

## CURRICULUM VITAE SAHRA AHMED KOSHIN

1. **Family name:** Ahmed Koshin
2. **First names:** Sahra
3. **Date of birth:** 20.10.1980
4. **Nationality:** Somali-Dutch
5. **Civil Status:** Married
6. **Contacts:** [sahro.m@gmail.com](mailto:sahro.m@gmail.com)/[director@somaliagenderhub.org](mailto:director@somaliagenderhub.org)+252(0) 907795746
7. **Education:**



| Institution                                    | Date from | Date to  | Degrees or Diplomas obtained:  |
|--|-----------|----------|--|
| University of Copenhagen/University of Nairobi | 01/2020   | 01/2024  | PhD Candidate Diaspora Humanitarianism in Complex Crisis in Somalia. |
| Radboud University Nijmegen, The Netherlands   | 1/2007    | 06/10/09 | Master's degree in Advanced Developments Studies.                    |
| Leiden University, The Netherlands             | 09/2005   | 09/2006  | Master's degree in Cultural Anthropology/Development Sociology.      |
| Leiden University, The Netherlands             | 09/2002   | 09/2005  | Bachelors' degree in Cultural Anthropology/Development Sociology.    |

8. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

| Language                  | Reading | Speaking | Writing |
|---------------------------|---------|----------|---------|
| English                   | 1       | 1        | 1       |
| Somali (mother tongue)    | 1       | 1        | 1       |
| Nyanja (Zambian language) | 4       | 4        | 5       |
| Dutch                     | 1       | 1        | 1       |

9. **Present position:** Independent Gender Consultant/Researcher

10. **Key qualifications relevant to the project:**

- **18 years of professional work experience working on gender in Somalia with INGOs, State, and non-state actors.** Has carried out over a dozen research studies on gender and women's empowerment. Has worked as Gender consultant with CARE, UNDP, Save The Children, AfDB, EU, Adam Smith International, Ministries of Women-, of Education, Planning and Justice.
- **13 years of blogging experience on gender and women's advancement in Somalia;** <https://genderissuesinsomalia.wordpress.com/>
- Part of a research team at London School of Economic: <https://blogs.lse.ac.uk/crp/2020/05/05/puntland-and-covid-19-local-responses-and-economic-impact/>
- **12 years of experience in project management, and 10 years of working in managerial positions.** Has managed several projects, including 'Gender & Higher Education in Puntland', 'Women in Politics in Puntland', 'Female Police Officers in Somalia', Advisory and Capacity Building Support Services on Local Economic / Enterprises Development', UN-ILO funded, December 2015-April 2016, 'Training Course on Climate Change Adaptation and Mitigation' for 15 government officials in Puntland, UNDP funded, December 2015, etc.
- **Experienced on projects funded by the EU.** Has good knowledge of EC rules and regulations including Project Cycle Management (PCM) and log frame development. Has Managed and worked as an expert in the following EU – funded projects and programmes in Somalia:
  - Conducted Research on Gender Analysis in Somalia, project manager, 2016
  - The Integrated Capacity Development for Somali Education Administrations (ICDSEA) programme, as a technical consultant, 2011-2015
  - EU Results Oriented Monitoring Consultancy Assignment in 3 projects, as an expert, 2013
- **Excellent communication and organization skills** gained through carrying responsibility of managing communication with stakeholders, such as donors, local partners, managing steering committees
- **12 years' experience in designing and managing capacity building programmes in relation to civil society,** having designed programs e.g. with INASP and Ministry of Education in Puntland.
- **Well versed with PCM, with 10 years of experience:** experienced in working on PCM with local partners, the government and civil society, having managed all aspect of project cycle. Has also given over a dozen tailor-made trainings on PCM to local NGOs, staff members and universities receiving funding from CARE.

11. **Specific experience in foreign regions:**

| Country      | Date from - to   | Country     | Date from - to   |
|--------------|------------------|-------------|------------------|
| Somalia      | 03/2008- present | Kenya       | 01/2006-06/2006  |
| Sierra Leone | 01/2007-01/2008  | Netherlands | 11/2002-05/20010 |

