

## Work Experience

### **International Consultant on Children and Armed Conflict, Human Rights, and Humanitarian Affairs** (New York, 2023-present)

- Adjunct Professor, School of International and Public Affairs (SIPA), Columbia University, teaching a graduate course on children and armed conflict.
- Independent Review, Alleged Human Rights Abuses in Peru's Alto Mayo Protected Forest (AMPF), Conservation International, July - September 2023.
- Researcher and author, "Towards Greater Inclusion: A Discussion Paper on the CAAC Mandate and Children with Disabilities in Armed Conflict," Office of the Special Representative of the UN Secretary-General for Children and Armed Conflict (CAAC), to be published in fall 2023.
- Researcher and author of three reports on the impact of armed conflict on children with disabilities in Colombia, DRC, and Iraq, Office of the Special Representative of the UN Secretary-General for CAAC, to be published in fall and winter 2023.
- Researcher and co-author, "Handbook on Child Soldiers for Security Sector Actors," 4th edition, [Dallaire Institute for Children, Peace and Security](#) and Dalhousie University, to be published in December 2023.
- Lead trainer, [Virtual Summer School \(VSS\) on Child Protection in Armed Conflict](#), University of Malta, Government of Malta, Office of the Special Representative of the UN Secretary-General for CAAC.

### **Helen Hamlyn Senior Fellow and Director of Graduate Studies** (Institute of International Humanitarian Affairs, Fordham University, New York, 2019-2023)

- Directed Fordham's academic programs in humanitarian studies, including the Master of Science in Humanitarian Studies (MSHS) and the undergraduate major and minor (HUST).
- Served as adjunct professor teaching graduate and undergraduate courses in humanitarian studies (Introduction to Humanitarian Action, Access to Education during Crisis and Conflict, Children and Armed Conflict, Senior Thesis Seminar, MSHS Thesis Seminar); lectured regularly on Fordham's International Diploma in Humanitarian Assistance (IDHA) course.
- Managed the recruitment and supervision of humanitarian studies adjunct professors (17 in 2023) and led a community of practice to support them.
- Advised and mentored graduate students on their academic programs and future careers and served on the MSHS Admissions Committee.
- Managed the selection of graduate and undergraduate courses in humanitarian studies to be taught each semester at Fordham.
- Led Fordham's research initiative on [children and armed conflict](#) (CAAC), which included publishing policy papers (e.g. [Denial of Humanitarian Access for Children](#)), convening an annual policy workshop for the UN Security Council's Working Group on CAAC (workshop reports are issued as [official UN documents](#)), and served as Co-Chair of the Academic Advisory Group on Child Reintegration (AAG), an initiative of the Office of the Special Representative of the UN Secretary-General for CAAC.
- Served on various committees and working groups of Fordham's Graduate School of Arts and Sciences (GSAS): Dean's Advisory Committee on Anti-Racism, Dean's Executive Committee, Graduate Council, and the Dean's Working Group on Transition to Flexible and Hybrid Learning Environments.
- Supported internal Fordham processes: in 2020, led the review of Fordham's undergraduate program in humanitarian studies, and published a report with findings and recommendations in 2021.

### **Humanitarian Policy and Advocacy Specialist** (UNICEF, New York, 2017-2019)

- Served as Protection Team Leader in the Humanitarian Policy Section (Office of Emergency Programs), supervising two staff and managing work plans and budgets.
- Provided expert policy advice to UNICEF senior management on international human rights and humanitarian law issues (e.g. the impact of detaining children in Iraq for association with ISIS; the impact of recommendations by the Independent International Fact-Finding Mission on Myanmar).
- Worked on emerging policy issues on peace and security and human rights through legal research and analysis, development of position papers, and coordination with key partners including the Office of the Special Representative of the UN Secretary-General for CAAC, OHCHR, and ICRC (e.g. repatriation of children associated with armed groups designated as terrorist organizations).
- Supported UN policy processes on children's rights in situations of armed conflict (e.g. provided technical inputs to OHCHR resolutions on child rights, Security Council resolutions on CAAC, SG's reports on the protection of civilians, and the UN Human Rights Due Diligence Policy).
- Supported UNICEF's engagement on the Security Council's CAAC agenda and implementation of the Monitoring and Reporting Mechanism (MRM) on grave violations against children through (1) participation in intergovernmental and interagency task forces and working groups (e.g. Security Council Working Group on CAAC, Group of Friends on CAAC, HQ Task Force on CAAC, Group of Experts on Protection of Civilians, MRM Technical Reference Group); (2) development of technical guidance and operational tools on the MRM; and (3) support to Security Council quarterly and annual reporting obligations on CAAC.
- Supported civil society coalitions and advocacy campaigns on the rights of children in situations of armed conflict (e.g. represented UNICEF on the Steering Committee of the Global Coalition to Protect Education from Attack, and led consultations with more than 20 UNICEF field offices for the publication of the annual "Education Under Attack" report).
- Contributed to global reports on the impact of conflict on children (e.g. the [UN Global Study on Children Deprived of Liberty](#), the UNICEF report on [children with disabilities in situations of armed conflict](#), and the UNICEF report on [access to water and sanitation in fragile contexts](#)).

