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| AREAS OF EXPERTISE | YES/NO | YEARS OF EXPERIENCE | EVIDENCE OF EXPERIENCE *(Include year, project name, role and description)* |
| Environmental and Social Safeguards | **YES** | **7+** | **2023–2024 Project: Flores REDD+/ARR Feasibility Study – BirdLife International (Indonesia) Role:** Technical Advisor  **2023 Project: Lomphat Wildlife Sanctuary REDD+ – BirdLife International (Cambodia) Role: Support Consultant**  **2021–2023 Projects: Multiple REDD+/ARR Projects – South Pole (Colombia & Global) Role: Senior Project Coordinator / Regional Lead NBS**  **2019-2021**  **Projects:** Multiple REDD+/ARR Projects – South Pole (Latin-American & Global) **Role:** Project Manager AFOLU  **2016 Project:** WWF-OIA Partnership (Colombia) **Role:** Environmental Analyst  **2013–2015** **Project:** Indigenous Livelihood Plans – Indigenous Organization of Antioquia (Colombia) **Role:** Land Tenure and Land Use Advisor  **2012–2013** **Project:** Guainía REDD+ Project – Community Global Partnership (Colombia) **Role:** Anthropologist |
| 1. Assessment and Management of Environmental and Social Risks and Impacts | YES | 2+ | **Contributions**:  Led the assessment of non-permanence risks using Verra’s AFOLU Non-Permanence Risk Tool for multiple projects. Evaluated and scored risk factors including natural disturbances, financial sustainability, and community engagement.  Evaluated land use and deforestation trends to inform leakage, reversal, and social impact risk profiles.  Supported social and biodiversity assessment (SBIA), Theory of change (ToC) risk classification, and indicator selection for projects in the design stage. |
| 2. Labor and Working Conditions | YES | 2 | **Contributions**:  Ensured compliance with CCB and VCS safeguard requirements related to labor conditions, including health and safety protocols, equitable wages, and non-discrimination in hiring. Provided technical input to labor management sections of project documentation.  Conducted feasibility and institutional assessments that included evaluating local labor structures and practices.  Helped ensure that working conditions, safety, and local hiring standards aligned with certification requirements and national labor regulations. |
| 3. Resource Efficiency and Pollution Prevention | NO |  |  |
| 4. Community Health, Safety and Security | YES | 1 | **Contributions**:  Developed and reviewed the Non-Permanence Risk Tool from CCB for level risk assessments as part of VCS and CCB documentation. Develop CCB sections to ensure integration of health, safety, and well-being components in community projects.  Integrated environmental risk zoning and cultural safety dimensions into land-use governance for indigenous territories.  Participated in the preparation of validation materials, including social safeguard elements. Supported mechanisms for conflict prevention and local security, adapted to remote and marginalized communities. |
| 5. Land Acquisition and Involuntary Resettlement | NO |  |  |
| 6. Biodiversity Conservation and Sustainable Management of Living Natural Resources | YES | 2 | **Contributions**: Led technical design and feasibility assessments for projects enhancing forest conservation and reforestation. Integrated biodiversity co-benefits in project baselines and monitoring frameworks under CCB and VCS standards. Provided strategic input for project locations with high conservation value in REDD and ARR projects.  Supported monitoring and verification of biodiversity indicators. Collaborated with Instituto Homem Pantaneiro to integrate conservation of Pantanal wetland ecosystems into carbon accounting processes. |
| 7. Indigenous Peoples | YES | 4 | **Contributions**:  Directed stakeholder engagement and FPIC-aligned consultation processes with Indigenous communities in multiple projects.  Assessment of inclusion of Indigenous Peoples’ rights, customary governance, and benefit-sharing in CCB documentation. Conducted site assessments and supported safeguard documentation for REDD+ projects involving Indigenous communities. Ensured adherence to FPIC, land tenure recognition, and culturally sensitive stakeholder engagement.  Supported community revalidation baseline of Chyulu Hills REDD+ (Kenya), engaging Indigenous Maasai communities in indicators for monitoring and decision-making.  Integrated spatial planning, land tenure, and environmental safeguards into development plans (life plans) for Indigenous territories in Colombia. |
