

## CURRICULUM VITAE: ELLEN HAGERMAN

Place of residence Johannesburg, South Africa

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### Education

INSTITUTION [DATE FROM - DATE TO]	DEGREE(S) OR DIPLOMA(S) OBTAINED
l'Université du Québec à Montréal May 1994 – Nov 1997	♦ Masters In Communications (International Development)
Mount Saint Vincent University September 1987 – May 1989	♦ BAH Public Relations
Queen's University September 1983- May 1987	♦ BAH German

**Language skills:** Rated from 1 to 5 being 1 fully proficient/native and 5 basic knowledge of the language.

LANGUAGE	READING	SPEAKING	WRITING
English	Mother tongue		
French	1	1	2
Portuguese	2	3	2
Spanish	2	3	2
German	3	3	3

- Other skills:** *Technical Expert and mainstreaming of Gender and Social Inclusion, Gender-Based Violence connected to a diversity of sectors including climate change, regional economic development, water, energy, infrastructure development, employment/entrepreneurship. Professional Facilitator and Trainer (Gender Equality), qualitative field researcher, expertise on M & E, quality assessments of evaluation products, experience with Results-based management and Risk-based management, expertise in social and gender impact assessments.*
- Present position:** **Senior Gender and Social Inclusion Expert, World Bank, Cooperation in International Waters in Africa (Short-Term Consultant); Gender Expert, UNDP Tunisia (Development of a GEF proposal on renewable energy), Quality Assurance of Evaluation Reports (FAO, WFP and UNICEF).**

### 3. Key qualifications

- Substantive knowledge and experience on Gender and Social Inclusion and its connection to Climate Change, Water, Infrastructure, Energy, Regional Economic Development, Food Security, Agriculture, Gender-Based Violence, Sexual and Reproductive Health, Employment through training, technical analysis, stakeholder engagement, program development and preparation of strategies and tools.
- Extensive experience working in the field in Southern, Eastern, Western, the Horn of Africa and the Middle East and North Africa (MENA) at the national and regional level with global experience on climate change and biodiversity through work with the Global Environment Facility (GEF).
- Experience designing and conducting M & E activities including development of questionnaires, focus group questions and conducting quality assurance of reports for FAO, World Food Program and UNICEF.
- Experience conducting gender analysis, preparing gender reports and Gender Action Plans for the UN, World Bank and GEF projects.
- Experience and expertise in stakeholder engagement, consultation and social and gender impact assessments with civil society, private sector, government and regional institutions.
- Extensive experience and expertise designing, conducting, analysing and writing up the results of qualitative research focused on a diversity of issues related to gender equality including climate change, infrastructure development, energy, employment, entrepreneurship and food security.
- Developed and delivered training and tools and provided coaching on gender equality and social inclusion in English, French and Portuguese to a diversity of stakeholders (government, civil society, donors, regional institutions)

