

Mobile phone: +34 696398298
Email: j_delaconcha@yahoo.es

Skype: j_delaconcha
Nationality: Spanish

1. **Family name:** DE LA CONCHA
2. **First names:** Joaquín
3. **Date of birth:** 13/10/1977
4. **Nationality:** Spanish
5. **Education:**

Institution (Date from - Date to)	Explanation, Degree(s) and Diploma(s) obtained
EDx platform (July 2021)	Power BI for business: using Power BI as a management, assessment and data visualisation tool.
Restorative Justice for All (2019)	Preventing violent youth radicalisation e-course
UN Women (2018)	Online course "How to manage gender responsive evaluations"
Machine Learning Mastery – online available courses (2017-ongoing)	"Machine learning algorithms & machine learning mastery course with R". Main subjects: predictive algorithms and their implementation in R programme including linear & logistic regression; naive Bayes, k-nearest neighbours; and random forest)
Fundación Gestión y Participación social - Spain (2007)	"Planning and formulation of development cooperation projects" Institution: Fundación Gestión y Participación social. Main subjects: design and formulation of projects; logic framework.
Katholieke Universiteit Leuven. Leuven, Belgium. (2003-2004)	Master of Arts in European Studies, specialized in international human rights, legal constitutional architecture of the EU and international environmental law. Magna cum laude.
Complutense University, Madrid, Spain. Faculty of Law (1995-2001)	B.A. in Law
Complutense University, Madrid, Spain. Department of constitutional law (95-96)	Politic and legal institutions in Spain Main subjects: constitutional law, administrative law and legal history

6. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Spanish	1	1	1
English	1	1	1
French	1	1	2
Catalan	1	1	2
Portuguese*	1	5	5

* Portuguese has been used as a desk research language in top researches conducting phone interviews and assessing legislative data

8. Membership of professional bodies: member of the gender and evaluation group [Gendereval](#); peer reviewer of the [International Journal for Restorative Justice](#) (research on the restorative justice field) and the [Youth Voice Journal](#) (Youth topics and human rights):

Other skills: user of advance ICT4DEV tools (R programme data analysis, QGIS data mapping, Kobotoolbox on-off line surveys, Flourish network mapping and general data visualisation, Kumu data visualisation, some Power Bi data dashboards) Digital security tools (TOR, OpenPGP mail encryption, Kleopatra files encryption)

10. Present position: Director To the core of things s.l.u (<https://tothecoreofthings.consulting/>)

11. Years of professional experience: 20

12. Key qualifications:

Expertise	Number of Years	Expertise	Number of Years
Experience in international cooperation and/or development	20	Experience in results-based approaches, monitoring, and/or evaluation	20
Experience as project manager	15	Experience in gender mainstreaming	15

13. Key skills: consultancy, human rights, gender, results oriented MEL, management of multimillion projects, coordination of large and small teams (up to 90 people).

14. Specific field work experience

Regions	Countries
Latin America and the Caribbean	- Central America (México, El Salvador, Honduras, Nicaragua, Costa Rica) South America (Colombia, Perú, Argentina, Chile, Brazil) Caribbean (Cuba, Rep. Dominicana)
Africa	- Ethiopia, Eritrea, South Sudan, Sudan, Somalia, Uganda, Nigeria, Gambia, Rwanda, Tanzania, DRC, Kenya, Burundi, Zambia, Cameroon, Mali, CAR, Gambia, South Africa, etc.
Asia and EU- Asia	- Tibet, Nepal, India, Myanmar, Bangladesh, Mongolia, Vietnam, Philippines, Kazakhstan, Uzbekistan, Turkmenistan, Azerbaijan, Georgia, Armenia, Afghanistan
Middle East & N. Africa Europe	- Palestine, Syria, Bahrain, Saudi Arabia, Iran, Yemen, Tunisia, Morocco - Almost all EU 28 countries + the Balkans (all), Moldova, Russia and Ukraine

