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CURRICULUM VITAE

NAME Nicola Dahrendorf
NATIONALITY German and British
LANGUAGES English (mother tongue)

EXPERTISE

- Practitioner with near 30 years experience in conflict and post-conflict settings with INGOs, the United Nations, the UK government and in an academic capacity.
- Professional focus on humanitarian policy, conflict resolution, security and justice reform in fragile environments, protection of civilians and on sexual exploitation and abuse and gender-based violence.
- Experienced manager of multidisciplinary and multinational teams.
- Highly skilled in strategy and policy development.
- Experience within the UN (UNHCR, UNICEF and UN DPKO), worked in six peacekeeping operations; NGOs (Conciliation Resources, Save the Children and Oxfam), the UK Government (DFID and Stabilisation Unit), and in academia with the School of Oriental and African Studies (SOAS) and King's College London.
- UK Stabilisation Unit Roster as Senior Conflict, Security and Justice Adviser
- Humanitarian inter-agency roster, managed by the Norwegian Refugee Council as Senior Protection Adviser.
- Regional / country experience includes: Central Africa: DRC, Rwanda, Burundi and CAR; West Africa: Nigeria, Mali. South East Asia: Cambodia, Thailand and Vietnam; South Asia: Bangladesh, Nepal; The Balkans: Bosnia; The Horn: Somalia; Sub-Saharan Africa: Kenya, South Sudan; Academic training as a Social Anthropologist and Lawyer.

EDUCATIONAL QUALIFICATIONS

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

RECORD OF EMPLOYMENT

2018 – (ongoing): Research Fellow, Birkbeck College, London University.

January 2015 – present: Visiting Senior Research Fellow, Policy Institute, King's College London

August 2011 – present: Independent Consultant. Senior Security and Justice Adviser and Senior Conflict Adviser (rosters), UK Stabilisation Unit; Humanitarian Adviser (roster), DFID CHASE;

Governance, SSR and Conflict Expert (roster), UNDP. Working both across Whitehall and HMG departments at respective posts: Nigeria, Somaliland, Somalia, DRC, South Sudan and Nepal.

January – July 2014: interim Africa Director, Conciliation Resources – UK based peacebuilding NGO, focused on strategic guidance and management of Africa programmes in sub-Saharan, East and Central Africa, and the Horn; supporting multi-layered mediation and peace processes.

August 2013 – January 2014: Independent Consultant - Review for UK Ministry of Defence on Implementation of Security Council Resolution on Women, Peace and Security and UK National Action Plan.

February – August 2013: Acting Senior Governance Adviser DFID, Democratic Republic of Congo: development of UK DFID political governance agenda.

January 2012- 2014: Research Fellow at the School of Oriental and African Studies (SOAS), Centre for the International Politics of Conflict, Human Rights and Justice.

July – November 2012: DFID Conflict, Humanitarian Affairs and Security Department (DFID-CHASE), South Sudan Humanitarian Adviser.

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.

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

April 2009 - 2011: 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 (MONUSCO), provided political and strategic advice, coordinated UN agencies and NGOs, 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 UN Security Council level.

November – February 2007: 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).

June 2003 – December 2004: UNICEF, Chief Humanitarian Policy and Advocacy, Office of Emergency Programmes, UNICEF, New York. Developed humanitarian policies for UNICEF in conflict and post-conflict settings, advised on all aspects of international humanitarian law (IHL) and human rights law in relation to UNICEF's operations, oversaw training in relation to IHL and human rights in emergencies. Represented UNICEF at the interagency level (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 Adviser to the UN Transitional Administration in East Timor (UNTAET).

October 1999 – April 2001: Director, Conflict Security and Development Group, King's College, London.

July 1999 - October 1999: Human Rights Advisor, East Timor Unit, Department for Political Affairs, United Nations, New York

September 1998 - 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 1992 - July 1997: United Nations High Commissioner for Refugees (UNHCR) in various functions, primarily in a legal and political advisory capacity, in Goma, Eastern Congo, Sarajevo, Bosnia and Herzegovina; Geneva, Switzerland; Aranyaprathet, Thailand and Phnom Penh, Cambodia; Hong Kong; Malaysia, Kuala Lumpur & Pulau Bidong; Galang, Indonesia.

April 1987 - October 1988: London, UK: United Kingdom Immigrant's Advisory Service (UKIAS), Refugee Counsellor.

