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**SPECIALISATION:** Planning, implementing, co-ordinating and managing people and programmes in post conflict settings, special focus on human rights, sexual and gender based violence, rule of law and security sector reform. Extensive UN experience at operational and policy level. Evaluation and monitoring of human rights activities, access to justice, judicial systems, governance and conflict resolution and initiating capacity building programmes. Devising strategies for prevention and preparedness in complex emergencies with focus on programmes addressing the continuum from relief to development.

**EDUCATION:** Masters in Social Anthropology (Cambridge, UK), Diploma in Law and Bar (London). LLM, Masters in Law and Development (School of Oriental and African Studies, London).

**LANGUAGES:** Fluent English, French and German (mother tongue).

**KEY QUALIFICATIONS:** I have an academic background in Social Anthropology and Law. For the past 19 years I have worked in conflict, post-conflict and related settings with NGOs, the United Nations and in an academic/policy capacity. Recently I returned from DRC where I held an inter-agency position as Senior Adviser/Coordinator for Sexual Violence, located with the DSRSG/MONUC, which involved the provision of strategic and policy guidance, coordination and driving the UN system and INGOS on developing a comprehensive strategy on sexual violence. Prior to this I worked for UK DFID as Senior Governance/Conflict Adviser. I have extensive prior operational, policy and strategic experience, e.g. in Somalia working on humanitarian access and security for the UN Office for the Coordination of Humanitarian Affairs (OCHA), in DRC as Director of a unit dealing with sexual exploitation and abuse at the UN Mission in the Democratic Republic of Congo (MONUC), and as National Security Advisor to the UN Transitional Administration in East Timor (UNTAET). I worked with the United Nations High Commissioner for Refugees (UNHCR) for seven years on refugee law and protection issues, as well as with NGOs. I was a Human Rights Advisor to the Hong Kong government. My UN work involved five major peacekeeping operations, in Cambodia, Rwanda, Bosnia, East Timor and DRC, working closely with military, political, election and human rights components, and with NGOs, military and government counterparts. Geographically, I have a strong political grasp of South East Asia, the Balkans and of East and Central Africa, especially the Great Lakes region and West Africa.

**WORK EXPERIENCE:**

Since January 2010 – Associate, The Policy Practice Ltd

September 2011 – present: Research Director, Justice and Security Programme, London School of Economics, London, UK.

July 2010 – July 2011: Director, Integrated Office, Office of the DSRSG / Humanitarian Coordinator / Resident Coordinator, UN Stabilisation Mission, Haiti (MINUSTAH): coordinating humanitarian and recovery efforts and developing strategies for engagement with Haitian government and donor community. Managing relationships between the UN mission, UN agencies, NGOs and Haitian counterparts.

March – May 2010: Stabilization Adviser – Community Engagement, UK Government Stabilisation Unit (DFID, FCO and MoD), Port au Prince, Haiti.

April 2009 – January 2010: Senior Research Fellow, *Kings College London*, and *Independent Consultant* on human rights, security sector reform and humanitarian assessments.

April 2008 - April 2009: *Senior Adviser / Coordinator - Sexual Violence* based in the office of the Deputy Head of the *UN in DRC*, provided political and strategic advice, coordinated UN agencies and INGOs and developed a Comprehensive Strategy and Plan of Action to Combat sexual Violence in DRC.

March 2007 - March 2008: *UK Department for International Development (DFID) - Senior Governance / Regional Conflict Adviser*: cross cutting role for Whitehall departments (FCO, DFID, MoD) developing and advising on UK conflict prevention strategy for West Africa. Developed a governance framework for health, education, HIV AIDS and social protection with a focus on 'fragile states'.

August 2006 - February 2007: *Senior Policy Advisor to OCHA Somalia* on Humanitarian Access and Security, developed humanitarian diplomacy initiatives at national, regional and security council level.

November – February 2007: Conducted case study and review for UNDP and UN DPKO, funded by the Government of Canada, on "The UN approach to Security Sector reform in post-conflict peace-building, a review of recent experience in integrated missions, case study: Democratic Republic of Congo.

January 2005 – June 2006: *Director, Office for Addressing Sexual Exploitation and Abuse, United Nations Organisation Mission in the Democratic Republic of the Congo (MONUC)*. *Chief of Staff*, Deputy Head of (Political), Coordinator for Civic Education Activities for the elections.