- **Specific experience in the region**

COUNTRY	DATE FROM - DATE TO
<b>Tunisia</b> , Gender Expert, UNDP Tunisia, GEF-funded Renewable Energy Infrastructure Project	November 2022- June 2023
<b>Middle East and North Africa</b> , Gender Training and Knowledge Management Expert, delivered training on climate change, water, energy, employment and entrepreneurship and provided coaching on gender and infrastructure development for UNDP Amman office.	November 2022- May 2023
<b>West Africa</b> , Senior Gender and Social Inclusion (GESI) Expert, World Bank, Researched and prepared gender impact assessments for three West African countries.	April 2022- June 2022
<b>SADC/Zambia</b> , Senior GESI Expert, World Bank, Reviewed and provided technical input on Department of Water and Sanitation Gender Strategy	February 2022 – June 2022
<b>Central Asia</b> , Gender Trainer for World Bank Regional Water Program, Developed and delivered on-line training to external partners and government representatives	February – April 2022
<b>Continental</b> , (SADC, EAC, IGAD, ECOWAS) Senior GESI Expert for World Bank Trust Fund: Cooperation in International Waters in Africa (CIWA), provide technical expertise, training, develop tools and special initiatives that include a focus on gender and climate change. Conduct gender impact assessments and provide TA.	April 2020 - onwards
<b>Sahel Region</b> , Senior GESI Expert, Stakeholder Engagement and Consultations, GESI Analysis for World Bank Project on Improving Access to Groundwater in response to drought.	September 2020-onwards
<b>Great Lakes Region</b> , Senior GESI Expert, Stakeholder Engagement, Gender and Social Inclusion Assessment for World Bank Study on Improving Water Quality.	November 2020 – April 2021
<b>Gabon</b> , Gender Expert, UNDP, conducted research and prepared Gender Analysis and Gender Action Plan for Development of GEF 7 Proposal on sustainable forestry.	March – December 2021
<b>North Africa</b> , monitored and assessed a regional program on Women’s Empowerment and delivered gender training	August 2019-April 2021
<b>Southern Africa</b> Gender and Social Inclusion expert for the Climate Resilient Infrastructure Development Facility, technical advisor, evaluator, conducted gender impact assessments and prepared on gender and water topics.	June 2018- May 2020
<b>Mozambique</b> , Gender Equality Trainer to government, private sector and CSOs	August 2019
<b>Zambia/DRC</b> , Gender Expert, Field research and stakeholder consultations with border populations and CSOs in DRC and Zambia on water challenges and needs	July-September 2019
<b>Rwanda</b> , Gender Expert and Trainer, UNICEF, developed and delivered training to UNICEF staff and prepared report	May 2019 – April 2020
<b>Lesotho</b> , evaluated & prepared reports for 2 GBV projects	November 2019 – July 2020
<b>Mozambique</b> , conducted field work and provided TA for a social and gender impact assessment to develop a transmission line in Northern Mozambique	March 2018 – August 2018
<b>Tanzania</b> , Gender Analyst, reviewed National Multi-sectoral Nutrition Action Plan, UNICEF Tanzania	October 2017 – February 2018
<b>Tanzania</b> , Field Researcher and Gender Analyst, Girls’ Empowerment Program, UNICEF Tanzania	June – October 2017

<b>Southern Africa</b> , UNFPA, prepared questionnaires and conducted focus group discussions to prepare a guidance document on youth participation	January 2017 - April 2018
<b>DRC</b> , Gender Expert, Trainer and Evaluator, DFID-funded program on Primary Health Care in the DRC	April – September 2017
<b>DRC</b> , Gender and Youth Expert, facilitated training and prepared a report on youth health issues in the DRC	April – October 2017
<b>South Africa/Regional</b> , UNFPA, provided technical advice and prepared a report on knowledge management	January 2018 - April 2018
<b>Burundi</b> , Conducted Gender Equality Needs Assessment, prepared strategy, delivered training to UNICEF Burundi	January-September 2017
<b>Southern Africa including Mozambique</b> Regional Program Manager, Sexual and Reproductive Rights Program, conducted stakeholder and institutional analysis and consultations with CSOs, reviewed proposals and produced information documents	June 2015- January 2018
<b>South Africa</b> , SRHR Advisor, World Health Organization, Developed tools and questionnaires to conduct consultations and prepared a paper based on an evaluation of the South Africa <i>She Conquers</i> Campaign	May 2018- July 2018
<b>South Africa/Brazil</b> , Undertook research, provided guidance and facilitated a session on youth participation	January 2017 – December 2017
<b>South Africa</b> , Demand and Accountability Advisor and Program Manager, Reducing Maternal and Child Mortality in South Africa, prepared interview questions to conduct field research, provided capacity building to the Department of Health, facilitated sessions in districts	August 2012- January 2015
<b>Regional (Southern, Eastern and Horn of Africa)</b> Regional Program Manager and Analyst, Canadian International Development Agency, conducted field reviews and monitoring of projects, prepared a regional strategy for Southern and Eastern Africa	August 2006-August 2011
<b>Global</b> , provided technical input as the Canadian representative at the Global Environment Facility and at UNFCC, UNCBD, UNCCD and the Montreal Protocol	October 2002 – August 2005
<b>Guyana</b> , Field Researcher, Amerindian Community involved in a GEF project on sustainable forestry focused on Indigenous Peoples and Gender Issues	October 1995-May 1996