June 1986 - March 1987: Rights and Justice, Refugee Advisor, London based civil rights organisation.

October 1983 - April 1986: Investment Banker, The First National Bank of Chicago.

RECENT ASSIGNMENTS

- **September 2019 – January 2020:** Senior Protection Adviser (inter-agency Protection Capacity, NRC), UNRWA, Amman, Jordan: providing strategic advice on humanitarian protection and developing a strategic review of UNRW's protection function.
- **March – July 2019:** Protection and Human Rights Specialist on a EU/Swiss funded study on the humanitarian development nexus in protracted crisis in Mali.
- **December – March (ongoing):** Research Fellow, Department of Psychosocial Studies, Birkbeck College, London University
- **June – September 2018:** Team leader, PROKAS (Promoting Knowledge for Accountable Systems), in Dhaka, Bangladesh - £8.9mill DFID funded / British Council managed project supporting civil society organisations to promote accountability and transparency in climate finance, climate change induced displacement and fairer labour migration.
- **November 2017 – May 2018:** Senior Protection Adviser (Norwegian Refugee Council Protection Capacity – ProCap), developing Guidance for Child Protection staff on engaging with national authorities in frontline conflict situations.
- **March – September 2017:** Human Rights, IHL and Gender Adviser (UK Stabilisation Unit) to the British Peace Support Team for East Africa, Nairobi, Kenya. Strategic, analytical and advisory support on human rights, humanitarian and gender issues on UK funded engagement and training to AU and UN peacekeeping troops.
- **May 2016 – January 2017:** Director Conduct and Discipline and Coordinator/Senior Adviser for the Response to Sexual Exploitation and Abuse, UN Multidimensional Mission in the Central African Republic (MINUSCA).
- **February 2016 – May 2016:** Senior Protection Adviser, Norwegian Refugee Council seconded to UN Humanitarian Coordinator in Somalia, leading on IDP solutions.
- **June – December 2015:** Humanitarian Adviser, DFID Nigeria – developed UK humanitarian strategy, developed £43Mill Business case for multi-year programme focused on protection, community resilience and food security in north east Nigeria.

THEMATIC EXPERIENCE

Conflict Related Sexual Violence (CRSV), Women Peace and Security and Gender Equality

- 2016/17 Human Rights and Gender Adviser (deployed through HMG Stabilisation Unit) to the British Military Peace Support Team in Kenya, providing strategic, analytical and advisory support on building capacity of AU and UN peacekeeping troops.
- 2015/16 Central African Republic (CAR) as Senior Adviser and Director at the UN Peacekeeping Mission (MINUSCA) leading investigations and addressing sexual exploitation and abuse by UN peacekeepers. Headed a team that deals with conduct and discipline / internal accountability in the UN mission.
- 2014 attended the Swiss FDFA Peace Mediation Course; 2015, participated in Practitioners Retreat on Religion and Conflict Transformation, led by the Swiss Centre for Security Studies.
- Worked in DRC a number of times since 1994, including on aspects of sexual violence and gender issues: sexual exploitation and abuse by UN civilian and military peacekeepers and accountability and ethics in an institutional context; developed a programme and strategy for addressing sexual and gender-based violence in eastern DRC.
- 2015 developed Conflict Related Sexual Violence Training Modules to be delivered by HMG to UN Troop Contributing Countries, commissioned by the UK Stabilisation Unit on behalf of the Foreign and Commonwealth Office (FCO) and MoD; developed training modules, based on the best practice and gaps identified, for peacekeeping troops at different levels audiences.
- 2014 conducted internal review for the UK Ministry of Defence (MoD) on The Interpretation and Implementation of UNSCR 1325, providing advice to the UK MoD (Head of International Humanitarian Law and UNSCR 1325 Implementation) on the interpretation & implementation of UN Security Council Resolution (SCR) 1325 to inform policy development on the production of the 2014 UK National Action Plan (NAP).