June 2003 – December 2004: *Chief Humanitarian Policy and Advocacy, Office of Emergency Programmes, UNICEF, New York*. Develop humanitarian policies for UNICEF in conflict and post-conflict settings, established a monitoring and reporting mechanism on child rights violations, drafted guidance on impunity and accountability for children and on engagement with non-state actors/armed groups. Advised on all aspects of international humanitarian law (IHL) and human rights law in relation to UNICEF's operations, and also oversaw training in relation to IHL and human rights in emergencies. Represented UNICEF at the interagency level (e.g. IASC, ECHA, ECPS). Co-chaired IASC Task Force on the Protection from Sexual Violence and Exploitation. Developed advocacy strategies for UNICEF country and

regional offices, and guidance on integrated missions and linkages between humanitarian and development issues in post conflict settings.

February 2002 – May 2003: *Director, Conflict Security and Development Group, International Policy Institute, King's College, London* - a Research Centre funded by the UK Department for International Development (DFID).

April 2001 – February 2002: *National Security Advisor to the UN Transitional Administration in East Timor (UNTAET)*.

October 1999 – April 2001: *Director, Conflict Security and Development Group, King's College, London*. Previously, Senior Research Fellow, Social Development/Human Rights Fellow with special areas of focus on trafficking in women and children in South and South East Asia, the relationship between human rights and the security sector, penal reform, access to justice and children in conflict.

July-October '99: *Human Rights Advisor, East Timor Unit, Department for Political Affairs, United Nations, New York*

September '98 onwards: Co-founder consultancy / research company, conducting evaluations and studies, *inter alia* for European Union (DG VIII) in Rwanda; Save the Children Fund/Red Barnet in South Sudan; OECD - DAC Informal Task Force, Study on the scope and limits of the use of development assistance co-operation in post-conflict settings, Case study: Bosnia.

January '92 - July '97: *United Nations High Commissioner for Refugees (UNHCR)* in various functions, primarily in a legal and political advisory capacity, as follows:

April '97 - July '97: *Goma, Eastern Congo (ex-Zaire)*: Senior Regional Legal Advisor. Responsibilities included: co-ordination of UNHCR's protection/human rights activities for Congo in relation to the treatment of Rwandan refugees in Congo and their repatriation to Rwanda. Human Rights focal point for UN Human Rights Investigation Mission.

January '96 - April '97: *Sarajevo, Bosnia and Herzegovina*: Senior Legal Advisor to the Special Envoy/Senior Protection Officer. Provided guidance on all aspects of civilian rights of displaced persons and refugees; supervision of a team of 30 protection/legal officers in Bosnia and Herzegovina; advising on the human rights aspects of return within the context of the Dayton Peace Agreement, analysing and proposing amendments to legislation and policies relevant to displaced persons and refugees e.g. property, amnesty citizenship aspects; liaising with government counterparts at national and local level, as well as local interest groups, promoting institution building activities through training, and the setting up of Legal Advice Centres and 'Citizens Advice Bureaux'; advising on and promoting conditions conducive to reconciliation and potential return of ethnic minorities through chairing of local working groups, arranging of return visits and liaison between community leaders.

July '95 - January '96: *Geneva, Switzerland*: Senior Regional Legal Advisor for Central and Eastern Europe, Regional Bureau for Europe. Provided legal and policy advice on the implementation of international human rights instruments in particular in relation to refugees and population movements in Central and Eastern Europe, promoting institution and capacity building activities.

October '94 - April '95: *Goma, Zaire and Kigali Rwanda*: Senior Protection Officer. Monitoring the political situation in camps in North Kivu, assessing potential for return to Rwanda; monitoring, advising and intervening where

possible on protection problems for refugees in camps, liaising and negotiating with camp leaders, arranging reconciliation visits, in particular of women's groups back to Rwanda, devising and establishing information campaign to counteract propaganda in camps which involved wide ranging travel in Rwanda, and other parts of the affected borders in Zaire and Tanzania. Liaising closely with UN, international and local human rights organisations and the International War Crimes Tribunal.

April '94 - October '94: *Geneva, Switzerland*: Senior External Affairs Officer, Division of External Relations. Writing, editing and providing support services for government members of the Executive Committee of the High Commissioners programme.

January '92 - March '94: *Aranyaprathet, Thailand and Phnom Penh, Cambodia*: Senior Protection Officer. Primarily involved in policy issues related to the repatriation of Cambodians, refugee law promotion, setting up country wide monitoring activities to monitor reintegration of returnees, provision of legal advice on human rights issues relating to returnees, policy formulation on UNHCR protection activities

January 1991 - December 1992: *Hong Kong: Hong Kong Government, Human Rights Consultant*: Advised the Hong Kong Administration in the drafting and implementation of a Bill of Rights for Hong Kong.

August 1990 - December 1990: *Bangkok, Thailand: Save the Children Fund, UK, Consultant*. Co-ordinator of South East Asia Regional Workshop held in Vientiane, Laos, on 'Sustainability'. Research in the context of the UN Convention on the Rights of the Child, on child labour/child prostitution in South and South East Asia.