## 12. Professional work experience

| Dates                    | Location               | Company & ref. pers.   | Position                             | Description   |
|--------------------------|------------------------|--|--------------------------------------|---|
| 01/08/2020 to present    | Somalia                | Federal Ministry of Women and Human Rights<br>Minister Deqa Hagi Yasin<br><a href="mailto:deqa.yasin@gmail.com">deqa.yasin@gmail.com</a> | Senior National Consultant           | <p><b>Consultancy for the development of a national implementation plan of the Somali women's charter including WPS agenda</b></p> <ul style="list-style-type: none"> <li>Review in detail all background documents, including those shared by the MoWHRD, clarify any questions with the MoWHRD, and make any final adjustments to the concept note for the development of the action plan.</li> <li>Develop a document specifying the key impacts/outcomes sought by the Somali Women's Charter (grouped by the pillars of the women, peace and security agenda).</li> <li>In discussion with the MoWHRD, develop a draft, basic theory of change (or logical framework)</li> <li>Support the establishment of a Steering Committee/Steering Group for the drafting (and ultimately implementation) of the plan.</li> <li>Support the development of a launch ceremony for the drafting of the plan, which will be presented to the public with the rationale and process for the development of the action plan on the Somali Women's Charter/women, peace and security.</li> <li>Organize zoom webinars, twitter chats, live stream and polls aimed at engaging young men and women in the process for the development of the national action plan.</li> <li>Develop an initial draft national action plan in a participatory manner: Seek inputs from the Steering Group and other stakeholders on i) key steps needed to realize the Charter (validation of the theory of change) and ii) activities already being undertaken under the different areas of the Charter.</li> <li>Identify additional activities needed to take the Charter forward, along with roles/responsibilities/timelines (Share with Steering Group for validation).</li> <li>Develop a monitoring and evaluation framework for the activities listed and a proposed implementation structure for the plan, as well as additional budget needed for implementation.</li> <li>Write up a background section introducing the Charter, the WPS agenda, the situation in Somalia and the process for development of the plan.</li> <li>Organize a validation workshop to receive feedback on the draft plan from a range of stakeholders.</li> <li>Finalize the plan based on inputs received, support the development of a launch event for the plan and develop a wider dissemination plan for the final action plan.</li> </ul> |
| 22/07/2020 to 31/08/2020 | Somalia/<br>Somaliland | <b>UN WOMEN</b><br>Julius Otim<br><a href="mailto:julius.otim@unwomen.org">julius.otim@unwomen.org</a>                                   | <b>Gender Consultant/ Researcher</b> | <p><b>Somalia/Somaliland Gender Consultant/Researcher</b></p> <ul style="list-style-type: none"> <li>Supported the conducting of the desk review of women' engagement in conflict prevention, mediation and peace building in the targeted countries by gathering relevant documents from institutions, organisations and individuals at national levels.</li> <li>Using an agreed reading grid, analyzed the content of such documents and produced a concise and precise summary that will inform the main analysis of the study.</li> <li>Identified Somali women mediators in-country and facilitated the holding of key informant interviews with the identified mediators</li> <li>Collected, analyzed, interpreted and synthesized data gathered through the document review and the interviews as to the progress of the Women, Peace and Security agenda, challenges and lessons learned, and make proposals of recommendations to improve implementation of the WPS agenda.</li> <li>Contributed to the identification of recommendations to be made to AU, Member States and partners for promoting sustainable peace through the participation of women in conflict prevention and mediation at all levels.</li> <li>Contributed to the identification of recommendations to be made to AUC, Member States, RECs and the UN to bridge the gap between the normative frameworks and practice on the ground.</li> </ul>   |

| Dates                          | Location               | Company & ref. pers.  | Position  | Description   |
|--------------------------------|------------------------|---|---|---|
| 15/02/2020<br>To<br>30/06/2020 | Somalia/<br>Somaliland | <p style="text-align: center;"><b>ADAM SMITH INTERNATIONAL (ASI)</b></p> <p>Rima, das Pradhan-Blach,</p> <p>Technical Lead, Territorial Planning Facility (TIPF),</p> <p>EU Somalia<br/> <a href="mailto:Rima.dasPradhan-Blach@eu-tipf.org">Rima.dasPradhan-Blach@eu-tipf.org</a><br/> +254 708 755 381</p> | <p><b>Gender &amp; Youth Specialist</b></p> <p><b>EU-ILED Programme</b></p> | <p><b>Gender Technical Advisor, Gender Assignment, ILED Programme</b></p> <ul style="list-style-type: none"> <li>Identified and formulated specific actions that effectively address issues of gender equality and the needs of women within ILED.</li> <li>Provided technical support to ensure gender is fully mainstreamed in the formulation of territorial plans and projects, as well as support to monitoring and evaluation of territorial plans through ILED programmes.</li> <li>Ensured women's needs, including female youth and women from marginalized groups are effectively addressed in ILED project design and implementation.</li> <li>Developed a strategy for mainstreaming gender in the ILED across all 3 result areas, including an action plan and guide to implement the strategy</li> <li>Developed a simple gender toolkit to ensure gender is effectively addressed in planning, projects formulation and implementation applying the EU principles and strategy.</li> <li>Developed an outreach strategy for women, including female youth and women from marginalized groups (including returnees and displaced) and private sector.</li> <li>Conducted consultations with women, government, private sector and other stakeholders on gender.</li> <li>Worked with the M&amp; E team in developing gender transformative indicator for the ILED Results Monitoring Framework (RMF).</li> </ul> <p><b>Youth Advisor, Youth Assignment, ILED Programme</b></p> <ul style="list-style-type: none"> <li>Developed templates to measure capacity of potential implementing agencies to implement the youth project (6m euro). UNFPA was awarded the contract.</li> <li>Conducted a mapping of potential implementing partners such as UNFPA, NIS, Oxfam and others with experience and a track record experience in the areas we are looking at; youth funds management, TVET involvement and government capacity building.</li> <li>Conducted consultations with youth, government, private sector and other stakeholders on youth participation and economic development.</li> <li>Coordinated with ILED programmes to align youth component</li> <li>Conducted mapping of available youth infrastructure youth centres, Youth associations and umbrella organizations, sports facilities, TVET centres, financing opportunities for youth...).</li> <li>Identified specific actions that addressed the needs of youth along the corridors in project design and implementation, including rural and urban, IDP, returnee and diaspora youth.</li> <li>Developed specific actions for female youth.</li> <li>Supported the formulation of a youth component under ILED that effectively addresses the needs of youth in Somalia</li> <li>Develop an outreach strategy for youth, particularly in hard to reach areas.</li> </ul> |
| 09/2019<br>To<br>12/2019       | Somalia/<br>Somaliland | <p style="text-align: center;"><b>Dutch Government through Dutch Embassy</b></p> <p>Dr. Holly Ritchie<br/>Lead Researcher -</p> <p><a href="mailto:hollyaritchie@yahoo.co.uk">hollyaritchie@yahoo.co.uk</a></p>   | <p><b>Independent Researcher</b></p>  | <p><b>Conduct research on the nexus education/skills – employment in Somalia</b></p> <ul style="list-style-type: none"> <li>Worked closely with line ministries, relevant organizations and institutions traveled to all regions and conducted focus group discussions and key informant interviews., collected case studies.</li> <li>Helped collect data from the private sector in Somalia relevant for the required TVET mapping.</li> <li>Conducted a mapping of market demand for labour, including labour intensive opportunities, with a focus on eco-industries.</li> <li>Helped obtain best practices and the state of the art formal and informal educational system of Somalia, including vocational training and professional education and transferable skills.</li> <li>Helped team gain insight into the gaps in the education system and work opportunities for youth, considering non-educational barriers.</li> <li>Provided recommendations on how to implement a nexus skills-jobs intervention strategy, consisting of two tracks:</li> <li>Short term: Where could alignment with other initiatives be sought, how could NL be additional to already existing bigger initiatives (e.g. EU, World Bank);</li> <li>Longer term: How could NL develop a specific nexus skills-jobs programme in addition to the already existing initiatives? What could be a possible framework - what are the opportunities?</li> </ul>   |

