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| **Profile** | Areas of expertise: Inclusive governance, with expertise in rule of law, access to justice and human rights. Experienced in programme/outcome/impact evaluations; programme development; quantitative and qualitative analysis; M&E including evaluation of triple NEXUS approaches; RBM; political economy analysis and theory of change; institutional building and capacity development; international human rights framework and standards; gender equality and women's empowerment; human rights based approach and "leave no-one behind"; Over 20 years of professional experience in the provision of policy, technical and analytical advisory services to international multi- and bi-lateral organisations; Country experience: Experience in conflict, post-conflict and fragile/transitioning states including Afghanistan, Albania, Azerbaijan, Bangladesh, Bosnia & Herzegovina, Bhutan, Cambodia, Cameroon, Croatia, Fiji, Kosovo, Kyrgyzstan, India, Indonesia, Jamaica, Malaysia, Moldova, Mongolia, Montenegro, Myanmar, Nepal, North Macedonia, Serbia, Solomon Islands, Sri Lanka, South Sudan, Tajikistan, Thailand, Tonga, Ukraine, Uzbekistan, Vietnam & Yemen.Post-Graduate Diploma in Professional Legal Skills (Inns of Court School of Law, London 1999), Post Graduate Diploma in Law (College of Law, London 1998), BA (Hons) History 2:1 (University of London 1997).Personal attributes: excellent analytical and drafting skills, broad publications record, time management and organizational skills, culturally sensitive, team player equally capable of working independently, attention to detail, conscientious, strong inter-personal skills. | | |
| **Nationality** |  | Languages |  |
| **Country work experience** | Afghanistan, Albania, Azerbaijan, Bangladesh, Bosnia, Cambodia, Cameroon, Croatia, Fiji, Kosovo, Kyrgyzstan, India, Indonesia, Jamaica, Malaysia, Moldova, Mongolia, Montenegro, Myanmar, Nepal, Macedonia, Serbia, Sri Lanka, South Sudan, Tajikistan, Thailand, Ukraine, Uzbekistan, Vietnam, Yemen, Philippines, Timor | | |
| Experience: | | | |
| Jan - Aug 2024 | **Team Leader – Mid-Term Evaluation**  **Client: UNDP Global Programme on Rule of Law, Security & Human Rights | Location: Cameroon, Jamaica and South Sudan**  to conduct a MTE including country case studies for Cameroon, Jamaica and South Sudan and a gender review of the small arms light weapons and armed violence reduction global project | | |
| Jan-May 2024 | **Business & Human Rights Expert**  Client: UNDP Regional Bureau for the Arab States  To develop a regional project document on business + human rights in the Arab States | | |
| October 2023 - January 2024 | **Team Leader – Final Evaluation**  **Client: UNDP Cambodia | Location: Cambodia**  to conduct a final evaluation of the project and provide forward looking recommendations | | |
| August 2023 - December 2023 | **Team Leader – Mid-Term Evaluation**  **Client: UNDP Yemen | Location: Yemen**  To conduct a gender responsive and HRBA evaluation of UNDP's rule of law programme in Yemen, including of its triple NEXUS approach in line with the OECD-DAC Recommendation 2023.[1] | | |
| August 2023 – January 2024 | **Team Leader – Final Evaluation**  **Client: SDC | Location: Kyrgyzstan**  to critically assess the achievements of the project goals and outcomes in terms of relevance, coherence, effectiveness, efficiency, impact and sustainability and to provide recommendations for the adjustments of the project for the remainder of the phase and provide strategic inputs as a basis for planning of exit phase | | |
| May 2023 - October 2023 | **International Project Evaluation Expert**  **Client: UNDP SEESAC | Location: Western Balkans**  To conduct a gender responsive and HRBA final evaluation of 2 Phases of the project and to examine the overall performance of the regional project and its results and assess how the outputs delivered the added value for the participating defence systems and institutions and their implementation of gender equality policies and the Women, Peace and Security Agenda. The project covers 4 countries in the Western Balkans – Bosnia & Herzegovina, Montenegro, North Macedonia and Serbia. | | |
