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INTERNATIONAL DEVELOPMENT EXECUTIVE AND SOCIAL SECTOR INTEGRATOR SYSTEMS AND POLICY ANALYSIS | STRATEGIC SYSTEMS | STRATEGIC MANAGEMENT | ADVOCACY

Team-focused, solution-oriented executive characterized by excellence in leadership and communication handles highly international country-level engagements and comes with over 20 years of progressively responsible experience involving development planning, policy analysis, policy research, and management of technical advice and practical guidance for regional and country offices. Seeks to continue leading with compassion, motivation, and excellence. Leadership is evidenced by the cultivation of global-level partnerships, strategic alliances, and the mobilization of multi-million dollar resources for both regional offices and specific programs. Broad history of success in areas of planning, policy, management, guidance, representation, and advocacy that advanced the rights of women and children, as well as other groups in need.

~Extensive international experience in over ten countries~

~Experience in cross-sectoral integration for results-based programme development and achievement~

~International development with a focus on implementation of strategy, policy and various programs~

~Proficient skills in communication, working with people, drive for results, deciding and initiating action, leading and supervising, relating and networking, persuading and influencing, analyzing, and formulating strategies and concepts~

~Avid amateur photographer~

~Fluency in English and French; strong working knowledge of Spanish~

PROFESSIONAL EXPERIENCE

SUSTAIN.LY SOCIAL SECTOR DEVELOPMENT SOLUTIONS

International and Independent Development Consultant – Diego Martin, Trinidad (1 June 2015 to present)

Supporting Governments And Civil Society in the development Of sustainable solutions to development challenges. Areas of focus include:

- Project and Programme Management
- Knowledge Generation and Policy Development
- Strategic and adaptive planning and analysis
- Results-Based management

The main areas of focus include Gender Equality, Youth and Community Development and Cultural projects. Support is provided by influencing girls and boys and civil society engagement in development; incubating entrepreneurs and self-starters; innovating social sector solutions to social challenges.

UNESCO

Director and Representative – Kingston Cluster Office for the Caribbean — Kingston, Jamaica (5 January 2014 to 4 January 2015 – one year secondment from UNICEF)

Managing the multidisciplinary programme of the office and providing intellectual, strategic and operational leadership in planning and implementing human rights-based activities responding to priority needs of the 18 Members States covered by the Cluster office of UNESCO'S fields of competence.

Key Responsibilities and Accountabilities

Formulation of pro-active, responsive, and future-oriented policies and programmes so as to articulate and advance UNESCO's vision and mandate.

- Effective and efficient management of Office operations and resources in line with UNESCO policy
- Serve as UNESCO Representative in 18 Caribbean countries
- Expand and manage the multidisciplinary programme of the office and provide intellectual strategic and operational leadership
- Provide expert advice in all meetings and activities of the UN Country Team and ensure joint activities and projects pertaining to UNESCO's fields of competence are implemented under UNESCO Kingston Office leadership

UNICEF

Senior Advisor – Programme Division – New York, New York, USA (transition post)

Providing advice to senior management regarding the deepening and expansion of the lifecycle approach to child and adolescent development as an integral part of UNICEF Programmes of Cooperation globally

Key Responsibilities and Accountabilities

- Development of a concept document on the lifecycle approach to lead country offices globally
- Development of a roadmap for building programme coherence and integration
- Development of a conceptual framework

UNICEF

Representative – Belize, City Belize (September 2010 to July 2013)

Representation and Advocacy Development | Knowledge, Program and Emergency Management

Provided program, strategy, and project development, monitoring and evaluation, management, representation, and advocacy to promote and improve realization of children's rights in Belize according to UNICEF global mandate and equity focus, country program priorities, and CRC observations and reporting process.

Key Responsibilities and Accountabilities:

- Strengthened main rights bodies in Belize, including NCFC and TOLCA.
- Oversaw quality control of UNICEF milestone processes and documentation.
- Representation and advocacy undertaken to promote and improve the realization of children's rights in Belize according to UNICEF global mandate and equity focus.
- Managed the Office resources and lead CMT in ensuring full application of UNICEF procedures, rules and regulations.
- Coordinated completion of competitive processes for all contractual arrangements and HR management.
- Contributed to and participated in regional and global thinking through the RMT and other relevant groups, committees and processes.
- Contributed to the work of the UNCT with respect to thematic and operational areas.
- Led knowledge generation and management on child related issues.
- Led emergency preparedness and response strategies.
- Gave proper attention to child-centered interventions in all national responses.
- Effective management and development of staff under supervision.
- Verified proper team member training.