| 8. Cultural Heritage | YES | 4+ | **Contributions**: Integrated cultural heritage safeguards into CCB documentation across REDD+ and ARR projects, ensuring respect for Indigenous traditions and local values.  Developed spatial planning tools that incorporated sacred sites and traditional land use for Indigenous Livelihood Plans in Colombia.  Conducted field consultations with Indigenous communities in Colombia, Indonesia, and Kenya to identify and protect culturally significant practices and landscapes. |
| 9. Stakeholder Engagement and Information Disclosure | YES | 2+ | **Contribution:**  Facilitated engagement processes across five Indigenous territories. Developed and disseminated culturally appropriate planning materials and supported consensus-building among diverse local governance bodies.  Promoted inter-ethnic dialogue platforms and legal frameworks to enhance participatory governance in Latin America.  Led community engagement for REDD+ design, including stakeholder identification, consultation, and capacity-building for informed participation of Indigenous groups.  Conducted field-based stakeholder consultations and institutional analysis for REDD+ feasibility. |
| 10. Climate Change Resilience and Adaptation | NO |  |  |
| 11. Sexual Exploitation, Sexual Abuse and Sexual Harassment (SEAH) | NO |  |  |
| 12. Grievance Redress Mechanisms | YES | +1 | **Contribution:**  Designed and reviewed stakeholder engagement plans and grievance redress procedures as part of CCB documentation for AFOLU projects. Led the community revalidation process for the Chyulu Hills REDD+ project (Kenya), ensuring accessible, transparent, and culturally appropriate grievance pathways in line with CCB and VCS standards.  Led the design and review of grievance redress procedures in CCB documentation for REDD+/ARR projects across Africa, Latin America, and Southeast Asia. |
| 13. Gender Equality | YES | +2 | **Contributions:** Integrated gender-responsive planning in Indigenous Livelihood Plans (Colombia), ensuring women’s participation in land-use decisions.  Applied gender-aware methodologies during stakeholder consultations for REDD+, identifying differentiated roles and impacts.  Promoted women’s inclusion in inter-ethnic governance dialogues during advocacy work against illegal mining (WWF-OIA, Colombia).  Promoted gender-sensitive stakeholder engagement and baseline assessments in multiple CCB projects.  Reviewed gender-related safeguards in CCB documentation for REDD+ and ARR projects across Latin America, Africa, and Southeast Asia.  Supported the design of inclusive consultation processes under FPIC frameworks, with attention to women’s roles and access to benefits. |
| Environmental and Social Safeguards for REDD+ Jurisdictional Programmes | YES | 2+ | **2023-2024 Projects: Multiple REDD+/ARR Projects – South Pole (Global) Role: Carbon Compliance Expert**  **2021–2023 Projects: Multiple REDD+/ARR Projects – South Pole (Colombia & Global) Role: Senior Project Coordinator / Regional**  **2020–2021 Projects: JNR Isangi REDD+– South Pole (Democratic Republic Congo) Role: Senior Project Coordinator / Regional Lead NBS** |
| 14. Identification and assessment of legal and regulatory frameworks for safeguard conformance | YES | 2 | **Contributions**:  Evaluated jurisdictional readiness and regulatory conditions for VCS JNR Framework (Version 1).  Evaluate Local and National Regulations on the Implementation of CCB and VCS |
| 15. Design of benefit-sharing mechanisms | YES | 2 | **Contributions**: Developed CCB documentation including equitable benefit-sharing models for Indigenous and local communities (e.g., Chyulu Hills REDD+, Kenya; Flores, Indonesia, Serra do Amolar, Brazil, among others). |
| 16. Design of safeguard information systems | NO |  |  |
| 17. Design of stakeholder engagement strategies, including Free Prior and Informed Consent (FPIC) | YES | 2 | **Contributions**:  South Pole (2021–2023): Participated in indicator selection, monitoring strategy design, and documentation to report on safeguard implementation under CCB and VCS.  Designed and facilitated community-led stakeholder consultations in Colombia. |
| 18. Set-up of grievance redress mechanisms | YES | 2 | **Contributions**  South Pole (2021–2023): Established and reviewed grievance procedures for CCB projects including community complaint channels.  BirdLife International (2023): Supported validation of culturally adapted grievance pathways in Cambodia’s REDD+ documentation. |
| Additional Areas of Expertise |  |  |  |
| 19. Conflict Sensitivity and Fragility Assessments |  |  |  |
| 20. Early Warning Systems |  |  |  |
| 21. Disaster Risk Reduction and Resilience Building |  |  |  |
| 22. Article 6 |  |  |  |