| February 2023 - December 2023 | **Independent Evaluation Team Leader**  **Client: UN Women | Location: Asia and Pacific region**  Conducting a gender-responsive and HRBA evaluation including findings and recommendations related to access to justice and human rights for women in formal and informal systems by ensuring laws and court decisions are consistent with international standards including CEDAW; combatting gender discriminatory attitudes in the justice system; and empowering grassroots women's organizations to better document, monitor and liaise with justice providers. Assessing contribution to SDGs 5, 10 and 16. The evaluation covers the 7 priority countries - Indonesia, Nepal, Philippines, Solomon Islands, Sri Lanka and Timor Leste, as well as the Asia and Pacific region as a whole, and the sub-regions of South Asia, South-East Asia and the Pacific. | | |
| Jun 2022 – Dec 2023 | **International M&E and Reporting Consultant**  **Client: UNDP Afghanistan | Location: Afghanistan**  To design a robust integrated and gender disaggregated M&E framework in line with the triple NEXUS approach for the provision of essential services in the health, education and food security sectors across the eight (8) regions, 34 provinces of Afghanistan, with a focus on women and girls and other vulnerable groups in line with SDGs 5 and 10, the WPS Agenda and UNSCR 1325; to undertake impact analysis of US$405m ADB financing, support in the data collection and analysis, prepare quarterly, annual and project completion reports, and review the social economic analytical reports and thematic assessment reports. | | |
| Nov 2022 – June 2023 | **International Consultant – Development of a Rights, Empowerment and Social Cohesion Project**  **Client: UNDP | Location: Fiji and Tonga**  Project development aiming to promote peace building, social cohesion and inclusiveness by conducting awareness raising of social, economic and legal rights, in particular for women and other vulnerable groups, providing access to services associated with these rights, and strengthening institutional capacity to deliver these services. The REACH model is an integrated platform, bringing key government agencies and CSOs together to raise awareness of key rights and responsibilities and deliver essential services directly to remote communities in line with SDGs 5, 10 and 16. | | |
| Sept 2022 - Dec 2022 | **Team Leader**  **Client: UNDP Moldova | Location: Moldova**  Conducting a gender equality and HRBA focused final evaluation of UNDP's A2J project in Moldova with a focus on human-rights based and gender dimensions of the project implementation, including addressing access to justice for survivors of GB/DV in Moldova in particular through strengthened, gender sensitive forensic systems and institutions, contributing to SDGs 5&16. | | |
| May – Dec 2022 | **Consultant**  **Client: UNDP Independent Evaluation Office | Location: Myanmar**  Conducting an evaluation of UNDP's global work on access to justice from 2014 – 2021, with a focus on Myanmar, including evaluating the gender responsiveness of the A2J programmes using gender marker analysis and the IEO Gender Results Effectiveness Scale. Findings included insufficient attention to the role of social norms and women's economic empowerment as drivers of choices. | | |
| Mar 2022 - December 2022 | **Governance Expert**  **Client: UNDP Independent Evaluation Office | Location: Bhutan**  Conducting an outcome evaluation of the governance component of the UNDP Bhutan Country Programme Document, including parliament and justice sector capacities and approaches to strengthen inclusion, transparency and accountability; parliament's capacities with regards to reporting on SDGs; capacity building of Parliamentary Committees and local government officials; analysis of the GBV Contingency Plan, Gender Policy and Action Plan, CSO solutions to gender equal attitudes; and behavioural change among adolescents with regards to gender attitudes. | | |