January 1990 - April 1990: *London, UK: Medical Foundation for the Care of Victims of Torture, Legal Advisor and Caseworker*.

November 1988 - January 1990: *South East Asia: UNHCR, Legal Consultant*. Monitoring the screening process as established under the Comprehensive Plan of Action for Vietnamese asylum seekers.

July 1989 - January 1990: *Malaysia, Kuala Lumpur & Pulau Bidong*

August 1990: *Galang, Indonesia, supervising* the implementation of the screening procedure of Vietnamese asylum seekers.

November 1988 - July 1990: *Hong Kong*. Legal advice to UNHCR on policy, monitoring of Hong Kong government implementation of procedure and policy; preparation of appeals for asylum seekers.

April 1987 - October 1988: *London, UK: United Kingdom Immigrant's Advisory Service (UKIAS), Refugee Counsellor*. All aspects of legal protection of political asylum seekers in the UK: legal representation, policy proposals, counselling, casework in detention centres and with in-country applicants.

June 1986 - March 1987: *Rights and Justice, Refugee Advisor*, London based civil rights organisation. Counselling, legal representation, social welfare work and lobbying on behalf of political asylum seekers in the UK.

October 1983 - April 1986: *Investment Banker*, The First National Bank of Chicago, Assistant to the Chairman, European Banking Company, and Trainee with Swiss Bank Corporation International.

## **EDUCATION AND QUALIFICATIONS:**

**Schools** : Heinrich Suso Gymnasium, Konstanz, Germany; European School, Brussels, Belgium; St. Paul's Girls School, London. **Qualifications:** German 'Mittlere Reife' (Equivalent of 'O'Levels: 12 Subjects); 'A' Levels: Latin, Greek, German.

**University:** 1977 - 1980: Girton College, Cambridge, Award: Open Exhibition - BA Hon, MA Social Anthropology.

**Postgraduate Study:** 1980-1981: Polytechnic of Central London, Diploma in Law; 1982-1983: Inns of Court School of Law, Bar Finals, Member of Middle Temple; 1997-1998: LLM, Law and Development, School of Oriental and African Studies (SOAS), London.

## **PUBLICATIONS AND CONSULTATIONS:**

2010: Knowledge Asset / Training Module on Addressing Sexual Violence in Conflict, Post-Conflict and Emergency Situations – UNIFEM / UN online portal.

2009: Report on Urbanisation and Humanitarian Challenges, Assessment and Strategy for the Inter-agency Standing Committee on Humanitarian Affairs (IASC) under the aegis of UN-HABITAT.

2007: "MONUC and the Relevance of Coherent Mandates" in edited volume "Security Sector Reform and UN Integrated Missions: Experience from Burundi, the Democratic Republic of Congo, Haiti and Kosovo".

2003: "A Case for Change – A Review of Peace Operations" – Project Director and main author of a multi-donor funded study of four cases: Afghanistan, East Timor, Sierra Leone and Kosovo and a synthesis report.

2000: "Independent Study on Security Force Options and Security Sector Reform for East Timor" – Report for UNTAET and the East Timorese transitional administration, funded by the UK DFID, based on an independent multidisciplinary team study to East Timor in July 2000 which I led.

1999: Field and Desk Study for OECD, Informal DAC Task Force on Conflict, Peace and Development Co-operation: "The scope and limits of the use of development assistance co-operation in post-conflict settings - Case study: Bosnia".

1998

- Field Study for Red Barnet - Denmark & Save the Children Fund - UK, Review of programmes, and examination of the links between changing traditional values and humanitarian principles in South Sudan.
- (Special research projects as part of the LLM programme: (1) Truth Commissions - the applicability of the concept in post-war settings (Bosnia and Rwanda), examining the relationship between Truth Commissions and the International War Crimes Tribunal - (2) Community mediation in post-conflict situations as a preparatory phase to truth commissions, a proposal for countries in transition, exploring alternatives to official justice systems with a focus on Rwanda - (3) Demobilisation of child soldiers attached to the armed forces and their reintegration.
- Evaluation of the European Commission Rehabilitation Programmes from 1994-1998 in Rwanda.
- "Children in detention, with a special emphasis on refugee children" - Report and Parliamentary Paper for UNICEF, UK.

- The human rights situation in Congo (ex-Zaire), Report for The Medical Foundation for the Care of Victims of Torture, London.

1991: Paper: The Mandates of International Organisations regarding nutritional and health assistance to refugees, analysing the concept of food as a human right, International Symposium for Nutritional Assistance to Refugees, Oxford, March 1991

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