15. Professional experience (selected assignments related to the post):

Date	Location	Donor / Organisation(s)/ evaluand's budget	Position	Description
09/25- Expected 2027	Worldwide *case studies Somalia, South Sudan, Iran, Lebanon, Colombia and Honduras	Norway Refugee Council Product 1: conceptualisation	Lead consultant	<u>STRATEGIC CONSULTANCY – INTEGRATED WORKSTREAMS HUMANITARIAN CLUSTERS / Evidence mapping links between Shelter & Settlement and Education in Emergencies (team: 4 people)</u> First phase of a four-phase consultancy for developing a monitoring and evaluation system for the NRC to collect evidence of the links and impacts of shelter and settlement cluster in the education of children and young people for different vulnerable populations including refugees, internally displaced people, returnees, migrants and host communities in settlements around the World. The first phase conceptualises and gathers theoretical and practical knowledge and the following phases pilot and implement an M&E system worldwide.
04/25- Expected late 2026	DAC countries (case studies proposed: Colombia, Chile, India, Kenya)	A.S Hornby Trust (Oxford Advanced Learners Dictionary Trust) Product 1: Evaluability assessment	Lead evaluator	<u>EDUCATION, STRATEGIC ORGANISATION'S EVALUATION / Impact evaluation of all the educational activities of the Trust for the last 10 years. (Team: 4 people)</u> Two-phased evaluation with a thorough evaluability assessment and pilot testing in phase I and the full impact study in phase II. The evaluation uses qualitative approaches with a focus on outcome harvesting coupled with quantitative data approaches structuring data and developing data bases and dashboards.
07/25 – 2028	Worldwide	OCHA – SWEQ / Particip GmbH	Lead of TTCOT	<u>STRATEGIC EVALUATIONS – HUMANITARIAN & SDG / inter-agency framework contract for the Provision of Evaluation Services for OCHA and SWEQ with a global scope</u> To the core of things is a complementary partner of the consortium led by Particip GmbH to conduct Inter Agency Humanitarian Evaluations, OCHA corporate evaluations and System-wide evaluations of the United Nations Development System. Framework contracts were signed in July 2025 and first evaluations are expected in 2026.
03-04/2025 03-04/2022 03-04/2021	European Union	European Education and Culture Executive Agency (EACEA)	Expert evaluator	<u>EDUCATION AND CULTURE / Evaluation of proposals.</u> Expert for the evaluation of proposals (expert and rapporteur) of two calls for the CERV programme focused on advocacy and promotion of EU rights and values. Expert on the sub-topics of promotion of equality, prevent and combat discrimination; CSOs and citizens engagement and participation; and EU values.
01/25-On hold	USA, Canada, LAC (case studies Mexico and Argentina)	USAID/ Partners of the Americas/ (USD confidential)	Lead	<u>EDUCATION/YOUTH PARTNERSHIPS AND STUDENTS' MOBILITY / Intermediate evaluation of the 100K Strong in the Americas innovation fund (team 4 people)</u> The fund operates in the Western Hemisphere in 30 countries with a focus on pinpointing youth and student mobility objectives of the US Bureau for education. The evaluation focuses on partnership models, stakeholder maps and systemic impacts through outcome harvesting techniques.
09/2024 – 11/2024	Armenia, Georgia, Moldova, and Ukraine.	EU INTPA / GEANT (10 mill EUR)	Lead senior ROM expert	<u>REGIONAL STRATEGIC COMPUTATIONAL, RESEARCH AND NETWORKS IN THE RESEARCH AND HIGHER EDUCATION NETWORKS / Results Oriented monitoring of the EaP Connect II project operated in EaP countries through a consortium of EU wide partners (GEANT).</u> The main objective of the project is to build up National networks services and products to strengthen the digital capacity and the networks. It delved on strategic areas and nodes of the digital advances of the countries including supercomputing infrastructures and computational networks and nodes across the neighbouring countries to the EU. Joaquin operates as senior ROM expert for the ENI and Africa regions through the consultancy company Particip GmbH.
03/24 08/2024	Peru, Mexico, India, UK	British Council/DFID/ (GBP confidential) Product: report	Team Lead	<u>HIGHER EDUCATION AND STUDENT MOBILITY – Assessment Of Mutual Recognition Treaties Effectiveness / DAC evaluation of the journey to mutual recognition treaties between the UK and three case study countries (team: 5 people)</u> DAC based evaluation including the development of theory driven approaches (sensitive intervention points SIPs) and implemented through a case study approach in three countries.
12/23 – 02/24	Slovakia, Romania, Moldova, Ukraine	Japan emergency fund / UNESCO (1,5 mill USD) Product: report	Lead	<u>REFUGEE CORRIDORS AND DISINFORMATION / Internal evaluation of the project Refugee response through media.</u> DAC based evaluation of the project with a focus on the internal monitoring and result based management systems. The consultancy included outcome harvesting techniques and quantitative data collection targeting