#### 4. Professional experience

DATE FROM - DATE TO	LOCATION	POSITION/ ORGANIZATION	DESCRIPTION
November 2022- June 2023	Tunisia	Gender Expert	<ul style="list-style-type: none"> <li>Undertook secondary literature review, developed questions and conducted interviews and Focus Group Discussion (FGDs) with key stakeholders during a field mission to prepare a gender analysis, Gender Action Plan and stakeholder engagement plan to guide the preparation of a GEF project” Towards a Sustainable City through Energy Efficiency in Kairouan”</li> </ul>
November 2022- May 2023	Middle East and North Africa	Gender and Knowledge Management Expert, UNDP Amman	<ul style="list-style-type: none"> <li>Developed and delivered virtual training sessions on gender equality tailored to specific thematic areas including climate change, water, energy, employment</li> <li>Provided coaching to teams on how to mainstream gender into infrastructure and renewable energy projects</li> </ul>
August 2022 - onwards	Virtual/ global	Evaluation Quality Assessments, Universalia Management	<ul style="list-style-type: none"> <li>Review, rate, and provide qualitative feedback on evaluation reports of FAO, WFP and UNICEF projects, including integration of gender and human rights perspectives.</li> </ul>
April 2022- June 2022	West Africa	Senior GESI Expert World Bank	<ul style="list-style-type: none"> <li>Undertook secondary literature review, developed questions, interviewed key stakeholders and analyzed documents to prepare gender assessments on gender and employment for three countries in West Africa</li> </ul>
February 2022 – June 2022	Zambia	Senior Gender and Social Inclusion Expert World Bank	<ul style="list-style-type: none"> <li>Evaluated the Gender Strategy prepared by the Ministry of Water Development and Sanitation</li> <li>Prepared written input based on a gender assessment of the Strategy for submission to the Ministry of Water Development and Sanitation</li> </ul>
February 2022-April 2022	Central Asia	GESI Expert, World Bank	<ul style="list-style-type: none"> <li>Developed and delivered online gender equality training program in two parts: conceptual and practical to representatives from the Central Asian region</li> </ul>
April 2020- onwards	Africa Continental (virtual)	Senior GESI Expert for the Cooperation in International	<ul style="list-style-type: none"> <li>Provide technical advice, conduct stakeholder analysis, prepare gender analysis reports to integrate into project preparation reports re: water infrastructure and consider cross-cutting issues: GBV, climate change, social inclusion</li> </ul>

		Waters in Africa (CIWA) Program, World Bank	<ul style="list-style-type: none"> <li>◆ Evaluate programs to ensure gender has been integrated into programming</li> <li>◆ Provide TA on gender for project documents</li> <li>◆ Developed and delivered GESI training for Bank staff, donors and regional partners</li> <li>◆ Draft tools and policies including a GESI Framework, Learning Notes, and a tool kit on Social Inclusion</li> <li>◆ Draft papers and communications material</li> <li>◆ Designed and manage the Male Champions Forum</li> </ul>
November 2020 – April 2021	South Africa/Great Lakes (virtual)	Senior GESI Specialist, Great Lakes Water Quality World Bank	<ul style="list-style-type: none"> <li>• Undertook secondary literature review on gender and social inclusion issues in the Great Lakes region</li> <li>• Undertook a stakeholder mapping, prepared interviews questions and conducted consultations to identify challenges of vulnerable populations</li> <li>• Prepared a gender and social inclusion analysis report</li> </ul>
September 2020 – May 2023	South Africa/Sahel (virtual)	Senior GESI Specialist, Sahel Groundwater Initiative World Bank	<ul style="list-style-type: none"> <li>• Undertook secondary literature review on gender and social inclusion issues in the Sahel region</li> <li>• Undertook a stakeholder mapping and engagement to identify specific challenges faced by women and girls in the Sahel and vulnerable populations re: access to water</li> <li>• Prepared a gender analysis report for the main report</li> </ul>
March 2021-December 2021	Gabon (virtual)	Gender Expert UNDP	<ul style="list-style-type: none"> <li>• Undertook secondary and primary research to prepare a gender analysis and Gender Action Plan to guide the preparation of a proposal for GEF7 <i>Transforming Forest Landscape Governance</i> Proposal.</li> </ul>
November 2019 – August 2020	Lesotho	Gender and GBV Expert GFA Consulting for GIZ	<ul style="list-style-type: none"> <li>• Undertook two separate evaluations of projects to address Gender-Based Violence (GBV) including a secondary literature review, preparation of questionnaires to conduct field work to assess the application of the two GBV methodologies</li> <li>• Prepared reports on gender and GBV and on methodologies used. Presented results to GIZ and NGOs.</li> </ul>
November 2019 – March 2020	Rwanda	Gender Expert and Trainer UNICEF Rwanda	<ul style="list-style-type: none"> <li>• Developed and delivered training on gender equality for UNICEF Rwanda office.</li> <li>• Assessed project documents from a gender perspective and provided Technical Assistance to UNICEF on gender.</li> </ul>