### **Child Rights Consultant** (MONUSCO—UN Peacekeeping Mission in DRC, 2016-2017)

- Conducted a joint review with UNICEF on the implementation of the MRM in DRC, including monitoring and verification of grave violations against children, operational arrangements on children's DDR, and interagency governance structures. The [report](#) was issued in 2017.

### **Research Fellow on Children and Armed Conflict** (Institute of International Humanitarian Affairs, Fordham University, New York, 2016-2017)

- Served as an adjunct professor teaching undergraduate courses in humanitarian studies.
- Researched and authored a chapter on the use of children and youth in urban warfare for an academic reference textbook on urban disasters and humanitarian response.

### **Child Protection Officer** (UN Department of Peacekeeping Operations—DPKO, New York, 2015-2016)

- Served as Child Protection Team Leader, supervising three staff and managing work plans and budgets.
- Provided expert advice to senior management on the CAAC mandate in UN peace operations, including politically sensitive issues such as sexual violence against children by UN troops.
- Represented DPKO in international meetings on CAAC, including consultations in the Hague to develop the child protection policy of the International Criminal Court (ICC), and consultations in Brussels to develop NATO's child protection guidance.
- Supported field-based Child Protection Advisers and their teams on the implementation of the MRM, including through training on monitoring, verification, and reporting of grave violations against children,

and the development of tools such as handover protocols for the release of children detained for association with armed groups.

- Led the research and drafting of the [2017 DPKO Child Protection Policy](#).
- Led the development of [specialized training materials on child protection for UN Police](#), and the roll-out of training courses for UN Military and UN Police.
- Led the research and drafting of a best practices study on child protection in peacekeeping.
- Coordinated reporting obligations on DPKO's child protection work to donor governments and intergovernmental bodies, including the Special Committee on Peacekeeping Operations (C34).
- Liaised and maintained key partnerships with the Office of the Special Representative of the UN Secretary-General for CAAC, UNICEF, Security Council Working Group on CAAC, and Group of Friends on CAAC.

#### **Child Protection Consultant** (Terre des hommes Foundation, New York, 2014-2015)

- Seconded to the DPKO Child Protection Team in New York.
- Developed a paper on child protection coordination between UN Child Protection Advisers in peace operations and humanitarian child protection actors which outlines respective mandates and roles and responsibilities and proposes solutions to improve coordination.
- Supported piloting of a new training program for DPKO Child Protection Advisers in 2014; developed and taught modules on age assessment during the training held in Entebbe, Uganda.

#### **Regional Child Protection Specialist – MRM** (UNICEF, Senegal, 2013-2014)

- Represented UNICEF on high-level missions (1) to CAR with the UN Special Representatives for CAAC and SVC, and the Special Advisor on the Prevention of Genocide, to assess the scale of human rights violations during the Dec 2013 crisis; (2) to CAR to help draft the MINUSCA strategy on protection of civilians.
- Provided expert advice on the MRM to senior management and UNICEF MRM staff in CAR, Chad, DRC, Mali, and Nigeria, including on dialogue with armed forces and armed groups and the recruitment of children by groups designated as terrorist.
- Provided MRM technical support through deployments (1) to CAR to document grave child rights violations for the UN Secretary-General's annual report on CAAC; (2) to Nigeria to support the establishment of the MRM by assessing monitoring capacities of human rights organizations, including the National Human Rights Commission, and of UNICEF child protection teams in neighboring countries on grave child rights violations committed by Boko Haram; (3) to Mali to assess the functioning of the MRM one year after implementation; (4) to Chad to document the implementation of the MRM Action Plan and its impact on the participation of Chadian troops in UN peace operations and their delisting from the UN Secretary-General's annual report on CAAC.
- Supported MRM reporting requirements to the Security Council by reviewing or drafting submissions for the UN Secretary-General's quarterly and annual reports on CAAC.
- Drafted briefing notes, talking points, statements, and Q&A for senior management; and MRM-specific sections of funding proposals and donor reports.
- Supported the recruitment of MRM staff.