Key Achievements:

- Framed UNICEF's support in Belize in context of equity agenda and implemented several national processes resulting in accelerated efforts in disabilities, WASH, and nutrition, adolescent development, budget analysis, data generation and management.
- Successfully improved public image while achieving concrete results for children; effectively empowered most vulnerable young people as change agents.
- Established network of child's rights partnerships to enhance visibility of children's agenda.
- Led complete country office implementation of VISION and SAP HR change management systems.
- Fully implemented HACT (Harmonized Approach to Cash Transfer) in Belize.
- Effectively updated and maintained high state of readiness for disaster response.
- Prepared change management report to TACRO to increase efficiency and effectiveness of UNICEF presence while identifying options for multi-country programming and supporting regional development
- Directed knowledge generation and management on child-related issues to link country context to regional and global networks.
- Established country-led monitoring and evaluation systems with a focus on results for children
- Consistently maintained healthy, respectful work environment conducive to staff wellbeing.

UNICEF Regional Office for Latin America and the Caribbean

Senior Advisor for Adolescent Development and Gender Equality – Panama (March 2004 to August 2010)

Program Development, Implementation, and Management | Quality Assessment

Developed and implemented effective program management and quality assessment skills with a primary focus on HIV/AIDS, violence prevention, and positive adolescent development.

Key Responsibilities and Accountabilities:

- Led development of series of core indicators for adolescent development for use by UNICEF country programs.
- Guided development of foundational priorities into country program processes, including CCA, UNDAF, CPD, and CPAP, in 24 countries of Latin America and the Caribbean (LAC).
- Assisted in maintaining UNICEF's standard operating procedures in employment as member of Contract Review Committee and Technical Review Team (TRT).
- Coordinated and supervised work of regional staff, consultants, and subcontractors.

Key Achievements:

- Promoted and developed approach to integration of adolescent development, education, and protection, resulting in increased coherence in addressing the rights of adolescent boys and girls.
 - Accomplished sustainable adolescent development, protection, and education programs.
 - Achieved more holistic programming for adolescent boys and girls toward creation of strong HIV and violence prevention programs.
 - Conducted policy analysis and research including authoring of Policy Update to guide UNICEF's new program direction in LAC.
 - Helped develop social policy document and several publications globally and in LAC.
 - Conceptualized and developed in partnership a new indicator system for the monitoring and evaluation of adolescent well-being programs and policies
 - Introduced a new partnership idea to UNICEF and managed the partnership with private sector companies, Xtatik Ltd and Machel Montano and Island People for the benefit of children and adolescents in the Region which helped to reach the most vulnerable young people in communities within 7 countries in the Caribbean increasing social investment in adolescents (Project Xchange)
 - As Manager and Coordinator of the first intra-regional cultural exchange of adolescents between Brazil and the Caribbean stimulated new thinking and partnership between young people for their own development which stimulated innovative thinking among Caribbean youth and inspired networking and caring in Brazilian youth
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UNICEF Headquarters

Senior Advisor for Adolescent Development and Gender Equality – New York (Nov. 2001 to March 2004)

Program Management, Development, Implementation | Quality Assessment

Developed and implemented effective global program and quality assessment skills with a primary focus on positive adolescent development and the empowerment of adolescent girls.