Mediation, Conflict Analysis and Prevention

- Worked on conflict assessments and political contextual analysis to plan for operational intervention and developed advocacy strategies, such as for UNHCR in Bosnia and the UN in DRC and CAR.
- In DRC (2005) established programmes related to sexual violence and negotiated with UN and national military, community leaders, local authorities, as well as at national level with ministers and addressed the burgeoning parliament.
- Attended Swiss Foreign Ministry mediation trainings (2015 & 2016); developed concept on project with Swiss Federal Foreign Ministry on project linking Art and Mediation.
- Developed a strategy for negotiating access for humanitarian assistance to reach insecure parts of Somalia, ensuring application of humanitarian principles and principles of Good Humanitarian Donorship. Main negotiator in UNICEF with the International Criminal Court (ICC) and initiated discussions with the International Centre for Transitional Justice (ICTJ) on children and women's access to transitional justice mechanisms and the complexity of their respective roles as prosecutors, witnesses or indictees.
- Analysed peace agreements in the Review of Peace Operations (ibid), developed reconciliation initiatives in Bosnia and DRC, with focus on SGBV.

Security sector and political analysis

- November 2012: DRC: engaged in annual review of security sector accountability and police reform programme (SSAPR).
- February – July 2012: Engaged in a UK led Security Sector Assessment on Somaliland with a focus on Community Engagement and a Justice Sector Assessment.
- Wrote evaluation on SSR in the DRC (2006/7), that formed part of a broader review of SSR in peacekeeping operations together with country studies on Haiti, Kosovo and Burundi.
- At UNICEF (2003/4) worked with UN and NGO counterparts on developing a

DDRRR strategy for children affected by armed conflict.

- At King's College London, managed, edited and co-wrote a multi-donor funded review of peace operations (A Review of Peace Operations - A Case for Change 2003), an evaluation of the impact of the Brahimi report on peacekeeping.
- Director of the Conflict, Security and Development Group at King's College London (1999-2002).
- Led Study on Security Force Options for East Timor (2000). Subsequently took up the position as National Security Advisor to the Head of the UN mission (SRSG) in East Timor (2001) to implement the study's recommendations, analysed and advised the UN Special Representative and senior staff on the political and security situation in East Timor with a focus on security sector transformation and linkages with rule of law institutions, such as on the reintegration of the former resistance group (FALINTIL), and the integration of former Indonesian sponsored militia in transitional justice arrangements.

Policy development

- Head of Humanitarian Policy and Advocacy, Office of Emergency Programmes, UNICEF, initiated the development of humanitarian and security policies related to UNICEF's involvement in conflict and post-conflict settings, drew up guidelines on engagement with non-state actors/armed groups and developed DDRR mechanisms for children and youth, established monitoring and reporting mechanism on child rights violations, and provided guidance on impunity and accountability for UNICEF country offices. Advised on all aspects of international humanitarian law (IHL) and human rights law in relation to UNICEF's operations, and oversaw training in relation to IHL and human rights in emergencies.
- In DRC, dealt with organisational accountability, in line with High Level Panel of Threats and Challenges and the UN Reform Agenda / Brahimi Report.
- Developed strategy for UN agencies to try and ensure a more coherent response on the broader issue of sexual and gender-based violence.

Knowledge of International Architecture

- Familiar with the international humanitarian, security and development architecture, having worked with NGOs, UN agencies and at UN Secretariat.
- Worked with Security Council, influenced Security Council Resolutions, e.g. on the deployment of a peacekeeping force to East Timor, the evolving agenda on Children and Armed Conflict, the Protection of Civilians and PSVI/CRSV initiative.

1. SELECTED REPORTS AND PUBLICATIONS

- 2016: Putting People at the Centre of Humanitarian Action: Empowering Women and Girls – in the UN at 70, and the UK – Lessons from Experience and Policy Recommendations
- 2015: Policy Institute, King's College London – Planning from the Future - ongoing research project with Tuft's University and Overseas Development Institute, to feed into the World Humanitarian Summit
- 2014: Policy Review and Brief on Women, Peace and Security for UK Ministry of Defence to feed into the UK National Action Plan on SCR 1325; Evaluation of UK Conflict Pool for Somalia 2011-2014 and Recommendations for the new UK Conflict Security and Stability Fund (CSSF); UNICEF: Review and Evaluation of links between humanitarian and development programming, Inception Phase (ongoing).
- 2013: Somaliland Security Sector Assessment (HMG internal paper to feed into the UN Mission in Somalia); South Sudan: Humanitarian Strategy for UK HMG; DRC: Review of Security Sector Support.2012: Community resilience in Haiti – DSTL
- 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".

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