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|----------------------|---|---|--|---|
| 01/19<br>To<br>08/19 | Garowe with frequent travel to Mogadishu & Hargeisa | <b>AFRICA DEVELOPMENT BANK (AFDB)</b><br><br>Mona Sharan, Gender Expert<br><br><a href="mailto:m.sharan@afdb.org">m.sharan@afdb.org</a>   | Gender Consultant /Researcher for 2 projects                                   | <p><b>Develop A Somalia Country Gender Profile</b></p> <ul style="list-style-type: none"> <li>Helped contribute to development of research tools – data collection tools, reporting frameworks, cases studies</li> <li>Collected and consolidated data on the contextual factors affecting gender equality in Somalia and identified key issues women’s opportunities for participation in the society.</li> <li><b>Created linkages to country institutions</b> including sectorial ministries, NGOs and international agencies for collecting data</li> <li><b>Liaised with stakeholders</b> and facilitated organization of a national workshop for sharing and disseminating the study findings</li> <li>Assisted in <b>drafting and production of the final project report.</b></li> </ul> <p><b>Conduct an assessment and an impact study of the ‘Supporting Socio-Economic Reintegration of Ex-Combatants &amp; At-Risk Youth in Somalia (SRECYAR)’ project</b></p> <ul style="list-style-type: none"> <li>Drafted and submitted an Inception report of the to be-delivered work, methods to use and timeframe</li> <li><b>Liaison with stakeholders:</b> Conducted discussions with <b>government officials</b> to evaluate progress <b>on capacity building component of the project</b> and liaised with IOM staff in Somalia for detailed consultations and information gathering purposes</li> <li>Collected and consolidated data on the project output and outcome indicators and reported impact data against baseline on all indicators</li> <li><b>Assessed the impact of the project on the beneficiaries and the community</b></li> <li>Visited project sites to conduct interviews and focus groups with youth beneficiaries.</li> <li><b>Prepared a detailed technical report on project impact</b> specifying challenges, achievements and lessons learned</li> <li>Facilitated organization of a national workshop for <b>disseminating findings to stakeholders.</b></li> <li>Prepared Project Completion Report</li> </ul> |
| 02/2018-present      | Puntland  | <b>MINISTRY OF WOMEN DEVELOPMENT AND FAMILY AFFAIRS (MOWDAFA)</b><br><br>Minister Amina Haji Osman Jama<br><a href="mailto:minister.mowdafa@plstate.so">minister.mowdafa@plstate.so</a> | Senior Gender Advisor to the Minister<br><br>Advocacy and Strategy Development | <p><b>Provide advice and direction as a senior gender technical advisor to the Ministry on an array of issue, most notably;</b></p> <ul style="list-style-type: none"> <li>Helped draft concept notes for several <b>innovative projects</b> such as the FGM Ambassadors project.</li> <li>Provided <b>guidance and advise</b> to the Minister on gender and advocacy</li> <li>Worked closely with the gender department at the <b>President Office in building</b> the capacity and promoting women’s agenda.</li> <li>Linked the Ministry with Puntland diaspora for fundraising and resource mobilization.</li> <li>Developed <b>high level policy briefs</b> to be used by high level decision makers within the ministry of Gender can use for advocacy purposes on diverse themes; Options for women in Multiparty System in Puntland, SGBV and the Sexual Offences Bill (SoB), The role of advocacy in achieving gender equality in Puntland.</li> <li>Reviewed existing gender policies and assessed the relevance and alignment to the national planning frameworks: Identified opportunities for the formulation of gender related bills, policies, plans and programmes.</li> </ul> <p><b>Operationalize the Gender mainstreaming framework including inter-alia;</b></p> <ul style="list-style-type: none"> <li>Identified of specific ministries for collaboration to pilot the framework</li> <li>Identified line ministries programmes/actions and budgets and support to indicate how gender can be integrated in those.</li> <li>Identified gender mainstreaming capacity gaps for the different categories of gender officers/focal points within the ministry of gender and line ministries and devise strategies to address them.</li> <li>Support line ministries and the ministry of gender to agree on a common work plan to address the gaps.</li> </ul>  |