Key Responsibilities and Accountabilities:

- Established a new unit within the Programme Division to address the rights of adolescents
- Conceptualized and led development of an approach for the integration of adolescent development into the core areas of programming in UNICEF's global agenda
- Put to use creativity, vision, judgment and experience in promoting the rights of women and girls especially those in the most vulnerable situations providing support to country offices globally to strengthen UNICEF's national goals in child development
- Overcame several obstacles to mobilize US\$3m over two years for seven regional offices resulting in better integration of adolescent development into the main focus areas of UNICEF at the same time strengthened the adolescent unit at Headquarters by the establishment of 2 professional posts
- Through the effective management of an inter-agency project on adolescent health and development created a new area of programming for UNICEF and increased funding for adolescent girls' development to a total of US\$1million
- Identified and coordinated the development of four well received practices from the field in video format entitled, "Xpress your self" (3 practices) and "Aprendiz: Neighbourhood School" which has increased innovative programming for adolescents.
- Developed an inter-agency learning CD-ROM on gender mainstreaming which resulted in a better understanding of the steps towards women's empowerment and gender mainstreaming in UNICEF and in other UN agencies
- Coordinated and supervised work of regional staff, consultants, and subcontractors.

Key Achievements:

- Successfully expanded UNICEF's global programme of work to include the rights of adolescents
- Accomplished sustainable adolescent development, protection, and education programs.
- Achieved more holistic programming for adolescent boys and girls toward creation of strong HIV and violence prevention programs.
- Insured data collection efforts within global database include adolescents by the integration of a new set of indicators on adolescent boys and girls
- Led team of five professionals at the global level in shaping policy and operations of Adolescent Development Unit, establishing new chapter in UNICEF's programming for children.
- Overcame obstacles to mobilize more than \$3 million USD over two years for seven regional offices, leading to improved integration of adolescent development into main focus of UNICEF.
- Established new areas of programming for UNICEF and increased funding for adolescent girls' development to total of \$1 million USD.

ADDITIONAL NOTABLE PROFESSIONAL EXPERIENCE

Consultancies:

UNODC, Bangkok, Thailand, Consultant (1999 to 2000), Development of a lay guide on drug control – participation in Regional Meeting in Cambodia

UNDP, Georgetown, Guyana, Development of Common Country Assessment and United Nations Development Assistance Framework

UNDP Consultant Trinidad and Tobago (1999) for UNAIDS/CARICOM Secretariat, Guyana – Presenter and Coordinator at the First Regional Summit on HIV/AIDS Prevention; presented a paper on Young People and HIV/AIDS

UNDP, Port of Spain, Trinidad, Consultant (1998 TO 1999), Development of the Common Country Assessment and United Nations Development Assistance Frameworks for Trinidad and Tobago and Suriname

UNICEF Caribbean Area Office, Barbados,(1995 to 1998), Conceptualization, Development and Sign Off by the CARICOM Ministers of Education and Health on the “Regional Strategy for the Implementation of Health and Family Life Education in Caribbean Schools

World Health Organization

Technical Officer in Resource Mobilization, Programme Planning and Research and Transfer of Technology – Geneva, Switzerland (1988 to December 1995)

Program Planning, Resource Mobilization, Research and Transfer of Technology

Support to the global programme planning, research and transfer of technology as well as resource mobilization with the private sector (pharmaceutical industry negotiations)

Key Responsibilities and Accountabilities

- Provide general technical support in the area of prevention and treatment of HIV/AIDS in various sections of the Global Programme on AIDS (GPA) – Research and Transfer of Technology, Program Planning and Resource Mobilization (Office of the Deputy Director
 - Liaise and maintain regular good working relations with concerned technical units/departments of WHO and other partners with a view to facilitate the formulation and adoption of HIV/AIDS relevant policies, strategies and decisions.
 - Develop workplans and support the preparation of events with external partners including the pharmaceutical industry for the transfer of effective technologies to developing countries useful in the area of HIV/AIDS
 - Work with stakeholders to formulate/define relevant programs and activities for approval within biennial budget
 - Advocate for the rights of developing countries to access low-cost technologies in the prevention of HIV/AIDS
 - Support the inclusion of a list of HIV/AIDS drugs in the WHO Essential Drug List for use by developing countries
- Follow-up, monitor, evaluate and report on the progress of work in the area of HIV/AIDS
- Identify and liaise with centres of excellence, under the guidance of the Chief of Research, to assist in the development of products in the prevention of HIV/AIDS
 - Promote the development of research in relevant areas and help build national capacities in the area of HIV/AIDS.
- Support information brokering/exchange function of the GPA a through contribution to the health information repository and by collation analysis and sharing of relevant health information and statistics with the field and through scientific meetings.
- In the area of resource mobilization support the conceptualization of proposal to mobilize new resources from the private sector in support of HIV/prevention
 - Participate in network meetings of foundations and other philanthropic groups in an effort to mobilize new resources for HIV/AIDS
 - Undertake any other tasks/duties as may be assigned from time to time.