#### **Child Protection Specialist – MRM** (UNICEF, New York, 2012-2013)

- Deployments to Mali to document grave child rights violations, develop and negotiate an agreement signed by the Malian Government in 2013 for the handover of children detained during military operations, train the Malian Army on the protection of children, and train UN agencies and international NGOs on the MRM ahead of its establishment in Mali (gave official interviews to [France TV Info](#), [RFI Radio](#) and [Ouest France](#)).
- Deployments to Chad to train members of the armed forces on age assessment for the screening of troops in eight military zones, as part of agreements with the UN for their participation in peace operations, including the UN peacekeeping mission in Mali (MINUSMA).

- Provided technical support to UNICEF MRM staff in Latin America (Colombia) and West and Central Africa (CAR, Chad, DRC, Mali) on breaches of action plans signed between parties to conflict and the UN, and on security protocols for MRM information management systems.
- Supported MRM reporting requirements to the Security Council by reviewing or drafting submissions for the UN Secretary-General's quarterly and annual reports on CAAC.
- Worked with DPKO and the Office of the Special Representative of the UN Secretary-General for CAAC to produce and disseminate [MRM interagency guidance documents](#) in English, French, and Spanish.
- Helped draft corporate position papers (e.g., UNICEF's mandate on the MRM); briefing notes, talking points, and statements by senior management; and MRM-specific sections of funding proposals and donor reports.

**Child Protection Consultant** (UN Department of Peacekeeping Operations—DPKO, New York, 2012)

- Supported the development of DPKO's [specialized training materials on child protection for UN Military](#).

**Central Africa Analyst** (Internal Displacement Monitoring Centre—IDMC, Geneva and NY, 2008-2012)

- Monitored and reported on human rights violations against IDPs, including displaced women and children in CAR, Chad, South Sudan, and Sudan:
  - [An Uncertain Future? Children and Armed Conflict in the Central Africa Republic](#) (IDMC/Watchlist on Children and Armed Conflict, 2011).
  - [National Outrage: Violence against Internally Displaced Women and Girls in Eastern Chad](#) (IDMC 2010).
  - [Internal Displacement in the Central African Republic](#) (Forced Migration Review: "Ten Years of the Guiding Principles on Internal Displacement", 2008).
  - [State of Neglect: Displaced Children in the Central African Republic](#) (IDMC 2008).
- Held press conferences and gave interviews in English and French to national and international media on country-specific issues ([United Nations Webcast](#), [Reuters](#), [BBC Radio](#), [Radio Ndeke Luka](#)).
- Submitted country-specific reports to the Universal Periodic Review of the Human Rights Council (UPR), the Committee on the Rights of the Child, and the Committee on the Elimination of Discrimination against Women.
- Collaborated with the IASC Child Protection Working Group and IASC Sub-Working Group on Gender on the protection needs of displaced women and children and helped mainstream child protection and gender monitoring and reporting into the overall work of IDMC.

**Protection and Advocacy Adviser** (Norwegian Refugee Council, Central African Republic, 2007-2008)

- Monitored and reported on the protection and assistance needs of IDPs in CAR.
- Documented human rights violations against displaced children for the MRM in CAR.
- Trained members of the armed forces, police, and gendarmerie in Batangafo, the armed group People's Army for the Restoration of Democracy (APRD), local civilian authorities, and NRC staff on the Guiding Principles on Internal Displacement, the protection of children affected by armed conflict, and the impact of sexual violence on women and girls.
- In collaboration with the Protection Cluster in Bangui, advocated for humanitarian access to displaced communities, and developed campaigns to bring attention to the protection crisis in CAR and its relationship to the conflicts in Chad and Sudan.
- Wrote funding proposals for NRC's donors in CAR, including the Norwegian Ministry of Foreign Affairs, the European Commission Humanitarian Aid Office (ECHO), the UN Consolidated Appeals Process (CAP), UNICEF, and UNHCR.
- Provided inputs to position papers developed by NRC in Oslo on policy issues such as humanitarian space and the impact of counterterrorism measures on humanitarian operations.
- Supervised two staff (Protection Assistant in Batangafo, Advocacy Assistant in Bangui).

### **Emergency Communication Officer (UNICEF, Chad, 2006-2007)**

- Acted as UNICEF spokesperson, including for interviews with CNN's Sanjay Gupta (see [Darfur Crisis – Anderson Cooper 360](#)) and NBC's Ann Curry.
- Organized international media and donor visits to refugee and IDP camps, including by CNN, BBC, NY Times, IRIN, UNICEF Goodwill Ambassador Mia Farrow, US Congressional Aides, US Bureau of Population, Refugees and Migration (BPRM), and USAID.
- Wrote situation reports, human interest stories, and press releases on high-profile issues such as armed movements along the Chad/Sudan border and human rights violations against IDPs, including the recruitment and use of children and sexual violence against women and girls.
- Advocated with the Chadian government for the protection of children affected by armed conflict.
- Wrote donor reports and funding proposals.