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|------------------------------------|---|--|--|---|
| 08/2019<br>To<br>09/2019           | Galkayo,<br>Puntland                        | <b>RIFT VALLEY<br/>INSTITUTE</b><br><br>Hannah Stogdon<br>Program Manager<br><br><a href="mailto:hannah.stogdon@rftvalley.net">hannah.stogdon@rftvalley.net</a>  | Gender<br>Researcher   | <b>Carry out research for and lead on writing of case study: The gendered economies of Khat in Puntland.</b> <ul style="list-style-type: none"> <li>Worked closely with the research team to design a research protocol and plan to be conducted in agreed sites in Puntland.</li> <li>Carried out fieldwork in Galkayo, Puntland in Galkayo and held consultations with local municipality, line ministries, civil society organisations, women's groups.</li> <li>Took part in data visualization workshops in Addis Ababa to visualize the cross-border trade.</li> <li>Worked closely with the Lead Researcher to develop the questions, fieldwork plan, and analysis for the case study.</li> <li>Delivered a short field report and interview notes, transcriptions to Lead Research after completion of the fieldwork component and held subsequent Skype calls.</li> <li>Produced a blog post / fieldwork briefing on completion of the research work, in collaboration with PSU co-researcher and with support from Lead Research</li> <li>Work with Lead Research to produce a co-authored paper on mapping the political economy and the impact of the Yemen conflict on the Bosasso—Mukalla sea-corridor <b>and case study on women traders and khat.</b></li> <li>Attended X-Border cross-research team meetings by skype and X-Border project consortium meetings.</li> </ul> |
| 01/18<br>02/19<br><br>Short-term   | Galkayo,<br>Puntland                        | <b>RIFT VALLEY<br/>INSTITUTE (RVI)</b><br><br>Hannah Stogdon<br><a href="mailto:hannah.stogdon@rftvalley.net">hannah.stogdon@rftvalley.net</a><br><br>Program Officer  | Researcher   | <b>Conduct a Political Economy Analysis of Urban Networks and Centres in Galkayo, Somalia</b> <ul style="list-style-type: none"> <li>Contributed to the development of a methodology, work plan and detailed timeline and inception report of the research</li> <li>Conducted Fieldwork in Galkayo city Somalia – 50 interviews from key informants (e.g. government officials, NGO representatives, activists, private sector companies, traditional elders, religious leaders)</li> <li>Produced Galkayo city report</li> <li>Analysed additional data and input on the meta study, city studies and synthesis report</li> </ul>  |
| 02/19<br>to<br>03/19               | Mogadishu                                   | <b>KVINNA TILL<br/>KVINNA SWEDEN</b><br><br>Grants Manager<br>Africa<br><br><a href="mailto:katarina.inkinen@kvinnatillkvinna.se">katarina.inkinen@kvinnatillkvinna.se</a>   | Lead<br>Researcher   | <b>Conduct mapping of civil society organisations working on gender and women's empowerment for Kvinna till Kvinna Programmatic focus on Somalia</b> <ul style="list-style-type: none"> <li>Developed tools, templates, frameworks for data collection, data analysis, data interpretation and synthesis including report writing</li> <li>Line-managed 4 assistant researchers and enumerators</li> <li>Prepared inception report and developed research- and fieldwork tools</li> <li>Undertook literature review and conducted interviews in Mogadishu</li> <li>Provided inputs for recommendations and key priority areas and presented the final report at the Swedish Embassy in Nairobi</li> </ul>   |
| 03/18 to<br>01/19<br><br>Full-time | Somalia,<br>Kenya                           | <b>SAVE THE<br/>CHILDREN</b><br><br>Laura Lepson<br><br><a href="mailto:Laura.Jepson@savethechildren.org">Laura.Jepson@savethechildren.org</a><br>Deputy Country<br>Director - Program<br>Development &<br>Quality | Community<br>Development<br>Specialist,<br>Gender<br>Advisor | Provide Gender Advice to the 'Say No to Famine- Short-Term Regional Emergency Response Project (STRERP-IGAD)'. <ul style="list-style-type: none"> <li>Worked as the gender advisor in the area offices.</li> <li>Worked closely with gender focal staff in the Area/operations teams by providing feedback for learning, development and capacity building.</li> <li>Liaised with Area/operations team in identifying and addressing gaps in planning, implementation, monitoring and reporting of the gender program.</li> <li>Supported Area/operations teams in developing advocacy strategies in the gender programme. Liaised with the quality programme and operations team in a matrix management environment to develop and implement high quality projects in the gender program</li> <li>Built gender technical capacity in the area teams, partners and government ministries to enhance the quality of reporting of projects.</li> <li>Worked to ensure that projects related to the gender program have robust monitoring plans, baselines, reviews and evaluations, carried out field monitoring visits. Worked with PDQ team to carry out studies and disseminate good project practices.</li> </ul>   |
| 12/18<br>To<br>10/2019             | Puntland,<br>Somalia<br><br>&<br>Somaliland | <b>MANNION DANIELS</b><br><br><a href="mailto:sarahclarkconsulting@gmail.com">sarahclarkconsulting@gmail.com</a><br><br>Lead Researcher  | Knowledge<br>Study<br>Researcher                             | <b>Researcher on the Knowledge Study, Hewlett Enhancement Project/ Puntland Knowledge Study Research</b><br>The Knowledge Study investigated the research question: 'What works in advocacy to advance legal and policy change on SRHR and to secure effective implementation of SRHR laws and policies in Puntland? How can advocacy advance positive changes in SRHR laws and policies?<br><br><b>Researchers on the Knowledge Study will be responsible for:</b>   |