PROFESSIONAL DEVELOPMENT AND TRAINING

Equity-focused and Gender-Responsive Evaluation, Executive Leadership (Cornell), Managing UNICEF Business Practices, UNICEF Social Protection Training Course, Women's Leadership Course, Managing Upwards, Excelling as a Supervisor, Advanced Security in the Field, Basic Security in the Field: Staff Safety, Health, and Welfare, Competency-based Interviewing Assessment License, Avoidance of Sexual Harassment in the Workplace, Emotional Intelligence, Stress Management, Interagency Workshop on AIDS in the Workplace, Intensive Executive Program on Spanish Language and Latin American Culture, Disaster Relief Operations, 7 Habits of Highly Effective People, Managing Project Communications, Performance Planning and Objective Setting, Supervisory Skills Program, Thinking Strategically, Critical Thinking Skills for Managing, The Art of Global Communication, Negotiation Essentials, and the Senior Leadership Development Program of Cambridge Executive Education at the University of Cambridge Judge Business School

EDUCATION

M.Sc. in Law and Science: Intellectual Property Transfer of Technology – University of London, UK (1987)

B.A. (Honors) in Psychology and Geography – McMaster University, Hamilton, Ontario, Canada (1978)

KEY PUBLICATIONS

- Management of Intangible Knowledge in UNICEF, 2012
- Form of Engagement in Middle Income Countries: a think piece, 2011
- Conducted a literature and policy review entitled, "Literature Review of the Situation of Adolescent Boys and Girls in LAC", "Legal Protection of Adolescent Rights in Eight Countries of Latin America and the Caribbean: Trends and Recommendations"; covering the situation, laws and policies affecting adolescents in 8 countries in LAC the Regional Office resulting in an excellent overview of status of protection and legislative reform
- Authored the Policy Update 2006-2009 on adolescent development for Latin America and the Caribbean entitled, "Adolescent Development in Latin America and the Caribbean: Reversing the poverty of opportunities" which will guide UNICEF's new programme direction in LAC
- Coordinated and contributed to the development of the social policy document, "Investing in Adolescent Boys and Girls in Latin America and the Caribbean", which will provide concrete arguments for CO to promote social investment
- Researched and authored 3 of the first generation CCAs and UNDAFs in the Caribbean: Guyana, Suriname and Trinidad and Tobago thereby facilitating partnership and focused policy development for the benefit of children
- Contributed to several publications globally and in LAC including the State of the World's Children 2002 on Child and Adolescent Participation, "Adolescence: A Time that Matters"; a toolkit of four guides on Participation, the inter-agency document on the age group 10-14 years entitled: "Seen, but not heard", the UN Secretary-General's Study on Violence in Latin America and in the Caribbean which resulted in increasing the organizations policy development for adolescents
- Teenage Motherhood in Latin America and the Caribbean: Trends, problems and challenges in Challenges newsletter, no. 4. January 2007
- Introduced and facilitated the training of UNICEF staff on the PAHO publication: "Youth: Choices and Change", as a key policy reference for all UNICEF offices in the areas of adolescent development which will result in more effective policy development and programming for adolescents
- Coordinated and contributed to the publications, "Causality Analysis Framework for UNICEF's programming in three selected areas", and "Setting up a Gender-Sensitive Monitoring and Evaluation System: A Step by Step Process", which will facilitate policy development on gender equality and gender mainstreaming
- Wrote the concept for the project entitled, Xchange: the movement for positive lifestyle in the Caribbean", and negotiated its acceptance among Representatives in the Caribbean resulting in creation of a new movement of young social entrepreneurs (see Directory of Changemakers – www.changemakers.net)
- Developed the strategy and negotiated endorsement for the CARICOM Health and Family Life Education (HFLE) project by 14 CARICOM states and several UN agencies resulting in a more streamlined approach to lifeskills programming and a more focused discussion on the rights of children and adolescents – HFLE is now in every Caribbean school in the English-Caribbean