

## Profile

Worked in stable countries as well as in fragile contexts in West Africa, with seven years of cumulative work experience. Skilled in climate change adaptation, stakeholder engagement, water and sanitation, and qualitative research methodology. Furthermore, possess soft skills like project design, planning and management. Results-oriented, dynamic leader with proven success in organizational transformation, women empowerment, and spearheading operational improvements to drive efficiency. Thrives in dynamic, demanding work settings that foster continuous learning opportunities.

## Education

<b>Doctor of Philosophy (PhD.) Anthropology</b> Specialization ; Cultural Anthropology University of Florida, Gainesville, Florida, USA	August 2024-August 2028
<b>Master of Science (Msc):</b> Major: Sustainable Rural Transformation Université Abdou Moumouni de Niamey, Niger	January 2021- September 2023
<b>Bachelor of Arts (BA) Integrated Community Development</b> University for Development Studies, Ghana	August 2012-July, 2016

## Career Experience

<b>Climate and Sustainable Development Action.</b> <b>Project Advisor</b>	Niger <b>September 2023-May 2024</b>
<ul style="list-style-type: none"><li>• Spearheaded a grant application process, securing £22,489 Pounds Sterling to sustain the goals of the project.</li><li>• Provided refresher training on effective community engagement to new project management team</li><li>• Developed a Village Saving and Loans Association training manual for new project management team to train rural women farmers on financial literacy.</li></ul>	
<b>Climate and Sustainable Development Action.</b> <b>Project Manager</b>	Niger <b>December 2022- July 2023</b>
<ul style="list-style-type: none"><li>• Successfully acquired £26,442 Pounds Sterling from the Foreign and Commonwealth Development Office to expand the project's reach.</li><li>• Trained 75 rural women farmers in climate-smart farming and land management techniques, enabling year-round farming activities and boosting their incomes.</li><li>• Modeled and installed a solar hub that provided energy for rural women farmers to process fresh tomatoes from their farms into purée for marketability. Supervised the creation of a network of solar technicians by training 30 youths from water scarce communities in solar-powered irrigation systems, bringing technicians closer to farmers adopting solar irrigation.</li></ul>	
<b>Climate and Sustainable Development Action Club.</b> <b>General Coordinator</b>	Niger <b>April 2022- June 2024</b>
<ul style="list-style-type: none"><li>• Spearheaded the transformation of a university-based students' club into a nationally recognized NGO by establishing essential administrative structures, formulating impactful policies, and securing dedicated office space; resulting in increased credibility, expanded outreach across the country, and increased our partnership base by 150%.</li><li>• Co-developed a research project funded by the Robert Bosch Foundation GmbH, actively participated in the design of innovative Food Systems Labs to facilitate transdisciplinary research, allowing farmers, pastoralists and agro-pastoralists to coexist, co-develop and co-manage food systems in their communities.</li></ul>	

- Solidified the organization's broader reach and heightened influence at the national level, by securing project grants from the Foreign and Commonwealth Development Office, Plan International and the Robert Bosch Foundation (as part of a consortium) and spearheading the implementation of high-impact projects aimed at empowering youth and women in climate-smart entrepreneurship: substantially increasing support from International Development Partners.

**Regional Interagency Coordinating Committee on Sanitation.**

**Ghana**

**Independent Open Defecation Free Verifier**

**February 2019-November 2020**

- Conducted open defecation verification in 37 communities in Northern Ghana to foster improved hygiene practices and sanitation infrastructure.
- Provided accurate reports and recommendations to funders of the projects.

**UNICEF-Government of Ghana's Sanitation Marketing Program.**

**Ghana**

**Technical Services Provider (Training consultant)**

**May 2017-December 2019**

- Achieved an impressive 80% household toilet coverage in three districts, by delivering transformative and cutting-edge technical and behavior change training to over 160 community-based artisans, in the construction of cost-effective household toilets and dynamic sanitation awareness campaigns: fostering a positive impact in each community.
- Strengthened sanitation monitoring and community feedback systems at the grassroots level by organizing Business Partnership Meetings with community members.
- Conducted training sessions for 48 government field officers, focusing on participatory monitoring, sanitation optimization, and quality assurance to ensure an elevated standard of local government sanitation and community development initiatives.