| Dates                        | Location                          | Company & ref. pers.   | Position                                       | Description  |
|------------------------------|-----------------------------------|--|--|--|
|                              |                                   |  |  | <ul style="list-style-type: none"> <li>Established and maintaining good working relationships with AmplifyChange grantees and effectively tracking their advocacy strategies.</li> <li>Identified and appraising changes in social and political context related to the issues under investigation namely SGBV in Somalia and advising the Study Coordinator on such changes</li> <li>Identified key respondents for interview, conducting stakeholder interviews (with guidance and support from Study Coordinator)</li> <li>Observed key meetings at local or national level, reviewing analysis of data by Study Co-ordinator</li> <li>Reviewed relevant data sources eg. news reports, parliamentary reports, collating data and sending monthly summaries on data collection and key findings to the Study Coordinator, feeding back research findings to AmplifyChange grantees, supported by the Study Co-ordinator as necessary,</li> <li>Worked with Study Coordinator to produce knowledge products, including journal articles for publication, briefing notes, audio-visual products and web seminars, assisting with submission of application to official research ethics review body</li> </ul>   |
| 06/15 to 11/17<br>Full-time  | Garowe, Puntland State of Somalia | <p><b>SIDRA INSTITUTE</b></p> <p><a href="http://www.sidrainstitute.org">www.sidrainstitute.org</a></p> <p>Guled Salah Barre</p> <p><a href="mailto:Guled@sidrainstitute.org">Guled@sidrainstitute.org</a></p> <p>Executive Director</p> | Deputy Executive Director & Programmes Manager | <p><b>Management and coordination of several projects, Project and Programme management</b></p> <ul style="list-style-type: none"> <li>Worked as a <b>project manager in over 20 projects</b>, i.e. Oversaw the development and implementation of the 'Somali Women in business' project with IFC/World Bank and conducted and facilitated a 'Gender in Research in Somalia' -project together with INASP</li> <li><b>Coordinated and provided technical support and guidance</b> on completion of research, fieldwork and report writing.</li> <li><b>Oversaw the development and implementation of the program</b> plan of all 6 thematic focus areas of SIDRA.</li> <li><b>Ensured that operational and financial objectives are in line with the budget</b>, addressing problems and gaps.</li> <li>Supported by the Executive Director and the Finance Officer, <b>developed income-generation activities and financial/budgetary plans</b></li> <li><b>Managed all HR issues and the organizational structures</b> as needed</li> <li><b>Leadership and overall management of thematic focus areas</b> including managing the gender in health program design</li> </ul> <p><u>Capacity building:</u> Designed and conducted <b>capacity enhancement</b> trainings for <b>Somali institutions CSOs and Somali women</b> who owned businesses in Puntland. Developed <b>trainings materials</b>.</p> <p><u>M&amp;E and research activities:</u> <b>Designed, implemented and oversaw studies</b> on gender, identifying gaps of research and developing good practices of gender mainstreaming. <b>Monitored and analysed security/political developments in Somalia.</b></p> <p><u>Liaison with stakeholders:</u> Ensured that effective communication is maintained with all stakeholders and developed strategic partnerships with multilateral institutions, government, civil society and private sector to enhance research at regional and country levels.</p> |
| 10/14 to 12/14               | Somaliland, Puntland              | <p><b>HERITAGE INSTITUTE FOR POLICY STUDIES, HIPS</b></p> <p><a href="mailto:abdi.aynte@heritageinstitute.org">abdi.aynte@heritageinstitute.org</a></p>  | Consultant                                     | <p><b>Gender in Somalia (GENSOM)</b></p> <ul style="list-style-type: none"> <li>Conducted a series of life histories and key informant interviews with prominent women (including several civil society actors) in both Puntland and Somaliland</li> <li><b>Liaised with the research coordinators</b> on planned activities and reported to them.</li> <li>Took part in the development of a nation-wide interviews with prominent Somali women on their civic involvement and participation.</li> </ul>  |
| 01/14 - Present<br>Part-time | Somalia                           | <p><b>PUNTLAND WOMEN WRITERS ASSOCIATION (PWWA)</b></p> <p><a href="mailto:info@puntlandwomenwriters.org">info@puntlandwomenwriters.org</a></p>  | Founder /Director                              | <p><b>Support women with developing passion for culture, arts and writing</b></p> <ul style="list-style-type: none"> <li>Acted as Executive Director during 2014-2018.</li> <li><b>Managing the community</b> of over 140 grassroots women groups in practice and social media.</li> <li><b>Communication with donors (e.g. ADRA, EU) and other stakeholders</b>, such as other Women Writers Association in Africa</li> <li><b>Coordination of sub-activities</b> of all activities funded by ADRA Somalia</li> <li><b>Designing and conducting workshops and trainings</b> to support members in publishing their works</li> <li>Participate in international literary galas and forums</li> </ul>   |



