Carl Bro a/s – Denmark, Email: henrik.tornblad@grontmij-carlbro.dk | Evaluation Specialist | 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 |
| Jun 2001 - Jun 2003 | Bolivia | REBOHUPAN (Bolivian Network for the Humanization of Childbirth and Labour) Marcela Barragan | Project Development & Strategic Planning Consultant | Joint participation in and analysis of the JICA funded baseline study, "Situational Analysis of Births Delivered in Districts 1 to 5, La Paz, Bolivia". 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). http://www.mhtf.org/organization/la-red-boliviana-para-la-humanizacion-del-parto-y-nacimiento-rebohupan/ |
| Mar – May 02 | Bolivia | DANIDA's Poverty Alleviation and Gender Equity Initiative Sven Nilsson, Associated Senior Consultant, Nordic Consulting Group, sni@ncg.dk | Project Feasibility & Design Consultant | Feasibility assessment and project document development of the "Poverty Alleviation and Gender Equity through Rural Women's Productive Projects: a pilot project of the sector-wide component 'Programme Support to the Agricultural and Livestock Sectors of Chuquisaca and Potosi Provinces'." 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 |

| Date [from – to] | Location | Company & reference person (name & contact details) | Position | Description |
|---------------------|------------------------|--|---|--|
| | | | | 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 |
| Apr - May 2000 | Bolivia | DANIDA/Danish Embassy - Bolivia Kristian Erdinger krierd@um.dk | 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 <u>financial management, administrative and human resource capacity of 12 municipalities</u> , recommendations on how to improve this capacity within the SPS through a training module, and an analysis of municipal funding sources and expenditure. |
| 1996 – 1998 | Papua New Guinea | Coffey (SAGRIC) International Pty Ltd Rene Schinkel, Coffey International Adelaide Rene_Schinkel@coffey.com Thea Mendelsohn, Team Leader of PNG's Population and Family Planning, thea@mendelsohnaustralia.com | 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"> • Developed and implemented project management tools to ensure achievement of milestones, targets and outputs. • 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. • 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; • Administration of the Research Fund; • Supported international coordination of staff training to BKKBN Indonesia and the Australian Bureau of Statistics; • Developed guidelines for the Department of Family Affairs to monitor the disbursement of funds to NGOs for community-based family planning activities; • Supported the scheduling of national health promotion activities with country-wide family planning activities and contraceptive distribution; and • Monitored the infrastructure work of family planning clinics between the architect and department of public works. • 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. |
| Apr 1995 – Jan 1996 | Eastern Congo/Rwanda | 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 |

| Date [from – to] | Location | Company & reference person (name & contact details) | Position | Description |
|---------------------|--|--|-----------------------------------|---|
| | | | | 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 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"> • 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). |
| 1987 – 1989 | Australia | Standard Chartered Bank Australia Limited, Head Office Advances (Adelaide) | Credit Analyst & Loan Coordinator | <ul style="list-style-type: none"> • Analysed large corporate loan applications including gold loans • Coordinated the loan database • Prepared regulatory reporting • Followed media coverage of major corporate clients |