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				local media outlets and Ukrainian refugees. It included a thorough review of regional contextual strategies and policies and UN and EU levels and the interaction and coordination through decision-making hubs
09/23 – 01/24	France (Worldwide scope)	UNESCO Internal Oversight Service Product: benchmark exercise	Lead	<u>STRATEGIC CONSULTANCY: INTERNATIONAL INSTRUMENTS MONITORING AND REPORTING (EDUCATION, FREEDOM OF EXPRESSION, HUMAN RIGHTS, CULTURE) / Benchmark research on monitoring mechanisms from International normative instruments.</u> - The research involved assessment and identification of lessons, successes and good practices from ten monitoring mechanisms from top Worldwide standard setting organisations and conventions (specific assessment of UNESCO's freedom of expression, Universal Periodic Review and the Treaty Bodies mechanisms as benchmarks)
01/2023 – 04/2023	ARMENIA	EU INTPA / UNDP, UNFPA, UNICEF, OSCE / (11 mill EUR)	Lead senior ROM expert	<u>JUDICIARY AND LAW ENFORCEMENT, INSTITUTIONAL CAPACITY BUILDING / Joint results-oriented monitoring of the project accountable Institutions and Human Rights Protection in Armenia.</u> Joint programme UNDP, UNFPA, UNICEF, OSCE. Programme includes three components on capacity building of national human rights institutions, capacity building of police forces and enforcement of a constitutional reform following UPR recommendations on law enforcement, access to justice and combat discrimination. Joaquin operates as senior ROM expert for the ENI and Africa regions through the consultancy company Particip Gbmh
09/2022 – 02/23	Switzerland (Worldwide scope)	OHCHR-DEXREL (External relations section) Product : report	Co-lead	<u>STRATEGIC CONSULTANCY – REPORTING FOR MONITORING AND FUNDRAISING / High level assessment of the reporting function and resource mobilization strategy of the organization.</u> (Team: 2 people) Lead of the methodological design of the exercise that touched upon the overall programmatic architecture of the organization and global field presences worldwide as well as the full pool of donors. * Not leading the full exercise provided OHCHR regulations on number of days contracted a year
04/2022 – 09/2022	Worldwide (in depth assessment LAC – Nicaragua, Paraguay, El Salvador, Costa Rica, Chile; AFRICA – Nigeria, Gambia, Burundi; SEA – Timor-Leste and Laos)	SIDA-NORAD-Belgium / OHCHR (USD 6 mill)	Team member	<u>EARLY WARNING, HUMAN RIGHTS VIOLATIONS, JUDICIARY AND REGIONAL COOPERATION MECHANISMS / Evaluation of the Emergency response teams OHCHR 2017-2022</u> - Evaluation of the Emergency Response Team in their duty of anticipation, prevention and response to Human Right violations worldwide with a focus on its effectiveness for implementing the HRUF Human Rights Up Front action plan from the United Nations after humanitarian crisis advocating for human rights-based approach throughout the programme cycles of UNCT. Resident and Humanitarian Coordinator Offices.
09/2021 – 12/2021	South and Central Africa (case studies in South Africa, Zambia, Zimbabwe and Mauritius)	EU INTPA / ILO, IOM, UNHCR, UNODCS (EUR 25 million)	Lead senior ROM expert	<u>MIGRATION CORRIDORS & EMPLOYMENT / SOUTHERN AFRICA MIGRATION MANAGEMENT</u> Joint UN programme Results Oriented Monitoring mission: Programme addressing legal and illegal migration corridors from employment, human rights and security angles in partnership with regional authorities and networks: the regional organisations Common Market for Eastern and Southern Africa (COMESA), the Southern African Development Community (SADC) and the Indian Ocean Commission (IOC).The mid-term assessment focused on MEL features and the internal management coordination of the partnership and its internal and external communication strategy including actions targeted at the general public, capacity building of key media outlets and high-level negotiation tables. Products sought include strategic recommendations for the second half of the project life cycle. Joaquin operates as senior ROM expert for the ENI and Africa regions through the consultancy company Particip Gbmh.
08/2020 – 01/21	Multirregional (7 countries: LAC – Colombia-Venezuela / AFRICA – Mali, Sudan, CAR, / MENA - Lebanon, Afghanistan / SEA – the Philippines)	USAID / Internews (4m USD)	MEARL global director	<u>MEDIA-DISINFORMATION-FREEDOM OF EXPRESSION / Monitoring, research and evaluation director of Rooted in trust COVID-19 programme</u> (Team: 14 people) - Global monitoring, evaluation, research and learning director for a 9-country programme with the main objective of securing the right to access accurate information to most vulnerable target population. It includes leading the research of 7 information ecosystem assessments.