| Jul 2022 - Oct 2022 | **International Expert – Development of an EU Concept Note and Project Document**  **Client: HELVETAS Bangladesh | Location: Bangladesh**  Designing a project to contribute to the strengthening of CSOs and CBOs as independent actors of good governance and development in their own right with a focus on local CSOs of women, youth and other underrepresented groups to amplify the voices of vulnerable groups and enhance the spaces for civil society to meaningfully participate in inclusive decision-making and gender-responsive budgeting. | | |
| Mar 2022 - Jun 2022 | **Team Leader – Detention Evaluation**  **Client: ICRC Azerbaijan | Location: Azerbaijan**  Gender responsive and HRBA evaluation of ICRC's detention activities in Azerbaijan from 2017 – 2021. | | |
| Mar 2022 – August 2022 | **Team Leader – Restoring Trust, Strengthening Social Cohesion and Promoting Equality through enhanced Civic Engagement and Inclusive Governance**  **Client: UNDP Kyrgyzstan | Location: Kyrgyzstan**  to design a new project document to strengthen opportunities for citizens to participate in law, policy and decision-making processes including at the parliamentary level; empower citizens through legal, civic and human rights education; strengthen the capacities of the state and civil society to participate in data collection, monitoring and reporting on SDG 16, as well as significantly strengthen the capacities of civil society to represent constituents and participate in governance processes. A particular focus was on women, persons with disabilities and minorities. | | |
| Jan 2022 - Apr 2022 | **Team Leader – Mid-Term Evaluation Business & Human Rights in Asia**  **Client: UNDP Bangkok Regional Hub | Location: Bangkok**  Enabling Sustainable Economic Growth through the Protect, Respect and Remedy Framework Project, Summative and formative Evaluation Report with mid and long term recommendations covering 7 countries in Asia and South Asia - India, Indonesia, Malaysia, Mongolia, Myanmar, Sri Lanka, and Thailand, including recommendations on closing the gender gap; analysing the interlinkages between gender and business& human rights; operationalising special mechanisms in the workplace for women. The evaluation included focus group discussions with women garment workers; with beneficiaries of sexual harassment in the workplace training; and employers and employees trained on grievance handling mechanisms, in particular women. | | |
| October 2021 - March 2022 | **International consultant**  **Client: UNDP Tajikistan | Location: Tajikistan**  Development of Strengthening Rule of Law and Human Rights to Empower People in Tajikistan project, to design follow-on phase of the "Strengthening Rule of Law and Human Rights to Empower People in Tajikistan" project focused on the rights of people, in particular women, youth, persons with disabilities and other vulnerable groups, are protected and promoted through accessible, effective, inclusive and equitable rule of law institutions, including parliament and human rights mechanisms ensuring LNOB and contributing to SDGs 5, 10 and 16. | | |
| September 2021 - December 2021 | **Team Leader**  **Client: UNDP Bangkok Regional Hub | Location: Bangkok**  Mid-Term Evaluation of the Business and Human Rights in Asia Project – Strengthening Regional Partnerships UNDP Bangkok Regional Hub, forward looking Evaluation Report with mid and long term recommendations covering 7 countries – Bangladesh, India, Indonesia, Malaysia, Sri Lanka, Thailand and Viet Nam. The evaluation included a focus on the enabling legislative and policy environment for promoting women from minorities and disadvantaged groups in business. | | |
| August 2021 - February 2022 | **Justice Expert**  **Client: UNICEF Malaysia | Location: Malaysia**  Key output: A gender responsive and human rights focused evaluation report of the diversion project containing recommendations for scale-up. | | |
| March 2021 - September 2021 | **International Expert – Development of Community Security and Social Cohesion Programme**  **Client: UNDP Ukraine | Location: Ukraine**  Key output: to develop a full programme document on greater social cohesion and gender-responsive community security through: a) local law enforcement and justice institutions provide inclusive and quality security and justice services anchored to human rights principles, and b) communities identify and mitigate security and safety risks, c) supporting authorities as duty bearers to promote, protect and fulfil human rights for all, while giving rights holders, including women and youth, and other vulnerable groups capacities for advocacy and participation in decision making in public spaces that are safe and free from sexual harassment and gender-based violence | | |
