

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



5. 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, board member and mentor. Highly-developed functional and analytical skills in results-based management, strategic information, strategy planning & theory of change, gender mainstreaming & analysis, organisational performance (quality, accountability, learning, transparency and compliance/corruption), aid effectiveness, logframe programme design, project & financial management, and a human rights-based & mixed-methods approach to baseline surveys, reviews and evaluations. Sector expertise includes health (HIV, nutrition/food security, maternal child health, population & family planning), gender equality, women's economic empowerment, inclusive leadership, social protection and gender-based violence (DVP, human trafficking, FGM, child marriage), community economic development, good governance, innovative financing mechanisms, and humanitarian relief. Extensive multiple stakeholder engagement with partner governments, research institutes, international NGOs, grassroots CBOs, socially responsible SMEs, the UN & multilateral development banks, bilateral donors (Australian DFAT, DANIDA, USAID, Norwegian Royal MFA), impact investors, professional networks and entrepreneurs. Additional five years of early-career, corporate experience as a finance specialist in the banking, accounting, oil & gas sectors in Australia, UK and NZ.

Main Clients: Danish Royal Ministry of Foreign Affairs/DANIDA, 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, Australian DFAT, 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.

6. 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: Cambodia, Laos, Indonesia, PNG, Honduras, Guatemala, Nicaragua, New Zealand
Desk-based: Suriname, Uganda, Romania, Ghana, Ethiopia

7. PROFESSIONAL EXPERIENCE

2018 – 2015 IMPAKT A/S – www.impakt.dk - an international development, organisational management and leadership consultancy

Senior Consultant - International Development, Organisational Management, Leadership, Strategy, Capacity Development, Mentoring, Gender-responsive Monitoring, Evaluation & Learning, Inclusive Baseline Survey Approaches, Health Reporting Quality Assurance, Socio-Economic Impact Assessments, Research/Knowledge Management, Impact investing/Cost-effectiveness, Inclusive Economic Empowerment, Social Protection, HIV & Strategic Information

- 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 and Coffey International.
- Gender analysis of the results framework of the *Danish Institute for Human Rights* (DIHR)'s strategic priority areas funded by the *Danish Royal Ministry of Foreign Affairs* (MFA). The gender analysis is an input to the *Review of the DIHR's Financial and Organisational Capacity to Implement and Deliver Results* focusing on the performance of two thematic areas: Human Rights & Sustainable Development and Human Rights & Business. Edited and quality assured the final report.
- 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 *Technical Assistance on Conducting a Baseline Survey* bid for the EU funded *Institutional Strengthening and Policy Dialogue Support in Myanmar* managed by GOPA Consultants
- Quality Assured SOS International's "*Baseline Health Report for Suriname*", 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 *Suriname Gold Project CV*.
- Acted as a conduit to expand the "*Global Early Adolescent Study: an exploration of gender norms and their consequences for health, education and wellbeing*" to include a cohort from PNG and the Pacific via *the Pacific Women Shaping Pacific Develop-*

ment 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.

- Draft course outline on strategy development for the *School of Architecture, Design and Conservation of the Royal Danish Academy of Fine Arts* 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 "How workplace investments in women's access to health pay off both for women and companies".
- Provided inputs to the M&E methodology for the tender document for the *M&E Support Program to DANIDA's Kenya Country Programme* with Triple Line Consulting Ltd
- Scoping negotiations to jointly submit a proposal to develop the DANIDA-financed *Five-year Strategic Plan and M&E Framework for the Gender Violence Recovery Centre – Kenya*
- Shortlisted by *The Adara Group* 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
- Participated in negotiations with Management Systems International (MSI) 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 *Building Stronger Universities (Phase II) Programme* – an initiative of DANIDA to enhance the research capacity of seven universities in The South.
- 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 *Economic Empowerment Component of the Rights of Persons with Disabilities in Uganda Program* 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.
- Based on cost-effectiveness, funding gap and scalability criteria, I recommended the allocation of a large philanthropic donation go to tackling human trafficking and slavery via the *Freedom Fund* on behalf of the *Centre for Effective Altruism - Giving What We Can Project, Oxford University*. Also published the blog *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>
- Designed a peace-building project to: (1) raise awareness for giraffe conservation in conflict-affected areas; (2) unearth stories of courage, migration, economic recovery & peacebuilding of 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 *European Peace Walk* across 6 European countries from Vienna to Trieste in 23 days; developed a fundraising webpage and raised funds for the *Giraffe Conservation Foundation*; obtained TV news coverage in Croatia for the project.