June 2018 – December 2020	Malawi, Mozambique, Tanzania, DRC, Botswana, Namibia	Gender Expert and Trainer for the Climate Resilient Infrastructure and Development Facility (CRIDF)	<ul style="list-style-type: none"> <li>Assessed and provided TA for CRIDF’s integration of GESI into climate resilient water infrastructure projects in Southern Africa</li> <li>Developed questions to conduct fieldwork on the border of DRC and Zambia on gender considerations</li> <li>Developed and delivered training on gender and social inclusion to government and local stakeholders.</li> <li>Conducted social impact assessments applying the GESI lens and developed survey instruments to gather data</li> <li>Developed GESI tools, a GESI tool kit, guidance notes on social/gender issues for dams, WASH, irrigation</li> </ul>
August 2019	Mozambique	Gender Expert Trainer CRIDF	<ul style="list-style-type: none"> <li>Developed and delivered gender training to government, private sector and civil society re: water projects.</li> </ul>
August 2019- April 2021	North Africa (Jordan, Tunisia, Morocco)	Project Monitor Global Affairs Canada	<ul style="list-style-type: none"> <li>Conducted field missions and reviewed reporting to monitor the project “Empowering Women in the Middle East and North Africa (MENA) Region”.</li> <li>Developed and delivered training on gender in French.</li> </ul>
May 2018- July 2018	South Africa	Youth SRHR Advisor World Health Organization	<ul style="list-style-type: none"> <li>Undertook primary and secondary research and conducted interviews to evaluate and develop a case study for <i>She Conquers campaign</i> on girls’ empowerment to address high HIV/AIDS rates amongst adolescent girls.</li> <li>Drafted a case study for the British Medical Journal</li> </ul>
March 2018 – August 2018	Mozambique	Community Mobilization, Gender Expert, Government of Mozambique	<ul style="list-style-type: none"> <li>Provided TA on community mobilization and gender equality for a social and environmental impact assessment of a Transmission Line Project</li> <li>Developed questions to conduct interviews and FGDs for field mission in Northern Mozambique and prepared a stakeholder engagement plan.</li> </ul>
January 2018 - April 2018	Southern and East Africa	Adolescent and Youth SRHR Advisor, UNFPA	<ul style="list-style-type: none"> <li>Provided technical advice on meeting facilitation for the delivery of a regional conference for <i>She Decides</i></li> </ul>
January 2017 - April 2018	South Africa	Adolescent and Youth SRHR Advisor, UNFPA	<ul style="list-style-type: none"> <li>Undertook interviews and FGDs to assess the challenges re: SRH needs in South Africa and provided guidance for a proposal to the Government of Canada.</li> <li>Undertook desk review on youth participation, facilitated validation workshops and prepared guidelines</li> </ul>