| March 2021 - August 2021 | **Team Leader**  Client: Swiss Agency for Development and Cooperation/UNDP Bangladesh  Development of an SDG 16++ Project Document - Key output: to develop a full project document around 3 outcomes: (1) Strengthened public institutions, including parliament that can contribute to fulfilling national and international commitments and provide better service delivery; (2) Creating a positive policy environment that embeds the SDGs' core principle of "leave no one behind"; (3) Promoting new capabilities and leveraging technology and innovation for more effective and inclusive governance and public service delivery, with a key focus on women and other vulerable groups. | | |
| April 2021 – June 2021 | **Team Leader – Development of an Access to Justice & Rule of Law Project Document**  **Client: UNDP Nepal | Location: Nepal**  Key output: to develop a full project document to address institutional weaknesses and capacity gaps; lack of full implementation of the legislative and policy framework; limited coordination among justice sector actors; limited capacities at the provincial and local level in terms of law-making, implementation and dispute resolution processes; inadequate awareness among the population of their rights and how to access them combined with a hesitation to approach the formal justice sector; stereotyping and discriminatory gender social norms; gender-based violence and conflict-related sexual violence, WPS Agenda and UNSCR 1325; discriminations based on caste gender and other forms and the COVID-19 pandemic context, which has exacerbated existing vulnerabilities and inequalities, including women, Dalit, PWDs, LGBTQI+, the poor & other marginalised groups | | |
| March 2021 - June 2021 | **International Expert**  **Client: UNDP Afghanistan | Location: Afghanistan**  To develop a full project document and support with LPAC process in line with WPS Agenda, UNSCR 1235 and SDGs 5, 10 and 16 as well as triple NEXUS approach. | | |
| Jul 2021 - Aug 2021 | **International Expert – Development of an EU Concept Note and Project Document**  **Client: HELVETAS Bangladesh | Location: Bangladesh**  Development of an EU Concept Note and Project Document on empowerment of civil society | | |
| Mar 2021 - Apr 2021 | **International Expert**  **Client: HELVETAS Kyrgyzstan | Location: Kyrgyzstan**  Development of an EU Concept Note and Project Document on empowerment of civil society | | |
| January 2021 - March 2021 | **Team Leader**  **Client: UNDP Myanmar | Location: Myanmar**  Key output: Evaluation report to assess the relevance, effectiveness, efficiency, impact and sustainability of the US$36m project. Managing a team of 6 to effectively conduct a remote gender-responsive evaluation, including on gender equality and women's empowerment in line with WPS Agenda and contribution to SDGs 5, 10 and 16. The centrepiece of the Project's approach was to provide dovetailed support to: (i) core government functions that are essential building blocks of the machinery of government ; and (ii) parliamentary processes at national (i.e. – Union) and sub-national (i.e. – State/Region) parliaments approve laws and budgets to organise Myanmar's public sector management system and make government more responsible and accountable. | | |
| October 2020 - February 2021 | **Team Leader**  **Client: UNDP Myanmar | Location: Myanmar**  Key output: Evaluation report to assess the relevance, effectiveness, efficiency, impact and sustainability of the US$23m project. Managing a team of 6 (5 internationals/1 local) to effectively conduct remote gender-responsive evaluation, including on gender equality and women's empowerment in line with WPS Agenda and contribution to SDGs 5, 10 and 16 as well as that parliaments are better able to engage with and represent the rights and interests of the public. | | |