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12/2019 – 08/2020	Worldwide (case studies: Kyrgyzstan, Kenya, Tunisia, Nigeria, Serbia)	Multi-donor / UNESCO (EUR 3m 2014-2019) Product: report	Team lead	<u>HUMAN RIGHTS – MEDIA INFORMATION LITERACY - FREEDOM OF EXPRESSION</u> / Thematic evaluation focused on MIL (Team: 7 people) - Thematic evaluation focused on the theory of change, change drivers and change dynamics of the MIL thematic area worldwide. Outputs include a database of MIL interventions; Rapid Knowledge management assessment; set up of a lessons learned and MSC tag based information management system and the outline of a future machine learning based tool for Member States to set up their MIL strategies and interventions.
09/2019 – 12/2019	Ethiopia (Amhara, OrOmoia, Afar, Tigray, Somali)	NORAD / The Development Fund (EUR 8 million 2017-2020)	Team lead	<u>RURAL DEVELOPMENT & ADVOCACY – RIGHT TO FOOD, RIGHT TO CLEAN ENVIRONMENT/</u> Mid-term evaluation of a multimillion multiannual program in Ethiopia. (Team 5 people) - Mid-term evaluation focused on reconstructing the ToC and assessing the working models, MEL systems and overall functioning of the program including 4 case studies and 2 thematic expert assessments.
10/2018 – 08/2019	Uganda	Northern donors + Ireland / OHCHR (EUR 6m 2016-2018)	Team member	<u>HUMAN RIGHTS – INTERNATIONAL MECHANISMS & NATIONAL STRATEGY</u> / Country evaluation for the UN high commissioner for human rights: (Team 2 people) UNEG based evaluation of the operations of the office in the country in the period 2016-2018. It included a special review of the capacity building role to the National Human Rights Centre and the implementation of all strategic axis (international mechanisms, strengthening the rule of law, media freedom, non-discrimination, etc.)
01/2019 – 05/2019	Multirregional (SEA - Bangladesh, Myanmar, Mongolia, Nepal / MENA - Tunisia, Palestine / AFRICA Kenya, Burundi, South Sudan, Nigeria, Gambia)	Multi-donor / UNESCO (EUR 4 million 2019-2021)	Team leader	<u>FREEDOM OF EXPRESSION AND MEDIA INFORMATION LITERACY & GENDER CROSSCUTTING</u> / Ex ante evaluation focused on gender and result based management - Ex ante evaluation focused on the design, result based management, gender and indicators set up of a special account project advocating freedom of expression, community media, media pluralism and literacy worldwide.
10/2018 – 01/2019	Cameroon	EU Delegation / EU DG INTPA EUR 219 Mill	Expert	<u>MULTI-SECTORAL</u> / Results Reporting mission OPSYS: Results reporting mission of key strategic multisectoral programmes and projects funded by the EU delegation in Cameroon. Training of key EUD personnel on EURL indicators and OPSYS. Number of programmes reviewed and encoded 18 for a total budget of 219 mill EUR. Joaquin operated as Results reporting expert through the consultancy company Particip Gbmh.
06/2018- 10/2018	Zambia	EU 10th EDF / Free Press Unlimited (EUR 800K 2016-2018)	Team leader	<u>FREE MEDIA & CITIZEN JOURNALISM & FREEDOM OF EXPRESSION</u> / Final evaluation of Speak Up Zambia Free Press Unlimited project: (Team 2 people) - Final evaluation focused on empowering specially discriminated groups of women and on strengthening the media in its watchdog role towards authorities. It included thorough field work and CSOs case studies
11/2017 – 06/2018 (expected)	Great lakes region (Uganda, Rwanda, Burundi, Tanzania, DRC, Kenya)	Swedish International Development Agency (SIDA) / UNESCO (EUR 4m 2015-2018)	Team leader	<u>COMMUNITY MEDIA, FREEDOM OF EXPRESSION & GENDER CROSSCUTTING</u> / Final programme evaluation assessment of the UNESCO project strengthening local radios with ICT's (Team: 6 people) - Final evaluation of the Empowering local radios with ICT's project of UNESCO. The proposal is based on a strong participatory approach and utilization focused methodology. It includes a team of 6 people with experts from Uganda and Kenya and a panel of experts.
03/2017 – 05/2017	Syria	EU Commission DG DEVCO EIDHR / Internews (EUR 6m 2011-2016)	Team leader	<u>HUMAN RIGHTS – HUMAN RIGHTS DEFENDERS AND MEDIA AGENTS</u> / Final programme reflection exercise for the Syria Internews strategy to protect HRDs and enhance Freedom of Expression. - Pause & Reflect exercise focused on adaptive management and conflict sensitivity approaches implemented by the project. The facilitation included field work with Syrian HRDs in all provinces through online interviews, focus groups and online surveys. Final outputs are to feed in organic learning of the country team and the institution.
10/2016 – 2/2017	Worldwide (in depth research LAC – Guatemala, Perú, Costa Rica / East EU - Ukraine, Russia / AFRICA -	EU Commission DG DEVCO EIDHR / Frontline Defenders –	Team leader	<u>HUMAN RIGHTS – HUMAN RIGHTS DEFENDERS</u> / In itinere evaluation assessment of a worldwide project set up for protecting human right defenders in conflict states. (Team: 4 people)