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|--|--|---|--|--|
| 01/14<br>To<br>03/14   | Puntland,<br>Somalia                       | <b>PUNTLAND NON-STATE ACTORS ASSOCIATION</b><br><br><a href="mailto:CHAIR@punsaa.org">CHAIR@punsaa.org</a>  | Consultant   | <ul style="list-style-type: none"> <li>Produced daily reports of the Inclusive Governance Thematic Working Group broad based consultation meeting</li> <li>Drafted 3 research papers on Inclusive Governance in Puntland, Human Rights Position in Puntland and Environment degradation in Puntland</li> </ul>   |
| 06/13<br>to<br>07/13<br><br>Short-term                                     | Somalia                                    | <b>EPES MANDALA CONSULTING LTD / ROM EPTISA</b><br><br>Amanda Lucia de Joncheere<br><a href="mailto:adejoncheere@eptisa.com">adejoncheere@eptisa.com</a>  | Professional Expert  | <ul style="list-style-type: none"> <li><b>Conducted month-long external monitoring on 3 projects:</b> Develop Informed and Accountable Local Governance through User Empowerment (DIALOGUE), Developing Vocational Training for the Informal Economy in Somalia (DVTIES), Institutionalizing Democracy in Somaliland: Strengthening Civil Society for Effective Democratic Participation in Somaliland, Puntland and Galmudug.</li> <li><b>Drafted and finalised the evaluation report</b> containing assessments of the situation at the time of the mission with regard to the five standard EU parameters: relevance/quality of design, efficiency, effectiveness, impact prospects, and potential sustainability.</li> <li>Responsible of writing the project Synopsis and The Background Conclusion Sheet</li> <li><b>Produced the updated the Logical Framework</b> and updated the schedule of activities and project implementation</li> </ul>   |
| 03/11<br>To<br>01/2013<br><br>And<br>06/14<br>To<br>05/15<br><br>Part-time | Garowe,<br>Puntland<br>State of<br>Somalia | <b>CFBT EDUCATION TRUST AND AFRICA EDUCATIONAL TRUST</b><br><br><b>(AET) /Ministry of Education, Puntland</b><br><br>Shukri Abdi Hersi<br><br><a href="mailto:fshugri@gmail.com">fshugri@gmail.com</a><br><br>Director, Gender Unit | Gender Technical Adviser   | <ul style="list-style-type: none"> <li><b>Coordinated projects which focus on girls' education</b>, e.g. creating girl-friendly environments and spaces</li> <li>Supported the Gender Department to finalise <b>the financing mechanism and oversee and monitor disbursements</b> in collaboration with Finance Department</li> <li>Supported the Gender department to <b>develop social mobilization and advocacy strategy for girls' education</b>. The strategy included initiatives implemented by <b>Ministry of Education and CSOs</b></li> <li><b>Produced mapping</b> of education partners engaged in girls' education activities and programmes developed and maintained within the Gender Department</li> <li><b>Provided technical support in gender mainstreaming</b> in all policies</li> <li>Supported the Gender Department in <b>overseeing the implementation of Gender Action Plan 2011-2012</b>. This included regular consultations with Gender Working Group, liaising with range of stakeholders, and monitoring the implementation of activities.</li> <li><b>Establishment and coordination</b> of the Accelerated Female Participation in Education (AFPE) scholarships for girls and the Puntland Education Fund (PEF), conducting fundraising and contributing to institutional management</li> <li>Assessed gender knowledge and awareness levels of the Ministry of Education</li> <li>Conducted policy reviews and desk researches</li> <li><b>Conducted trainings in e.g. Girls' leadership</b></li> </ul> |
| 01/11<br>to<br>11/11<br><br>Full-time                                      | The Netherlands                            | <b>HUMANIST INSTITUTE FOR COOPERATION WITH DEVELOPING COUNTRIES (HIVOS)</b><br><br>Ria Hulsman<br>Coordinator Office for Donor Relations, HIVOS<br><a href="mailto:rhulsman@hivos.nl">rhulsman@hivos.nl</a>                         | Temporary Program Officer<br><br>EU/EC Calls for Proposals/<br>Fundraising | <ul style="list-style-type: none"> <li>Contributed to <b>the strategic implementation of the EU-Calls for Proposals regarding to Sub-Sahara Africa</b></li> <li>Contributed to the overall planning of the Office for Donor Relations</li> <li><b>Conducted Monitoring and evaluation sessions/training</b>, on the job trainings</li> <li><b>Fundraising:</b> Developed, and maintained relations with <b>donors and created a client-targeted approach to fundraising</b> (strategy, planning, implementation), <b>identified new sources of funding</b> for Hivos projects/Programs, and prepared funding applications according to donor guidelines</li> <li><b>Collaboration and networking with stakeholders:</b> Visited EU head offices in Brussels and recipient partners in Sub-Sahara Africa advocate for Hivos and to maintain the relationship with partners</li> </ul>   |
| 07/09<br>to<br>01/10<br><br>Part-time                                      | The Netherlands                            | <b>JUSTITIA ET PAX NETHERLANDS</b><br><br>Sara Paven<br>Researcher<br><a href="mailto:sara.pavan@justitiaetpax.nl">sara.pavan@justitiaetpax.nl</a>  | Freelance Gender and Security Sector Reform Consultant                     | <p><b>Facilitated Workshops and trainings:</b></p> <ul style="list-style-type: none"> <li>Facilitator 'Gender and DDR: Challenges and Opportunities for Vulnerable groups in Africa', Brussels</li> <li>Trainer, 'Gender and Gender Analysis Skills, UNOY Peacebuilders, Utrecht</li> <li>Consultant/Advisor, 'Africa Power! African Women's Project' Women INC, Amsterdam</li> <li>Facilitated &amp; presented a paper in various Sudanese civil society initiatives such as; The seminar 'Conflict in Darfur: perspectives by Sudanese women', Vrouwen Organisatie Nederland-Darfur, The Hague</li> <li>Facilitator/speaker, Conference 'Piracy in Somalia: The Global Economic Impact' The Hague</li> </ul>   |