**Won-Nyeya Company Limited,**

**Ghana**

**Project Officer**

**October 2016-February 2021**

- Initiated and managed the transformation of the company from its construction-focused roots to a holistic consultancy firm by pioneering the integration of 'soft' Water, Sanitation and Hygiene (WASH) and community development initiatives into the company, resulting in an expanded scope in operations.
- Enhanced field staff efficiency by spearheading the formulation and implementation of a comprehensive health and safety manual, resulting in a notable reduction in field-related injuries and a substantial improvement in overall safety protocols.
- Mitigated about 30% in revenue losses by skillfully renegotiating contract prices and service terms to align with on-the-ground realities, ensuring the sustainability and profitability of the company's operations.
- Expanded the client base and significantly elevated the company's visibility by securing 11 projects through the submission of competitive proposals. This achievement not only reinforced my employer's reputation but also garnered her recognition through the receipt of the 'Woman in STEM' Excellence Award 2023.

**Areas of Expertise**

- **Organizational transformation:** spearheaded the transformation of a university-based student club to a national NGO in Niger; and a construction company to WASH Consultancy firm in Ghana.
- **Resource Mobilization:** Secured funding for community projects through grant writing.
- **Development practice:** Enhanced the work and influence of the Climate and Sustainable Development Action Club in Niger by lobbying project collaborations with International and local Non-Governmental Organizations, and Foreign Missions in Niger.
- **Project design and management:** Designed and managed two project concepts for the British Embassy in Niger; two for Plan International Niger; and five for WaterAid Ghana.

- **Research in Climate change adaptation and Climate-smart agriculture:** Published a review paper and currently writing a manuscript; and, actively participated in the development of a research project, Climate resilient food systems for multiple resource users in Niger.
- **Project Monitoring and Evaluation:** developed gender-focused project monitoring indicators for women and girls' empowerment projects. Led midterm evaluation which influenced adapting some project components to make them more gender responsive.

### Project Grants Won

• <b>NER 1076</b> Robert Bosch Foundation, Germany	<b>February 2024</b> €103,000 EUROS
• <b>International Programme Fund</b> Foreign and Commonwealth Development Office (FCDO), UK	<b>December 2022</b> £26,442 GBP
• <b>International Programme Fund</b> Foreign and Commonwealth Development Office (FCDO), UK	<b>October 2023</b> £22,489 GBP

### Awards

• <b>Elizabeth Eddy's Summer Research Fund</b> Department of Anthropology, University of Florida	<b>April 2025</b> \$2,000 USD
• <b>William R. &amp; Arlene F. Ruegamer Scholarship Fund</b> Bank of America	<b>July 2024</b> \$10,667 USD

### Publications

- Fletcher, L. N., Maman Bawa, S. and Soulé, M. 2022. [Impacts of Terrorism on Biodiversity Management in West African Sahel](#). *Research in Ecology*. 20-29.
- Fletcher, L. N. and Lafia N'Gobi, G. M. 2022. [The Place of Supplementary Irrigation: Agricultural and Sustainable Rural Transformation Strategy in a Changing Climate](#). *Ecofeminism and Climate Change*. 95-103.

### Research

- Technical Efficiency of Onion Producers in Malanville, Northwestern Benin
- Impediments to Rainwater Harvesting Technology: A Review of Lessons from Africa
- Rural People's Awareness of the Health and Environmental Impacts of Using Biomass Energy for Cooking: Evidence from Gorou Banda, Niger.

### Language

- English Native speaker
- French Moderate

### Skills

- Research: Qualitative research methodology, social network analysis, and cultural domain analysis.
- Organizational: Negotiation, multi-tasking, communication
- Computer: Microsoft office (Word, Excel, PowerPoint), Anthropic, R-studio (currently taking a class)