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	Uganda, Nigeria, Gambia / SEA - Bahrain, Philippines)	Tactical Tech Collective (EUR 800k 2015)		- Final evaluation focused on accountability and lessons learnt from a project implemented in 60 closed countries worldwide focused on the protection of HRDs. Main tools used include KII, HRDs online survey and MSC stories
07/2016 – 10/2016	Multiregional (EU ASIA _- Azerbaijan, Uzbekistan, Ukraine, Turkmenistan, / MENA - Sudan, Yemen, Syria, Iran / SEAVietnam)	Swedish International Development Agency (SIDA) / Internews (EUR 4m 2014- 2017)	Team leader	HUMAN RIGHTS - HUMAN RIGHTS DEFENDERS & MEDIA / Mid-term and final evaluation assessment of a human rights promotion Project focused on digital security in conflict States including gender mainstreaming - Assessment of cost-effectiveness, effectiveness, relevance and identification of good practices, lessons learnt and innovative practices through case studies and Most significant change and outcome mapping techniques. .
02/2016 – 05/2016	Multiregional (LAC / Cuba & EURASIA Turkmenistan, Uzbekistan, Kazakhstan, Ukraine / MENA Iran, Saudi Arabia, Syria, Bahrain SEA Vietnam, China / AFRICA Ethiopia, Eritrea)	EU Commission DG DEVCO EIDHR / Internews (EUR 700k)	Team leader	HUMAN RIGHTS - HUMAN RIGHT DEFENDERS / Final evaluation of a human rights assessment promotion project focused on digital security of human right defenders in conflict states (EU funds: DG DEVCO EIDHR 2013/321-426) (Team: 4 people) - Assessment of effectiveness, relevance, impact, utility and gender added value (use of most significant stories technique, online survey, video trainings, etc.).
10/2013- 04/2014	LATIN AMERICA (EI Salvador, Peru, Honduras, Nicaragua, Costa Rica, Cuba, Republica Dominicana, Chile, Colombia)	Valencia regional authorities / Jovesolides (EUR 1 mill)	Team leader	YOUTH MIGRATION, GENDER & CSO / Final evaluation assessment of a youth migrants project Agora intercultural (strengthening Youth and migrant CSOs) (Team: 4 evaluation team members located in Peru, Ecuador, Colombia and Spain) Home based with field missions
02/2013 – 06/2013	Mexico	Private consortium / Village Ways	Consultant	GRASS ROOT – COMMUNITY TOURISM / field trip to identify community based initiatives and potential partners: (Team: 2 people) Desk based research and field trip on 4 areas of Mexico (Baja, Oaxaca, Chiapas and Quintana Roo) identifying grass root movements and community tourism initiatives to spot potential partners.
01/2011 10/2012	Ethiopia	INGOS / Wukro social development Programme (EUR 500k annual)	Team leader	CHILDREN RIGHTS - ORPHANS AND VULNERABLE YOUTH / Mid-term evaluation assessment of the “Orphans and vulnerable youth” Project in the framework of the Wukro Social Development CSO Charity Programme in Ethiopia. (Team: 6 people)
07/2010	Azerbaijan	Azerbaijan Ministry of Youth & Energy / Gulnar Mammadova	Participant	ENVIRONMENT - ENERGY / Azerbaijan European year of energy and Youth - Participation the EU meetings and tour sponsored by the Ministries of Foreign Affairs, Ecology and Natural Resources and Youth and Sports of Azerbaijan in the framework of Green party umbrella organisation - Field visit across the country with focus groups on environmental, energy and security issues.
01/2009 04/2009	Ethiopia	UNAIDS Ethiopia (EUR 2m 2006-2008)	Team leader	HIV AIDS, GENDER & VULNERABLE GROUPS / Final evaluation assessment of the Small Scale Projects Fund for social protection of vulnerable people. women and children living with HIV/AIDS. (Team: 3 people)
2008	Portugal	DG ENVIRONMENT (EU Commission) / ECORYS	Team member	ENVIRONMENT / Spain and Portugal annual reports on the environmental situation in the Member States Documentary review, contact with relevant stakeholders, drafting of the report for Portugal and Spain and drafting of a country fiche describing the main highlights in the different environmental fields (biodiversity, ...)
05/2007- 01/2008	Morocco	Ministry of Foreign Affairs of Spain / ECORYS (EUR 20m 2001-2004)	Team Member	MULTISECTORIAL / Evaluation of the Spanish development cooperation policy with Morocco 2001-2004.
2005- 2008	EU wide (Italy, France, Portugal, Spain, etc.)	DG REGIO (INTERREG Initiative) / ECORYS	Team member	REGIONAL POLICIES / Evaluation of several projects and programmes of INTERREG plus Interact management: In itinere evaluations of INTERREG programmes and projects (INTERREG SUDOE, Interact Point Tool Box,