2018 – 2015 PWN Copenhagen www.pwnglobal.net - a city network member of the global movement for balanced leadership.

Board Member. Since August 2016 I have provided advice and oversight of the Network's key offerings and enablers: mentoring program, women's entrepreneurship group, professional development events, balanced leadership forum, knowledge and networking platform, and engagement with partners, volunteers, communities and members.

VP Strategy. Since February 2017 I have led the board through a strategy development process resulting in the city network's first 3-year strategy. A new template to guide the alignment of activity planning to the strategy and a draft results framework to measure progress has also been set up. Currently quality assuring Corporate Partnership's new program plan.

VP Mentoring. From August 2016 to January 2018, I successfully managed 3 six-month mentoring programs, co-led and designed the introductory mentoring training, and conducted program evaluations leading to the first *Lessons Learned and Good Practice Workshop for Mentors*. Engaged a consultant to run a pilot series of group mentoring workshops for mentees' career development; introduced a fee for mentoring and established a new partnership with the International Rotary Club of Copenhagen to provide mentors on an ongoing basis. Finally, a concept note to expand the mentoring program to developing countries was drafted and in-principle approval received from the UN Women Nordic Office.

Mentor. Since August 2015, I have mentored five professional women, including one pairing entailing framing a strategic information approach that would enable the mentee to address gender effectively, efficiently and sustainably in international humanitarian and development programs.

2015 – 2014 PACT Inc, Namibia. www.pactworld.org

Strategic Information Director. 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, particularly on orphan and vulnerable children (OVC). Key achievements:

- regional-specific factsheets and dashboards for HIV/AIDS priority-setting developed
- data warehouse of national health, demographic, education, gender and child welfare indicators developed.
- participatory action research baseline assessment of multisectoral coordination at a regional AIDS committee level (RACOC) completed.
- high-impact, network-strengthening interventions designed
- OVC data demand and use (DDU) strengthened in the Ministry of Gender Equality and Child Welfare (MGECW)
- evidence-based decision-making, data availability and data quality checks promoted in the Ministry of Health and key HIV stakeholder fora
- development of procedures and performance measures to support regional coordination teams to design, operationalise and monitor multisectoral plans and budgets based on SI
- theory of change refined and program monitoring plan (PMP) developed; evaluation and learning framework drafted.

2014 – 2010 IMPAKT A/S – www.impakt.dk - an international development, organisational management and leadership consultancy

Senior Consultant – International Development, Women’s Economic Empowerment, Knowledge Management, Project Design, Social Entrepreneurship, Capacity Building (lecturing, coaching), Research, Monitoring & Evaluation, Project Design, Innovative Financing, Food Security & Nutrition, Organisational Management, Governance, Strategy, Review and Impact Assessment, Gender Specialist

- Business development with *Pure H2O ApS*, an award winning, Danish-based, socially responsible SME, culminating in a joint proposal seeking seed/venture capital funding from *USAID’s Feed the Future –Partnering for Innovation 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
- Piloted a food security project in my local neighbourhood rearing sheep, growing vegetables, and keeping bees to understand better the day-to-day practical and technical challenges of small-holder producers in developing countries.
- Guest Lecturer of *Global Nutrition and Health Programme* at the *Metropolitan University College*, Denmark, in two Modules: (1) Interdisciplinary Research and Project Management: (i) Project Management in a Participatory Action Research Framework: Encounters with Real Life Projects (ii) International Project Standards and Fundraising/Financing. (2) Food Security, Food Safety, Food and Nutrition Policy, Consumption and Markets: (i) Corporate Social Responsibility: Business and Human rights; Business role to improve health and safety; Business partnerships and Public Private Partnerships (PPP); Mainstreaming CSR. (ii) Introduction to Logical Framework Analysis as a planning tool (iii) Food Security in Developed Countries. Outlined a lesson plan for Gender and Nutrition Security for possible inclusion in the Sustainability, Participation and Environmental Health Module.
- Developed the first strategy for the Board of a new Danish CSO called *The Talent Tree (TTT)* 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 *Talented Women’s Club - Microenterprise and Nutrition Initiative*, the Metropolitan University’s Program for Global Nutrition and Health, and CIS Charity Club. 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.
- Designed and co-led the *Review of the Therapeutic Role of the Crisis Centre for Foreign Trafficked Women in Copenhagen* with The Nest International’s Crisis Centre psychologist 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.
- 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 on FGM.
- 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.
- Prepared technical material on M&E for the workshop session “*Monitoring and Evaluation - How to ensure accountability and promote learning*” for Danida’s *Workshop for Regional Organisations Promoting Gender Equality in Africa*.
- Co-founded the *Healthy Options Committee* to motivate, inspire and educate the United Nations International School (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 committee 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.