| June 2020 – January 2021 | **International Expert – Development of Civil Registry Reform Programme**  **Client: UNDP Tajikistan | Location: Tajikistan**  To develop a civil registry reform programme funded by the EU in accordance with results based financing (RBF) to improve access to and quality of public services, leading to enhanced transparency and accountability in particular for women and other vulnerable groups. | | |
| December 2020 – June 2021 | **Team Leader – Final Evaluation of Access to Justice for Every Child Project**  **Client: UNICEF Bosnia & Herzegovina | Location: Bosnia & Herzegovina**  Key output: Final evaluation report to assess the Project results against the planned activities, through the lens of relevance, effectiveness, efficiency, sustainability and impact, and provide strategic and forward looking recommendations, in particular on exit strategies. | | |
| Aug 2020 - Nov 2020 | **International Expert – Development of a Concept Note and Full Project Proposal to strengthen Civil Society**  Client: Helvetas Swiss Intercooperation  To develop a Concept note and full proposal inline with an EU call for proposals to strengthen civil society, with a focus on youth empowerment. | | |
| May 2020 - July 2020 | **International Expert**  **Client: UNDP Tajikistan | Location: Tajikistan**  To develop the third and final phase of an access to justice programme in Tajikistan with a focus on women. | | |
| Jan 2020 - Apr 2020 | **International Expert on Risk Assessment**  **Client: UNDP Kosovo | Location: Kosovo**  To produce a risk assessment report assessing the risks for corruption, identifying bottlenecks hindering anti-corruption measures in place, and providing recommendations for gender repsonsive procedural, legislative and institutional changes. | | |
| Dec 2019 - Feb 2020 | **Team Leader**  **Client: UNDP/UNFPA | Location: Myanmar**  Final Evaluation of the PBF project "Overcoming barriers to strengthen the voices of all women in Rakhine State for social cohesion and peace", Key output: Final gender responsive and HRBA evaluation report to assess the relevance, effectiveless, efficiency, impact and sustainability of the project and provide findings, lessons learnt and recommendations. | | |
| Nov 2019 - Feb 2020 | **Deputy Team Leader & Justice Sector Reform Expert**  **Client: USAID | Location: Serbia**  Mid-Term Evaulation of Rule of Law Programme – Key Output: Mid-Term Evaluation Report to examine the effectiveness of activities; determine whether the project has achieved planned results; identify gaps in performance against targets; and provide actionable recommendations and ensure that the report is of the higest utlity. | | |
| Apr 2019 - Oct 2019 | **International Expert on Risk Assessment**  **Client: UNDP Kosovo | Location: Kosovo**  Key output: To produce a risk assessment report assessing the risks for corruption, identifying bottlenecks hindering anti-corruption measures in place, and providing gender responsive recommendations for procedural, legislative and institutional changes with an emphasis on identified entry points for SAEK interventions. | | |
| Apr 2019 - Dec 2019 | **International Expert – Programme Development – Civil Registry Reform**  **Client: UNDP Tajikistan | Location: Tajikistan**  Key output: to produce a fully developed project document for the second phase of the Civil Registry Reform Project and to support resource mobilisation | | |
| February 2019 - May 2019 | **Deputy Team Leader – Impact Evaluation and Functional Review**  **Client: UNDP Afghanistan | Location: Afghanistan**  to conduct a gender responsive and human rights based impact evaluation of the Access to Justice project together with functional reviews of the Legal Aid Department of the Ministry of Justice and the Afghan Independent Bar Association | | |
| Sept 2018 - June 2019 | **International Expert – Programme Development**  **Client: HELVETAS Swiss Intercooperation | Location: Tajikistan**  to elaborate a number of Concept Notes, project Documents and Full Grant Proposals for different donors including EU, DFID, UN on improving migration management, youth empowerment, access to justice, and mediation | | |