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				Avanza project, Atlantique programme) as a team member carrying out field work, workshops and drafting parts of the reports.
08/2007 01/2008	Poland, Romania, Ireland, Sweden	EU DG Education and Culture / ECORYS	Team member	CULTURE / Final evaluation of the Cultural Contact Points of the Culture 2000 programme and Final evaluation of CULTURE 2000 programme
03/2007 07/2007	Spain	Spanish national Women Affairs Institution/ ECORYS	Team Member	GENDER - Study on the impact of equal policies in the field of labour during the 2004-2007 period. - Impact assessment of EU gender equality policies in the field. - Analysis of the different equality measures on the field of labour and drafting of part of the final report.
01/2007 06/2007	Sweden	EU- DG Education and Culture / ECORYS	Team Member	CULTURE / Final evaluation of CULTURE 2000. Sweden case study. Impact and relevance assessment of two projects
01/2007 06/2007	Spain and Portugal	EU Commission – DG Employment / ECORYS	Team Member	ENERGY-SEA-EMPLOYMENT / 2 country studies commissioned by the EU Commission on the impact on employment in EU-25 of the opening of electricity and gas markets, and of key EU directives in the field of energy // and the analysis of Employment Trends in all Sectors Related to the sea or using sea resources.
11/2006- 03/2007	UK, EU	IARS think tank	EU section leader	HUMAN RIGHTS - VULNERABLE YOUTH / Research Linking services and legislation for Black, Asian, Minority and Ethnic juvenile homeless individuals. Tasks: responsible for the EU section (Team: 2 people)
01/2007 04/2007	Spain	Alcalá de Henares City Council /ECORYS	Team leader	GENDER / Evaluation of a gender based violence project. (Team 3 people)
05/2005- 04/2008	Spain	EU Commission (DG Employment - EQUAL initiative) / ECORYS (EUR 1m approx. project)	Team lead and member	GENDER & LABOUR MARKET/ 5 CONTRACTS / Evaluation of 3 projects on the inclusion of minority gender related groups in the labour market in Spain (Avanza, MARE and DELOA projects); identification and setting up of a net of good practices in the EQUAL initiative in the region of Madrid ; Update of the interim evaluation of the EQUAL initiative in Spain
2005	Spain	DG Environment / Ministry of Environment (Spain)	Team member	ENVIRONMENTAL LAW / “Guide on the compatibility of the Structural Funds and the European law and politics on environment”. Assistance for the development of the legislative cards (research, analysis and summaries of the relevant legislation) and drafting of several chapters of the guide (cohesion policy, agricultural policy, tourism, etc.)
05/2005	Balkans (S, FYROM, M, CR)	EU Committee of the Regions / ECORYS	Team member	GOVERNANCE, HUMAN RIGHTS / Study on the democratic consolidation in the Western Balkans
SAMPLE OF OTHER PROFESSIONAL EXPERIENCE AS PROJECT MANAGER OR PARTNER				
2019 - ongoing	AFRICA (ETH, CMR, RWA, UGA, TZA, GHA, BEN,CPV, SLE, LBR, NGA, ZAF, ZMB, ZWE, MUS) EU&EU-ASIA (UKR, ARM, GEO)	EU INTPA / EU Delegations / UN agencies (ILO, UNHCR, IOM, UNODCS) / African Union / IMF	Senior ROM expert	HUMANITARIAN, LABOUR, HUMAN RIGHTS, MIGRATION, REFUGEES, GENDER, RESEARCH, GOVERNMENT CAPACITY BUILDING – GENDER CROSSCUTTING / Results Oriented Monitoring. Leading Results oriented monitoring (ROM) exercises as senior expert commissioned by EU delegations for multi-country or national based projects focusing on adaptive management and monitoring set up, effectiveness and M&E systems and indicators. Example of relevant ROM: - (2022-23) HUMAN RIGHTS: Accountable Institutions and Human Rights Protection in Armenia. Joint programme UNDP, UNFPA, UNICEF, OSCE - (2022) MIGRATION: Southern Africa Migration Movement joint UN programme: ILO, IOM, UNHCR and UNODC on management of migrants and refugees in 10 countries in the region. - (2022) HUMANITARIAN: Promotion of basic services to host, IDPs and refugees in Gambella Ethiopia. A project lead by International Rescue Committee & platform of INGO and local CSOs.