| Dates                       | Location                                    | Company & ref. pers.  | Position  | Description  |
|-----------------------------|---|---|---|--|
|                             |   |   |   | <ul style="list-style-type: none"> <li>• The role of Gender and Culture in Development Discourses, UNOY Peacebuilders, The Hague</li> <li>• Trainer, Migration, Minority Youth and Democracy in Europe, Prague</li> <li>• Trainer/speaker Gender and African Diaspora Youth and Development Work, ADPC</li> <li>• Facilitator, 'Dialogue with Civil Society on Migrant Rights', International Migrants Day 2009, Diaspora Forum for development, Utrecht</li> </ul>  |
| 05/08 To 07/09<br>Full-time | Garowe, Puntland State of Somalia           | <p><b>UNDP SOMALIA</b></p> <p>Mohamed Yusuf Ahmed</p> <p><a href="mailto:mohamed.yousuf.ahmed@undp.org">mohamed.yousuf.ahmed@undp.org</a> / <a href="mailto:malbisha1@hotmail.com">malbisha1@hotmail.com</a></p> <p>Programme Analyst</p> | <p>Gender and Human Rights Liaison Officer,</p> <p>Governance &amp; Judiciary Programmes</p>          | <p><b>UNDP Rule of Law and Security Program (ROLS) Programme Coordination</b></p> <ul style="list-style-type: none"> <li>• <b>Ensured strong linkages between ROLS programme and projects under it;</b> Guided Project Managers and support team on UNDP procedures of budgeting and contracting with implementing partners; <b>Participated actively in the preparation of project work plans</b>, operation plans and procurement plans; Analysed quality of project delivery and <b>advised on project implementation</b>; Liaised with Project Managers in the preparation of letters of agreement (LOA) and Micro Capital Grants</li> <li>• <b>Liaison with stakeholders Provided support and initiated dialogue</b> with relevant authorities, line ministries, local and international NGOs, and other stakeholders. Represented UNDP ROLS to external stakeholders, actively participating in various gender and emergency interagency groups. <b>Coordinated work plan activities</b> with authorities of Puntland and with local civil society.</li> <li>• <b>M&amp;E Activities:</b> Ensured sound and timely monitoring and reporting on the activities. Monitored and analyzed latest developments on gender and human rights issues and reported/informed UNDP ROLS staff. Monitored progress of program activities and advised on timely corrective actions for project delivery.</li> <li>• <b>Training and Capacity Building: Conducted trainings with the aim of improving conflict and human rights situation in Puntland</b> with media groups, law enforcement officials, OCHA, custodial corps and civil society</li> </ul>  |
| 01/08 To 08/08              | Garowe, Bossasso & Qhardo Puntland, Somalia | <p><b>KAALO NGO / CARE SOMALIA</b></p> <p>Mr. Abdulkadir Abdikhadar Noor, Diaspora Senior Program Officer</p> <p><a href="mailto:abdulkadir.nuur@gmail.com">abdulkadir.nuur@gmail.com</a></p>   | <p>Project Cycle Management (PCM)/</p> <p>Technical Assistance (TA)/ Capacity Building Consultant</p> | <p><b>Diaspora Partnership Programme (DPP), Partnership between Care Netherlands, NEDSOM NGO, EU</b></p> <p>Regions/Networks: Galkayo, Qardho, Garowe and Bossaso in Puntland</p> <p><u>Training and capacity building</u></p> <ul style="list-style-type: none"> <li>• Worked with 11 local partners of CARE Netherlands and built their capacity in EU rules and PCM.</li> <li>• Conducted Conflict Transformation &amp; Peace building <b>training workshops</b> on EC rules and regulations and <b>Introduced local NGOs to the EU System of funding calls for proposals and deadlines.</b></li> <li>• Developed tailor-made comprehensive <b>training methodologies on gender-sensitive Project Cycle Management (PCM)</b> and conducted trainings</li> <li>• Trained on HR policy development, information and Knowledge Management and Computer Skills such as database creation</li> </ul> <p><u>Fundraising: Developed a short- and long-term fundraising policy guidelines</u> including identification of new sources of funding based on EC rules and regulations. Created new donor relations and maintained existing ones.</p> <p><u>M&amp;E: Carried out needs and capacity assessments of local partners</u> (Institutional, Human Resources, Organizational); <b>Monitored and evaluated project progress</b> and compiled thematic periodic/progress reports; <b>Reviewed organizational systems</b> such as financial, human resources and procurement systems and based on findings <b>facilitated changes</b> and on-the-job trainings; <b>Collected best practices and lessons learned on PCM</b> and Complex Emergencies according to EC rules and regulations.</p> |
| 12/06 To 12/07              | The Netherlands                             | <p><b>CORDAID</b></p> <p>Mr. Frans Wierema - Programme officer</p> <p><a href="mailto:frans.wierema@cordaid.nl">frans.wierema@cordaid.nl</a></p>  | <p>Women &amp; Violence Project Officer</p>   | <ul style="list-style-type: none"> <li>• Contributed to the new Cordaid program strategy development 'Women &amp; Violence'</li> <li>• Collected Knowledge &amp; Information management tools and techniques</li> <li>• <b>Prepared Project Cycle Management documents</b>, work plans, concept notes, TORs</li> <li>• Policy development and recommendation/monitoring and evaluation</li> <li>• <b>Organized/facilitated workshops/expert meetings</b> on Gender &amp; Human Rights in Africa</li> <li>• <b>Responsible of communications with Partners and donors</b> including the EU</li> </ul>   |



