

EXPERTISE

Over 20 years of experience working on various humanitarian issues including: refugees, internally displaced persons (IDPs), inter-agency coordination, durable solutions, the humanitarian-development-peace nexus, and quality and accountability with a range of humanitarian and development actors.

Strong **multi-stakeholder engagement and partnership** capability working with governments, NGOs, the Red Cross/Red Crescent Movement, and UN agencies.

A development studies background with extensive experience of the **humanitarian-development-peace nexus** and UN structures and processes.

Skilled facilitator and trainer working with different organisations and audiences.

PROFESSIONAL SKILLS

- Facilitation and training
- Inter-agency coordination
- Representation/public speaking
- Advocacy
- Strategy development
- Research and writing

EDUCATION

M.A., International Affairs, Development Studies

The Norman Paterson School of International Affairs (NPSIA), Carleton University, Ottawa, Ontario, Canada | 1998

B.A. (Honours), Political Science, Minor in International Justice and Human Rights

McMaster University, Hamilton, Ontario, Canada | 1996

LANGUAGES

English: Mother tongue

French: Comprehension Oral — excellent; Reading — excellent; Written — very good

Malayalam: Comprehension and Oral — excellent; Reading — good; Written — fair

PROFESSIONAL EXPERIENCE

Independent Consultant | Sept 2016-ongoing

- Working with a range of organisations facilitating meetings; researching; writing; and supporting strategy processes.
- Examples of clients and work include ([full list of clients](#)):
 - **Humanitarian Outcomes Associate:** Research/writing reports and testing an [ethical decision making guide](#).
 - **PHAP Senior Policy Advisor:** Facilitating various events.
 - **Resident Coordinator's Office (RCO) Bangladesh:** Facilitating retreats for the RCO, UN Country Team, and UN Programme Management Team.
 - **UNICEF:** Localisation Evaluation (2023-2024); Facilitating Accountability to Affected Populations (AAP) Events; [Cluster Lead Area of Responsibility Evaluation II](#); and [Global Education Cluster co-leadership review](#).
 - **UNFPA:** Facilitating the Humanitarian Response Division's Team Retreat.
 - **UNESCO:** Facilitating development of the 2023-2027 Human Resources Strategy.
 - **InterWorks Associate:** Delivering trainings for UNHCR in the Democratic Republic of the Congo (DRC), Ivory Coast, and Mali.
 - **CHS Alliance:** Supporting projects, facilitating events, and writing papers on complaints and feedback mechanisms.
 - **ICRC with HAG:** Diversity Inclusion (Operations) Assessment to co-create a vision for diversity inclusion for ICRC.
 - **Sphere:** Facilitating COVID-19 webinars and workshops for the [Handbook](#) revision and drafting parts of the Handbook.
 - **Sudan INGO Forum:** Study to position INGOs vis-à-vis the humanitarian-development-peace nexus approach.
 - **VOICE:** Study on [NGO perspectives on the EU's humanitarian-development-peace nexus](#).
 - **Plan International:** Supporting advocacy around the CRRF 's implementation in Uganda and Tanzania.
 - **UNHCR:** Facilitating an internal retreat of the Partnership Coordination Service (PCS).

Independent Board Member | H2H Network | 2023-ongoing

Geneva Representative (part-time consultant) | Women's Refugee Commission (WRC) | Feb 2017-ongoing | Switzerland

- Supporting stakeholder engagement and advocacy on forced displacement, with a focus on women and girls.
- Reference Group member: [Joint Evaluation of the Protection of Refugee Rights during the COVID-19 Pandemic](#) and part of a [UNHCR Protection Support Mission to Bangladesh](#).

Coordinator (part-time) | Emergency Appeals Alliance (EAA) | March 2017-Nov 2019 | Switzerland

- Supporting the collective work of national joint appeals mechanisms and facilitating meetings of the chief executives.

Interim Director | Association of International Development Agencies (AIDA) | June-Sept 2016 | Palestine/Israel

- Managing the AIDA Secretariat; facilitating member and stakeholder engagement; and donor relations.