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09/2013 – 2023 CoB	Spain	To the core of things s.l.u www.tothecoreofthings.com	Founder & coordinat or	COMMUNITY BASED TOURISM & BUSINESS DEVELOPMENT / Setting up a social enterprise focused on <u>social tourism</u> promoting the human, natural and cultural heritage of impoverished rural regions (gender focused activities are included). (Team: 20 people)
01/2013 – 06/2015	EUROPE (Belgium, Germany, Netherlands, Italy, Spain)	EU Leonardo initiative / DG Education EU Commission.	Partner	PÀRTICIPATORY DEMOCRACY & URBAN DEVELOPMENT / <u>Local squares</u> . Partner in an EU wide project representing a community based urban initiative of Madrid in several EU experience exchanges plus Madrid field visit preparation.
05/2008 – 01/2013	Ethiopia & Spain	Spanish Development Cooperation Agency / Manos Unidas NGO (EUR 5m 2008- 2012)	Project coordinat or	YOUTH AND WOMEN POVERTY REDUCTION (EDUCATION, GENDER, BUSINESS DEVELOPMENT, TOURISM) / <u>Project: Improvement of the livelihood conditions and labour integration in Northern Ethiopia</u> . Responsible for managing a 5 year development project led by a partnership association of two CSOs, focused on social protection, gender mainstreaming and inclusion for vulnerable groups. (Team: 90 people)
02/2006 – 03/2008	Spain	EU REFUGEE FUND / Ministry of Labour and Social Affairs (Spain) (EUR 1m annual from 2006- 2008)	Project Manager	REFUGEES / <u>Technical Assistance for the European Refugee Fund in Spain</u> . (Team: 3 people) Tasks: Fund strategic plans; elaboration of Tenders; elaboration of the selection criteria of the projects; assessment of proposals and development of an assessment grid; elaboration of the reports for the EU Commission; capacity building and support to funded CSOs (M&E); development of monitoring guidelines.
09/2002 – 06/2003	Brussels	European Commission – Technical Assistance Office Socrates, Leonardo & Youth	Intern	CULTURE & EDUCATION / <u>Project assistant intern</u> Proposals administrative check and preparation for technical assessments Assistance to different departments within the Socrates programme (Minerva, Lingua, Grundtvig, etc.)