| Jun 2018 - Dec 2018 | **International Expert – Programme development**  **Client: UN Women | Location: Albania**  Key responsibilities: Provide project development, design and implementation support and implement strategies to raise awareness and advocacy on UN Women's work to potential partners and donors; Develop two projects in the areas of women's leadership and political participation and women's property rights. | | |
| Jul 2018 - Sept 2018 | **International Expert – Conflict Management and Mediation Concept Note Development**  **Client: HELVETAS Swiss Intercooperation | Location: Tajikistan**  To develop a Concept Note/Project Document on introducing a system of conflict management and mediation in Tajikistan to improve access to justice in particular for women and other vulnerable groups. | | |
| Jun 2018 - Oct 2018 | **International Expert on Studying Foreign Mechanisms of Appointment, Discipline and Dismissal procedures for Judges**  **Client: UNDP Uzbekistan | Location: Uzbekistan**  Key responsibilities: Conduct research of the international standards in this area (in judicial tenures, formation of pool of candidate judges, appointment (re-appointment) of judges, etc.); Identify list of bottlenecks or reforms in the abovementioned procedures of the researched countries which are being discussed or proposed by the judicial sector and other actors in order to further improve the area; prepare and submit analytical report. | | |
| May 2018 - Oct 2018 | **International Expert on Risk Assessment**  **Client: UNDP Kosovo | Location: Kosovo**  Key output: To produce a risk assessment report assessing the risks for corruption, identifying bottlenecks hindering anti-corruption measures in place, and providing recommendations for gender responsive procedural, legislative and institutional changes with an emphasis on identified entry points for SAEK interventions. | | |
| Apr 2018 – Jun 2018 | **Evaluation Expert, Mid-Term Evaluation**  **Client: UNDP Afghanistan | Location: Afghanistan**  Responsible for gender responsive and human rights based evaluation, assessment of relevance and effectiveness of policy, legal and financial framework of access to justice system including the institutional mechanisms available at the local level for the access to justice and support to victims of discrimination and violence, with a special focus on women from minorities and disadvantaged groups and drafting recommendations in order to maximise the projects' contribution to all outcomes in a sustainable manner as well as drafting recommendations for a potential subsequent phase of support, based on lessons learnt from the current phase, as well as adapted to the ever-changing context, drivers and restrainers of change | | |
| Feb 2018 - Mar 2018 | **Senior Non-Key Expert, Distance Learning and Knowledge and Information Sharing**  **Client: British Council | Location: Serbia**  Key responsibilities: Assess distance learning tools already in place in the European judicial area, in order to avoid overlapping of services offered and to activate the synergy (EJTN, ERA etc.); Identify distance learning tools to be included in the Serbian Judicial Academy Training Programme in short and medium term. | | |
| Dec 2017 - Aug 2018 | **International Consultant: Sustainable Development Goals**  Client: UNECE  Key Output: To develop a Practical Guidance Note on The Relationship Between The UNECE-WHO/Europe Protocol On Water And Health And The Water, Sanitation And Health Related Sustainable Development Goals | | |
| Sept 2017 - Dec 2017 | **International Consultant: Political Economy Analysis Expert**  Client: ILO  Key Outputs: To assist in the development of new approaches and tools to respond to requests for advice, technical assistance and knowledge in the area of labour law reform process and policy – effective labour market regulation more broadly and occupational safety and health (OSH) laws and regulations more specifically to develop a Guidance Note of integrating ICA into Labour and OSH law reform processes in conflict, fragile and transitional context. | | |
| Jun 2017 - Aug 2017 | **International Consultant: Project Development**  Client: Helvetas Swiss Intercooperation  To develop a concept note, in line with the EU call for proposals on developing civil society capacities and their contributions towards reinforced governance, accountability and inclusive policy-making | | |