SELECTED PUBLICATIONS

[Humanitarian Surge: Stuck in a rut?](#)

Humanitarian Outcomes, UK HIH (2024)

[No easy choice: A humanitarian's guide to ethical, principled decision making](#), Humanitarian Outcomes, UK HIH (2024)

[Navigating Ethical Dilemmas for Humanitarian Action in Afghanistan](#), Humanitarian Outcomes (2023)

[Slipping Away? A Review of Humanitarian Capabilities in Cholera Response](#), Humanitarian Outcomes (2023)

[Pooled Funds: The New Humanitarian Silver Bullet?](#), Norwegian Refugee Council (2022)

[Cluster Lead Area of Responsibility Evaluation II \(CLARE II\)](#), UNICEF (2020)

[Review of the Global Education Cluster's co-leadership](#), UNICEF and Save the Children (2020)

[NGO Perspectives on the EU's Humanitarian-Development-Peace Nexus](#), VOICE (2019)

[Understanding Humanitarian Funds: Going beyond Country-Based Pooled Funds](#), Norwegian Refugee Council (2017)

[Turning the Comprehensive Refugee Response Framework into reality](#), Forced Migration Review #56 (Oct 2017)

PROFESSIONAL DEVELOPMENT

JIPS Joint Profiling Coordination Training | 2016

Visual Language and Graphic Facilitation Workshop | 2016

Impact Open Programme on Leadership and Employee Engagement | 2012

Challenges to International Humanitarian Law Course | 2007

Reach Out Refugee Protection Training of Trainers (Ethiopia) | 2002

ICRC Ecogia Protection Seminars | 2001, 2002

ELENA International Introductory Course on Refugee and Asylum Law | 1999

UNHCR Protection Course for Protection Officers | 1998

UNHCR Workshop on Resettlement | 1998

[Journal of Public and International Affairs](#), Contributing Editor | 1998

PROFESSIONAL EXPERIENCE CONTINUED

Head of Secretariat | Solutions Alliance Secretariat | Feb 2015-May 2016 | Switzerland

- Setting up and managing the Secretariat to support partners (governments, NGOs, and UN agencies) to find solutions for refugees and IDPs through thematic and national groups.
- Overseeing meetings of the Board (Denmark, the International Rescue Committee, Turkey, UNDP, UNHCR, and the World Bank);
- Organising the 2016 Solutions Alliance Roundtable in Brussels with over 170 humanitarian and development partners.

Humanitarian Affairs Officer | Inter-Agency Standing Committee (IASC) Secretariat, OCHA | Aug 2013-Nov 2014 | Switzerland

- Preparing and supporting the IASC Working Group by liaising with IASC members and writing minutes.
- Representing the IASC Secretariat; overseeing IASC events; and supporting IASC Principals' meetings.

Independent Consultant | Sept 2012-Aug 2013

- Various contracts, including:
 - **Joint Standards Initiative (JSI):** Co-Chair of the JSI Advisory Group, which oversaw the [JSI stakeholder consultation](#) and developed recommendations in the [Advisory Group Report](#) on the way forward for the Humanitarian Accountability Partnership (HAP) International (now CHS Alliance), the Sphere, and People In Aid.
 - **IOM** for the IASC Task Force on Preventing Sexual Exploitation and Abuse (PSEA): Facilitating an inter-agency *Workshop on Community-Based Complaints Mechanisms (CBCMs) for Protection from Sexual Exploitation and Abuse: Practices Review and Pilot Project Design* (2012) and developing a proposal on *Preventing Abuse by Aid Workers: Piloting Inter-Agency CBCMs*.
 - **Brookings-LSE Project on Internal Displacement:** Writing and presenting a paper at the [Taking Stock of Internal Displacement](#) consultation on IDPs.

International Council of Voluntary Agencies (ICVA) | Aug 1999-June 2012 | Switzerland

- Senior Policy Officer | 2010-2012
- Acting Coordinator | April-Oct 2007
- Policy Officer | 2004-2010
- Humanitarian Affairs Officer | 2001-2004
- Information Officer | 1999-2001
 - Representing ICVA in UN, inter-agency, NGO, and donor meetings; chairing meetings; and facilitating trainings.
 - Representing ICVA in the IASC Working Group, including during the IASC Humanitarian Reform (2005) and Transformative Agenda (2011).
 - Chairing the Reach Out Refugee Protection Working Group (2004-2005).
 - Working with field-based ICVA members/partners on advocacy and supporting in-country NGO coordination.
 - Editor-in-Chief of ICVA's occasional newsletter, Talk Back (writing, editing, and management).