(...) Full list of consultancy assignments available upon request

16. Other relevant information: Relevant publications, workshops and seminars:

- **MEARL TOOLS:** [Video intro to Media and information literacy ToC tool UNESCO](#) // [Samples of different ToC models](#) // [MEAL guidelines](#) // [MEAL SYSTEMS](#) // [Survey data collection guidelines for enumerators video](#) // [Executive summary infographics](#) // [Most Significant Change video guidelines](#) // [Evaluation video blog](#) //
- **EVALUATIONS AND RESEARCH SAMPLES:** [Thematic evaluation Media and Information Literacy UNESCO](#) // [Cultural conventions Benchmarking study of international instruments monitoring and reporting systems](#) // [Evaluation of the Mutual Recognition Agreements between the UK & India, Mexico and Peru](#) // [OHCHR strategic reporting function – survey's outline](#) / [Morocco country evaluation Spanish development cooperation](#) // (...)
- **PUBLICATIONS:** [The Review of the DAC Evaluation Criteria: Upgrading efficiency](#). Journal of Multidisciplinary evaluation (forthcoming) // [The Review of the DAC Evaluation Criteria: A Proposal to Add Aid Effectiveness Dimensions](#). Journal of Multidisciplinary evaluation (forthcoming) // [Venezuelan refugees' community COVID-19 disinformation research study](#). Rooted in Trust Internews. // [Minority rights "towards recognition"](#). Independent Academic Research Studies (IARS) // [Research study on the barriers to work-life balance](#). Instituto de la Mujer // [The hidden dimensions of Black, Asian and minority ethnics homeless](#). Independent Academic Research Studies (IARS) // [Abidance of EU law throughout the implementation of the Structural Funds](#). Ministry of Environment Spain. More pieces available upon request .
- **JOURNALS:** Peer reviewer of the [International Journal for Restorative Justice](#) (journal focused on advancing research on the restorative justice field) and the [Youth Voice Journal](#) (journal focused on Youth restorative justice and human rights): last articles reviewed: Finding Justice for Black Women: Addressing Gender-Based Violence Using Restorative Justice and Juvenile delinquency in Durban South Africa (using the capability approach as an investigation tool)
- **TRAININGS:** RBM and theory of change training to progamme managers.2019. UNESCO // On-line video trainings on [Most Significant Change](#), [Good practices and Lessons learnt](#) selection. Addressed at project partners and project staff. Internews-Front Line Defenders // Theory of Change design and adaptation. 2016. Addressed at project managers. Internews // Training course on project life cycles. 2012. Addressed at professionals of Manos Unidas NGO HQ // Hands-on training on technical and financial monitoring systems and reports. 2012. Urban development project – Ethiopia // Training workshop on the Paris Declaration and the Millennium Objectives in summer courses of the Complutense University of Madrid. El Escorial, 2009 // Seminar on Human resources practice for INTERREG programmes. Interact Point Tool Box (EU Commission). 2007// "The labour market on the new member States". Training course addressed to Job Center and ES Spanish civil servants. 2005.

- **FACILITATION OF CONFERENCES:** Community based tourism. Several U3A based in Spain. 2016 // SODEVEGA project closure and transference event on integration of women in the labour market. 2010 // Work-life balance. Aranjuez Local Council (Spain). 2007 (Presentation of findings during the 2007 conciliation Awards). // Good practices within the EQUAL European Initiative in the region of Madrid. Comunidad de Madrid: 2006. // Presentation of findings on CSR days organized by “Asociación Semilla”. 2006
- **MEDIA INTERVIEWS/ARTICLES:** liaison with media, agenda setting, briefing plus script outline: [Sous le soleil de l’Espagne](#). Echapées belles. France 5. 2017 // [Rural regeneration in South East Spain](#). The Guardian 2016.

17. References:

Sediakina-Rivière, Ekaterina, IOS senior evaluator UNESCO e.sediakina@unesco.org

Sabas Monroy. Senior Evaluation PPMS, OHCHR: smonroy@ohchr.org

Maria Navarro. Particip Gbmh Brussels director. maria.navarro@particip.eu

[Link](#) to several recommendation letters of clients describing the quality and methodological approach of the evaluations undertaken