| Dec 2016 - Apr 2017 | **International Consultant for the Development of a Referral Model on Conflict Related Sexual Violence**  **Client: UN Women Bosnia and Herzegovina | Location: Bosnia and Herzegovina**  Key Output: to develop a report delineating an optimal referral model for comprehensive support services to conflict-related sexual violence survivors in BiH, including analysis of the provision of free legal aid in cases of conflict related sexual violence and recommendations on improving the legal framework related to FLA and provision of FLA for survivors. | | |
| Nov 2016 - Feb 2017 | **International Consultant**  **Client: UNDG | Location: Europe and Central Asia**  Facilitate the Update of the Regional Advocacy Report 2016 - Key Outputs: Regional Advocacy Report for UNECE, UNFPA, WHO, UNDP, UNHCR, UNICEF, ILO, UN-Women, UNEP, UNESCO, UNIDO, FAO, OHCHR and IAEA working in Europe and Central Asia focused on 14 key development issues/SDGs, in the region in 52 countries. | | |
| Nov-Dec 2016 | **International Expert**  Client: Helvetas Swiss Intercooperation  to draft a concept note for the DFID Leave No girl Behind Funding Window | | |
| Sept 2016 - Oct 2016 | **International Consultant**  **Client: UNDP Tajikistan | Location: Tajikistan**  To develop the second phase of an 8 year, SDC funded Access to Justice Project in Tajikistan in line with the HRBA and conflict sensitive programme management, focused on the newly formed government legal aid agency taking over complete control of free legal aid in Tajikistan | | |
| June 2016 - Sept 2016 | **International Consultant for Foreign Experiences Study on Continuous Education of Judges and Judicial Staff**  **Client: UNDP | Location: Uzbekistan**  International Consultant for Foreign Experiences Study on Continuous Education of Judges and Judicial Staff | | |
| Sept 2015 - Apr 2016 | **International Consultant for Inclusive Governance Dimensions for Regional Human Development Report (RHDR) on Inequalities**  **Client: UNDP Istanbul Regional Hub | Location: Istanbul**  Key Outputs: To plan, research, analyse and draft a comprehensive Chapter and other products on Inclusive Governance and Inequalities in the ECIS region within the framework of SDG 16, focused on inequalities and conflict, inequalities and discrimination and inequalities and corruption. | | |
| Sept - Oct 2015 | **Deputy Team Leader/Human Rights & Justice Sector Reform Expert**  **Client: Melim-McLeod Consulting | Location: Nepal**  Mid-term Evaluation of the UNDP Strengthening the Rule of Law and Human Rights Programme in Nepal | | |
| Aug - Dec 2015 | **Quality Controller**  **Client: B&S Europe | Location: Bosnia and Herzegovina**  To ensure the quality of the outputs under the Support to EU Delegation in Bosnia and Herzegovina in the revision and implementation of antidiscrimination law in line with international standards. | | |
| Apr - Sep 2015 | **Team Leader – Civil Registry Reform**  **Client: UNDP Tajikistan | Location: Tajikistan**  Responsible for developing and drafting an 8-year, SDC funded Civil Registry System Reform Programme in line with the human-rights based approach and international standards | | |
| Apr - May 2015 | **International Consultant**  Client: Norwegian Refugee Council  Responsible for editing the Independent Whole of System Review of Protection in Humanitarian Crises commissioned by the Inter-Agency Standing Committee | | |
| Feb - Apr 2015 | **International Legal Expert**  **Client: UNDP Bosnia and Herzegovina | Location: Bosnia and Herzegovina**  Responsible for devising an engagement strategy in the form of a "Capacity Needs Assessment", for the development of Institutional Referral Mechanisms on provision of support to victims, with particular focus on victims of conflict related sexual violence. | | |
| Nov-Dec 2014 | **Deputy Team Leader and Drafting Expert**  **Client: UNDP Bangladesh | Location: Bangladesh**  Responsible for developing a 5-year Access to Justice and Human Rights for Women Living in Poverty | | |
| July – October 2014 | **Team Leader – Political Economy Analysis**  **Client: UNDP Bangladesh | Location: Bangladesh** | | |