2010 – 2009 UN Women, Vietnam

Team Leader & Capacity Development Specialist, *Vietnam UN Joint Programme on Gender Equality*, 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 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

supervised 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 and discuss the findings and key recommendations to the main stakeholders and duty bearers.

2009 – 2008 Asian Development Bank, Greater Mekong Sub-Region

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.

Monitoring & Evaluation Specialist. Under the AusAID-funded, Asian Development Bank Regional Technical Assistance (RETA6467): HIV Prevention and Infrastructure – Mitigating Risk in the Greater Mekong Subregion, 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.

2008 – 2006 Australian Department of Foreign Affairs and Trade (DFAT)

Independent Completion Reporting Manager , Office of Development Effectiveness: Responsible for Independent Completion Reporting (ICR) across the Australian Aid Program. Achievements:

- Conducted the Administrative Review of Independent Completion Reporting (ICR) of the Australian Aid Program
- 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 (WFP Food Security Project, Aceh, Indonesia)
- 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
- 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

Asian Development Bank Policy Manager, Development Banks Section. Managed Australia’s relationship with the Asian Development Bank working closely with Australia’s Executive Directors to the ADB and our Australian Treasury counterparts. Collaborated with the World Bank and IFC Policy Managers to form common position statements on key policy and strategic issues, including fragile states, aid effectiveness, gender, social development, civil society engagement. Key achievements:

- Establishment of a Fragile States Trust Fund at the ADB
- 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 addressed the multilateral dimension of the Australian aid program in the new gender policy for AusAID
- Key driver behind section’s strategic and business planning process

Performance, Quality, Gender & M&E Specialist, Building Demand for Better Governance (Democratic Governance) Policy Unit,

Managed the development of new guidance for DFAT 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. 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.

2005 World Health Organisation, Denmark

Finance Administrator, Reviewed and administered internal cashiering services, provided internal advice on Danish tax exemption rules, and performed general accounting services to facilitate the operations of the Finance unit.

2004, 2000 Carl Bro International

Evaluation Specialist, Central America. Evaluated the development effectiveness and relevance of the *Norwegian Royal MFA Trust Fund for Innovation in Social Programmes (NFISP)* in Central America at the Inter-American Development Bank. 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 DC.

Financial Management and Monitoring Specialist, Bolivia, Set up the financial reporting and monitoring system for the *DANIDA Environment Sector Programme Support (SPS), Component Support Pollution Prevention and Mitigation from Industries in Bolivia*

2000 – 2003 DANIDA/Royal Embassy of Denmark, Bolivia,

Programme Feasibility Specialist, Poverty Alleviation and Gender Equity Initiative. Feasibility assessment and project document development of the *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 women's 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.

Program Feasibility Specialist, REBOHUPAN & USUYIRI (Bolivian Maternal & Child Health NGOs). Feasibility assessment of the proposal *Quality Health Care Delivery - Pre-Natal, Birth, and Post-Partum* 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 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/>

Financial Management Specialist. Conducted the *Financial Management and Administrative Review for DANIDA's SWAp for Indigenous Peoples, Decentralisation and Popular Participation in Bolivia, Component Support to Decentralisation and Municipal Development in Potosi and Chuquisaca*. Main responsibilities included the assessment of the financial management, administrative and human resource capacity of 12 municipalities, making recommendations on how to improve this capacity within the SPS through a training module, and an analysis of municipal funding sources and expenditure.