| Dates                            | Location  | Company & ref. pers.  | Position                                | Description   |
|----------------------------------|---|---|---|---|
| 08/06 To 02/07                   | The Netherlands   | <b>AFRICAN DIASPORA POLICY CENTRE (ADPC)</b><br>Dr. Abdullah Mohamoud<br><a href="mailto:a.mohamoud@diaspora-centre.org">a.mohamoud@diaspora-centre.org</a>   | Trainer<br>Conflict Transformation      | <ul style="list-style-type: none"> <li>Developed conflict transformation methodologies and conducted trainings on conflict analysis, conflict resolution and conflict transformation</li> <li>Wrote project proposals to EC, sought funding at EU &amp; disseminated information</li> <li>Assisted in strategic fundraising, strategic mobilization of participants and trainers</li> <li>Conducted training workshops report reviews and report writing;</li> <li>Collected best practices and lessons learned on conflict resolution and conflict transformation.</li> </ul>  |
| 01/06 To 04/06                   | Kenya   | <b>EMERGENCY PASTORALISTS ASSISTANCE GROUP (EPAG-EA)</b><br>Mr Mohamud Adan<br><a href="mailto:mohamud.adan@itdg.or.ke">mohamud.adan@itdg.or.ke</a>   | Research Internship                     | <p><b>Gender, Culture and Healing among the Somalis in North-eastern Kenya – research project</b></p> <ul style="list-style-type: none"> <li><b>Coordinated research study</b> and analyse reproductive health and wellbeing of Somali pastoralist women in Mandera.</li> <li>Verified, advised corrected documents for Monitoring and Evaluation and undertook reception duties for the study programme.</li> <li>Ensured all study reports are filed and copies submitted to Practical Action Eastern Africa.</li> <li>Forwarded all study data and reports to Practical Action Eastern Africa to ensure that they conform to administrative and operational dynamics of the organization.</li> </ul>   |
| 11/03 To 03/05                   | Poland, France, Latvia, Germany, Italy, Netherlands, Czech Republic | <b>ECUMENICAL YOUTH COUNCIL IN EUROPE</b><br>Mrs. Kristine Jansone<br><a href="mailto:general.secretary@eyce.org">general.secretary@eyce.org</a>  | Intercultural Trainer, Consultant       | <p><b>Planned, organized and conducted, monitored and evaluated the following youth trainings (non-exhaustive list):</b></p> <ul style="list-style-type: none"> <li>Consultant/Trainer, training workshop ‘Asking the Right Questions; Gender and Non-violence, Consultation and Training for Women Trainers, (IFOR), Chiang Mai, Thailand</li> <li>Reconciliation as a Means for Sustainable Peace, Strasbourg, France</li> <li>Mediation and Conflict Resolution Skills for Migrant Women, Young Women Form Minorities (YWM), Strasbourg, France</li> <li>Intercultural and Inter-Religious Dialogue - Avoid conflicts, Veria, Greece + PCM course on EC rules and regulations.</li> <li>Islamophobia and minorities in Europe, in collaboration with Muslims in Europe Foundation, Brussels, Belgium</li> <li>Migration, Minority Youth and Democracy in Europe, Prague, Czechia</li> <li>Conducted PCM training workshop on EC rules and regulations for youth workers in Europe &amp; Fundraising</li> </ul> |
| 12/02/2002 to 12/12/06 Part-time | The Netherlands   | <b>UNITED NETWORK OF YOUNG PEACEBUILDERS</b><br>Mrs. Maria Kooijman<br><a href="mailto:m.kooijman@unoy.org">m.kooijman@unoy.org</a><br><a href="mailto:mapc.kooyman@hinet.nl">mapc.kooyman@hinet.nl</a> | Assistant Africa/ African Diaspora Desk | <ul style="list-style-type: none"> <li>Managed all activities on the African Diaspora outreach, and coordinated Africa Desk</li> <li>Member of the organizing committee of the annual African student’s conference</li> <li>Represented UNOY at different national and international seminars and different youth events, presenting progress reports</li> <li>Coordinated ‘<b>Peace It Together</b>’ Campaign activities, and coached interns</li> <li><b>Conducted fundraising according to EC procedures</b></li> <li>Was selected as a board member and strategic advisor between 2005 and 2006</li> </ul>  |
| 03/02 to 04/06                   | The Netherlands   | <b>REFUGEE COUNCIL IN LEIDEN</b><br>Mrs Tilly van Leeuwen<br><a href="mailto:tvanleeuwen.rijnade@xs4all.nl">tvanleeuwen.rijnade@xs4all.nl</a>   | Project Assistant/ Social Work          | <ul style="list-style-type: none"> <li><b>Coordinated Project</b> ‘No Face without Papers’ creating gender sensitivity about human rights of rejected female refugees in Holland</li> <li><b>Initiated project</b> ‘Poetry as a medium of expression’, for refugee children in 3 refugee camps, Leiden</li> <li><b>Assisted in the implementation of 2 projects</b> ‘Peace Education and Alternatives to Violence in Primary Schools’ and ‘Diversity in Unity in Dutch Higher Education’</li> <li><b>Conducted 12 guest lectures</b> in primary and secondary schools about the plight of refugees, racism and alternatives to violence</li> </ul>  |

### 13. Publications

Please click on this Google Scholar link to see a full list of all of my research and academic publications; <https://tinyurl.com/y4og9hq8>