| August - October 2014 | **International Consultant – Rule of Law and Human Rights Communications and Coordination Strategy**  **Client: UNDP Tajikistan | Location: Tajikistan** | | |
| June – Sept 2014 | **Human Rights & Justice Programme Advisor**  **Client: UNDP Serbia | Location: Serbia** | | |
| June – July 2014 | **Team Leader - Access to Justice and Human Rights Project Final Evaluation**  **Client: UNDP Bangladesh | Location: Bangladesh** | | |
| March – April 2014 | **Facilitator for Brainstorming Session and Programme Development**  **Client: UNDP Bangladesh | Location: Bangladesh**  Access to Justice/Human Rights and Security Programme in Bangladesh | | |
| Nov – Dec 2013 | **International Consultant: Project Formulation for a Partnership Project on Rule of Law**  **Client: UNDP | Location: Uzbekistan**  International Consultant: Project Formulation for a Partnership Project on Rule of Law in Uzbekistan | | |
| Feb - Dec 2013 | **International Chief Technical Advisor: Human Rights, Rule of Law, Access to Justice**  **Client: UNDP Serbia | Location: Serbia**  2014 Volumes I-V of the Judicial Studies Series Co-Author/Editor, UNDP Serbia | | |
| Oct - Nov 2013 | **International Consultant: Mainstreaming ICA into Rule of Law**  **Client: UNDP Oslo Governance Centre | Location: Oslo**  2013 Guidance Note on Assessing the Rule of Law using Institutional and Context Analysis, Author | | |
| Sept 2013 | **Team Leader**  **Client: UNDP Kosovo | Location: Kosovo**  to draft a 5-year Rule of Law Strategy for Kosovo | | |
| Apr 2013 - Oct 2013 | **International Consultant**  **Client: UNDP Tajikistan | Location: Tajikistan**  to develop a 4 year project proposal for Access to Justice and Human Rights in Tajikistan | | |
| Dec 2012 - Dec 2013 | **Policy Advisor: Human Rights & Justice**  **Client: UNDP Serbia | Location: Serbia** | | |
| Apr – Dec 2012 | **Drafting a Guidance Note on Assessing the Rule of Law using Institutional and Context Analysis**  Client: UNDP Oslo Governance Centre/Bureau for Development Policy | | |
| 2012 | **Team Leader - Rule of Law Outcome Evaluation 2007-2012**  **Client: UNDP | Location: Kosovo**  Team Leader - Rule of Law Outcome Evaluation 2007-2012 | | |
| Mar 2012 - Apr 2012 | **Team Leader**  **Client: Organisation for Security and Cooperation in Europe | Location: Republic of Serbia**  Evaluation of the Judicial Academy of the Republic of Serbia | | |
| Oct 2011 - Jan 2012 | **International Expert: Strengthening Judicial Integrity through Enhanced Access to Justice, Lead Author**  **Client: UNDP BRC | Location: Bratislava Regional Centre**  International Expert: Strengthening Judicial Integrity through Enhanced Access to Justice, UNDP BRC, Lead Author, UNDP Bratislava Regional Centre | | |
| Jul 2011 - Dec 2011 | **Policy Advisor**  **Client: UNDP Serbia | Location: Serbia**  National Human Rights Institution/Commissioner for the Protection of Equality | | |
| Apr 2010 – Apr 2011 | **Policy Advisor: Human Rights & Justice**  **Client: UNDP Serbia | Location: Serbia** | | |
| Feb - Jun 2010 | **Drafting the Interim Strategy for the Transformation of the Judicial Academy**  **Client: Organisation for Security and Cooperation in Europe | Location: Serbia**  Drafting the Interim Strategy for the Transformation of the Judicial Academy | | |
| Oct '08 - Apr '10 | **Programme Advisor: Human Rights & Access to Justice**  **Client: UNDP Serbia | Location: Serbia** | | |
| Oct 2008 – Jun 2009 | **Policy Analyst**  **Client: Judicial Training Centre | Location: Serbia** | | |
| Feb 2006 – Jun 2008 | **Judicial Training and Research Advisor**  **Client: UNDP Serbia | Location: Serbia** | | |
| Nov 2004 - Nov 2005 | **Project Co-ordinator Judicial Education**  **Client: UNDP Serbia | Location: Serbia** | | |
| Mar 2001 – Mar 2003 | **Legal and Human Rights Programme Manager**  **Client: International Alliances | Location: Former Yugoslavia** | | |
| July 2000 – February 2001 | **Researcher**  **Client: Cripps Sears & Partners | Location: London** | | |
| Sept 1999 - Jul 2000 | **Pupil Barrister**  **Client: 4, King's Bench Walk | Location: London**  Judge's Clerk/Administrative Assistant, Cambridge County Court, Feb 1992 – Aug 1999 | | |