Translator. Translated from Spanish to English the component description documents for *Environmental Management and Environmental Education in Primary and Secondary Schools for the Environment Sector Programme Support (ESPS) in Bolivia*.

1998 - 1999 University of Southern New Hampshire, USA

Graduate Assistant in Accounting and Financial Management, Masters of Science Degree Programme in International Community Economic Development (ICED). ICED specialises in community-based economic initiatives and social development strategies that emphasise sustainable and participatory responses to poverty-alleviation. **Completed MSc ICED** (see Education below)

1998 – 1996 Coffey International, Papua New Guinea

Senior Project Officer, PNG Population & Family Planning Project (PFPP), funded by AusAID, World Bank & Asian Development Bank. Main responsibilities:

- 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 evaluation criteria of relevance, efficiency, effectiveness, impact and sustainability.

1996 SA Department of Information Industries, Australia

Financial Analyst, EDS Project Team, South Australia

1996 – 1995 CARE Australia, DR Congo/Rwanda

Finance Administrator, Refugee Relief Program for Rwandans, Eastern Congo. Overall financial and administrative responsibility for the field office in Goma, including budgetary management of UNHCR and UNICEF sub-agreements. Responsible for all administrative staff training and direction in the field office. Major donors UNHCR, UNICEF, WFP, CARE. Programme activities: 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.

1994 - 1993 International Rescue Committee, Pakistan/Afghanistan

Reports and Proposal 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. Department of State, USAID, and governmental & private bodies in Norway, Netherlands and Japan.

1994 - 1993 Australian Volunteers International & Afghan Women’s Resource Centre, Pakistan/Afghanistan

AVI Volunteer Management & English Consultant, Provided strategic planning, financial and administrative support to the refugee women’s literacy, numeracy, vocational training, income generation and journalism programmes. Established procedures for the Centre’s five-year evaluation and 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. Major donor engagement with International Women’s Development Agency (IWDA), AusAID, Asia Foundation, UNDP & NRC/NCA (Norwegian).

1993 National Centre for Development Studies, Australian National University

Student enrolled in the Economics of Development Graduate Program. Withdrew when offered a volunteer posting to Pakistan/Afghanistan.

1992 – 1989 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).

Contract Management & Tax Accountant, Financial Analyst, and Insolvency Administrator

1989 - 1987 Standard Chartered Bank Australia Limited, Adelaide

Credit Analyst & Loan Coordinator, Head Office. Analysed large corporate loan applications, including for gold loans; Coordinated the loan database; Prepared regulatory reporting; Followed media coverage of major corporate clients.

8. VOLUNTARY WORK:

May 2015 – present KVINFO – Danish Centre for Research and Information on Gender Equality and Diversity

Member of the Women’s Praxis Collective (formerly Gender Study Group). Engage with academic and scholarly texts, theories and viewpoints on gender, race, class, sexuality and other social and political constructs that establish power inequalities. Discussion topics have included White Privilege, Masculinities, Islamic Fundamentalism, Orientalism and Representations of Women in Consumerism.

Member of the Inclusive Communities Working Group – an initiative of KVINFO, UNHCR Copenhagen, and UN Women’s Nordic Office. Key input: 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.

2009 – 2010 ANZ Women’s Group, Hanoi, Vietnam

Program Monitoring Specialist. Conducted a monitoring visit to an orphanage for disabled children where charitable funds from the ANZ had been directed and spent.

9. EDUCATION:

Institution	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. LANGUAGES: 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

*Danish National Test (Bevis i Dansk Prøve 3) passed December 2016

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

12. PROFESSIONAL DEVELOPMENT (relevant selection):

2018 – Communication Techniques on How to be Heard: Find your Authentic Voice, PWN Workshop Facilitator Laura-Anne Boschwitz, Copenhagen

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. 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>

(Note: Evaluation and review reports are the property of my clients/employers although I am able to provide the final drafts I have written upon request.)