### **Field/Protection Officer (UNHCR, Chad, 2005-2006)**

- Monitored and reported on protection and assistance needs of Darfurian refugees and IDPs.
- Documented human rights violations against IDPs, including the recruitment and use of children by armed forces and armed groups, and sexual violence against women and girls.
- Briefed and accompanied human rights organizations such as Human Rights Watch and Amnesty International to document violations against IDPs along the Chad-Darfur border.
- Monitored and reported on the activities of UNHCR's partners in refugee and IDP camps.
- Wrote situation reports, protection reports, technical indicators reports, and briefing kits.
- Organized VIP, donor, and media visits to refugee and IDP camps, including by Jan Egeland (former Under-Secretary-General for Humanitarian Affairs and Emergency Relief Coordinator), members of the UN Security Council, DFID, CNN, BBC, Channel 4, NY Times, LA Times, and IRIN.
- Acted as interim Head of Field Office (Goz Beida) when needed.
- Supervised two staff (Protection Assistant in Goz Beida, Field Assistant in Koukou-Angarana).

### **Coordinator, Refugee Assistance Program (New York City Bar Association, 2003-2005)**

- Worked with refugees seeking asylum in the US by interviewing them in English, Spanish or French regarding their individual cases.
- Researched country of origin conditions and analyzed evidentiary documents and corroborating information to assess the viability of each asylum application.
- Prepared assessment memos and recommendation reports for each individual case.
- Liaised with the Bellevue/NYU Program for Survivors of Torture, Physicians for Human Rights, and Doctors without Borders to refer refugees who were victims of trauma and torture, including child soldiers and survivors of sexual violence, for medical and psychological evaluation and treatment, and translated for them during sessions with psychiatrists and physicians when needed.
- Worked closely with immigration coalitions in New York City to advocate for the rights of asylum seekers, including lobbying to overturn mandatory detention of asylum seekers at ports of entry in the US.
- Trained translators and interpreters to assist refugees in sessions with psychiatrists, physicians, attorneys, and immigration judges.

## **Training Experience**

- Trained UN military on child protection, as part of a “training of trainers” course (Sweden, 2015)

- Trained UN child protection staff on engaging with parties to conflict to release children from their ranks (DRC, 2015)
- Trained UN child protection staff on the UN Monitoring and Reporting Mechanism (MRM) on grave violations against children (Uganda, 2014)
- Trained monitors from the National Human Rights Commission on documenting and reporting grave violations against children committed by Boko Haram (Nigeria, 2014)
- Trained judicial authorities on the UN Security Council's children and armed conflict agenda, and trained armed forces on child protection (Mali, 2013)
- Trained armed forces on age assessment procedures to prevent child recruitment (Chad, 2012)
- Trained armed groups on the protection of displaced children (CAR, 2008)
- Trained police and gendarmerie on the impact of sexual violence on women and girls (CAR, 2007).
- Trained translators and interpreters to assist refugees in sessions with psychiatrists, physicians, attorneys, and immigration judges (New York, 2003-2005)

## Professional Rosters

- Child Protection Expert, Centre on Armed Groups (<https://www.armedgroupscentre.org/>), 2022- present.
- Senior Child Protection Officer, United Nations P5 Roster, 2017-present.
- Child Rights Expert, Justice Rapid Response (JRR) Roster (<https://www.justicerapidresponse.org/what-we-do/jrr-roster/>), 2016-present.

## Education

### Degrees

- International Diploma in Humanitarian Assistance (IDHA), Fordham University, 2007.
- Master's Degree, Department of Law and Political Science, Université de Bourgogne, 1992.
- Bachelor's Degree, Department of Modern Culture and Media, Brown University, 1991.

### Courses

- *Everyday Justice: Antiracism as Daily Practice*, artEquity—New York, 2021.
- *Monitoring and Investigating Conflict-Related Violations Involving Children*, Institute for International Criminal Investigations (IICR) and Justice Rapid Response (JRR)—Jordan, 2016.
- *Analyzing and Understanding Non-State Armed Groups*, UN System Staff College—Jordan, 2016.
- *Training for UN Child Protection Advisers*, DPKO—Uganda, 2014.
- *Different Needs - Equal Opportunities: Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men*, IASC (Inter-Agency Standing Committee)—online, 2010.
- *Gender-Based Violence Interventions in Humanitarian Settings*, GenCap (UN Gender Standby Capacity Project)—Central African Republic, 2008.
- *Child protection cross-border issues in CAR, Chad, and Sudan*, UNICEF—Chad, 2007.
- *Protection des personnes déplacées internes*, UNHCR—Chad, 2006.
- *Droit international et protection des réfugiés*, UNHCR—Chad, 2005.

## Languages

- Fluent in Spanish, English, and French.