October 2017 – February 2018	Tanzania	Gender and Youth Expert, UNICEF	<ul style="list-style-type: none"> <li>Designed and conducted consultations in communities of Tanzania to gather data and provide technical guidance.</li> <li>Undertook a desk review on gender and nutrition, undertook interviews and prepared a report.</li> </ul>
January 2017 – December 2017	South Africa/Brazil	Youth and Gender Expert South African Medical Research Unit	<ul style="list-style-type: none"> <li>Undertook research on youth participation and provided TA to undertake research on sexual violence</li> <li>Developed and delivered training on youth participation and sexual violence.</li> <li>Developed minimum standards on consulting with youth.</li> </ul>
April 2017 – August 2017	Democratic Republic of the Congo	Gender Equality/GBV Trainer and Advisor, Social Development Direct (SDD)	<ul style="list-style-type: none"> <li>Developed and delivered training and provided coaching on how to conduct a gender analysis and developed targeted material to address socio-cultural issues linked to the drivers of GBV and gender inequalities.</li> <li>Undertook literature review and conducted interviews for the development of a Gender Equality Framework.</li> </ul>
April 2017 – September 2017	Democratic Republic of the Congo	Lead Researcher and Trainer, Social Dev. Direct	<ul style="list-style-type: none"> <li>Developed and delivered training workshops to youth researchers on how to gather qualitative data to understand gender perspectives.</li> <li>Drafted a report outlining findings.</li> </ul>
December 2016– April 2017	Kenya/Rwanda	Facilitator, USAID	<ul style="list-style-type: none"> <li>Designed and facilitated a multi-stakeholder consultation for USAID Feed the Future on trade, food security &amp; agriculture in East Africa.</li> </ul>
June 2015- January 2018	Southern Africa	Project Manager, Sexual and Reproductive Health, Hivos International	<ul style="list-style-type: none"> <li>Provided technical advice and managed and monitored projects on regional, cross-border and multi-country projects related to sexual and reproductive health issues.</li> <li>Undertook consultations to evaluate programming using participatory methodologies, facilitated meetings and synthesized results to provide TA on program development that considered gender equality and GBV</li> </ul>
January 2017 – September 2017	Burundi	Gender Equality Trainer and Advisor UNICEF Burundi	<ul style="list-style-type: none"> <li>Undertook literature review and interviews with key stakeholders for a gender needs assessment to inform UNICEF Burundi's Country Program.</li> <li>Developed and delivered training on gender equality and provided TA on the integration of gender into projects</li> </ul>
August 2012- January 2015	South Africa	Program Manager and Technical	<ul style="list-style-type: none"> <li>Provided TA, training and capacity building on community engagement on maternal and child health.</li> </ul>

		Advisor, Social Development Direct	<ul style="list-style-type: none"> <li>Designed and facilitated multi-stakeholder meetings to identify community challenges and solutions.</li> <li>Developed and delivered training to doctors and nurses and designed training for health care workers.</li> </ul>
Oct. 2011- March 2012	South Africa and Kenya	Facilitator and Advisor, GIZ	<ul style="list-style-type: none"> <li>Undertook consultations and provided TA to the African Union and NEPAD for a meeting on agriculture, trade and food security and drafted a report.</li> </ul>
December 2011- January 2012	Rwanda	Facilitator, Wasafiri Consulting	<ul style="list-style-type: none"> <li>Carried out an organizational assessment with departments of health to identify challenges.</li> <li>Developed and delivered training sessions.</li> </ul>
September 2011 – April 2012	Southern Africa	Researcher, Development Bank of Southern Africa (DBSA)	<ul style="list-style-type: none"> <li>Designed questions and conducted interviews with a diversity of stakeholders in Southern Africa to prepare a report on challenges to regional infrastructure in Southern Africa and provided TA to DBSA based on research findings.</li> </ul>
August 2008- August 2011	Southern Africa (Botswana, Mozambique, Malawi, South Africa Zambia)	Senior Program Manager/ Technical Advisor, Canadian International Development Agency (CIDA)	<ul style="list-style-type: none"> <li>Planned, managed and monitored the development and implementation of projects and undertook analysis on: trade and infrastructure, Gender Equality, GBV, food security, governance, and civil society.</li> <li>Undertook monitoring and evaluations of programming.</li> <li>Field representative and advisor on regional development initiatives and liaison with SADC, COMESA, EAC and IGAD and ACTESA</li> </ul>
August 2006- August 2008	Ottawa/frequent missions to Southern and Eastern Africa	Program Manager/Technical Advisor	<ul style="list-style-type: none"> <li>Managed, monitored and assessed the development and implementation of regional programming in Southern and Eastern Africa including integration of gender</li> <li>Prepared a regional strategy and program based on consultations with SADC, COMESA, EAC, IGAD.</li> <li>Undertook field visits to assess support to programs</li> </ul>
October 2002- August 2005	Ottawa and global missions	Program Manager, Global Environment Funding/Climate Change	<ul style="list-style-type: none"> <li>Conducted field visits to monitor the Global Environment Facility's (GEF) programming.</li> <li>Provided input into support to climate change programming to develop two climate change funds.</li> <li>Managed an evaluation of GEF programming.</li> <li>Managed and monitored projects for a grant fund on Persistent Organic Pollutants and provided M &amp; E.</li> </ul>

October 2000-October 2002	Ottawa	Program Manager and Analyst	<ul style="list-style-type: none"> <li>• Provided advice for the design and implementation of Indigenous Peoples Programming and integrated GESI.</li> <li>• Drafted CIDA's Indigenous Peoples Policy.</li> <li>• Managed a Corporate Social Responsibility program</li> </ul>
October 1998-October 2000	Ottawa	Facilitator (human rights and gender equality)	<ul style="list-style-type: none"> <li>• Developed and delivered training courses in French and English on gender equality and human rights</li> <li>• Evaluated training programs on GE and provided guidance for program development.</li> </ul>
October 1995-October 1996	Guyana	Field Researcher	<ul style="list-style-type: none"> <li>• Conducted field work in an Amerindian community associated with a GEF-funded sustainable forestry program</li> </ul>

#### Other relevant information (e.g. publications)

- ◆ Social Inclusion Tool Kit, Cooperation in International Waters in Africa (CIWA), World Bank (2022)
- ◆ Learning Note on Social Inclusion, (CIWA), 2022
- ◆ Learning Note on applying a gender lens within the Nile Basin, 2022
- ◆ Gender and Social Inclusion Framework, Cooperation in International Waters in Africa, World Bank (2021)
- ◆ Adopting a Transformative Approach to Gender Equality in the Nile Basin: Lessons Learned, IHE Conference Paper and book publication prepared for the World Bank
- ◆ Field Report: Evaluation of Gender Champions Project to address Gender-Based Violence, Lesotho (2020)
- ◆ Report on Gender-Based Violence in Lesotho, GIZ (2020)
- ◆ Gender and Social Inclusion Tool Kit for Field Work on Water Infrastructure, CRIDF, (2018)
- ◆ Guidance Note on Gender and WASH, CRIDF, (2018)
- ◆ Guidance Note on Gender and Irrigation, CRIDF, (2018)
- ◆ Guidance Note on Gender and Social related to Dam Infrastructure, CRIDF, (2018)
- ◆ Guidance Note on Gender and Social Inclusion related to Gauging Stations, CRIDF, (2018)
- ◆ "Reducing HIV incidence by empowering adolescent girls and young women to improve their lives: a multisectoral government-led campaign in South Africa", co-author of an article evaluating an HIV/AIDS program in the British Medical Journal, November 2018.
- ◆ Youth Participation Guide, UNFPA, 2018
- ◆ Minimum Standards on Youth Participation, Sexual Violence Research Initiative, 2017
- ◆ Report: Le Pouvoir des Relations, Etude des relations, Kinshasa , DRC(2017)
- ◆ Report to UNPFA on Knowledge Management Opportunities (2016)
- ◆ Health, TB and Malaria with a focus on women's health issues (2016)
- ◆ Training Manual for Health Workers and Adolescents, Adolescent Health (2015)
- ◆ Consultation Tools and Guides using Participatory Methodologies: (2015)
- ◆ Consultation Guides: Traditional Health, Malnutrition and Teenage Pregnancy (2015)
- ◆ Guidance document to Southern African Development Community (SADC) for input into the Integrated Strategy on HIV, Sexual and Reproductive
- ◆ Challenges to Regional Infrastructure Development, Development Bank of Southern Africa, 2014.

