

SUMMARY

Technical and strategic leader in the fields of gender-based violence (GBV), gender equality, women's empowerment and safeguarding with over 14 years of international experience. Expertise in intersectionality, inclusive GBV programming and feminist movement building approaches. Operates at policy level with UN agencies, governments and transnational networks to bring evidence and practitioners' experience to bear in influencing policy and funding decisions. Extensive experience of resource mobilization with a variety of institutional donors and report writing for accountability and influencing. Skilled qualitative researcher with vulnerable populations, outstanding communicator for diverse audiences, excellent participatory facilitator and trainer in English, French and Italian.

CORE COMPETENCIES

- **Strategic leadership** of HQ and country teams to identify and leverage opportunities to advance the development of the GBV field through innovation, testing of approaches and advocacy with peer organisations, donors and governments.
- **Team leadership** of up to 75 people, including remote management due to insecurity. Experience in establishment of new teams, team restructures, change management, succession planning and talent development.
- **Technical expertise and quality assurance** across all aspects of GBV programming and safeguarding, including GBV prevention and response, GBV in emergencies and school-related GBV. Specialism in intersectional and inclusive approaches, feminist movement building and addressing sexual exploitation, abuse and harassment (SEAH) in organisations and operations.
- **Resource mobilisation** for in-country and global programmes focusing on emergency response, programme delivery, innovation and research, including as lead of multi-country consortia
- **Programme management** of evidence-based interventions to prevent and respond to GBV at country and global level, including in acute emergencies.
- **Partnership building** with civil society, women's rights organisations, donor and UN agencies, national and local governments and other stakeholders at the local, national and global level.
- **Networking and influencing** at organisational, national, and global level through research dissemination, report writing, public speaking, media engagement.
- **Capacity building and mentoring** through in-person and remote technical assistance. Experienced training and workshop facilitator across a vast range of GBV topics. Resource development for operational teams.
- **Research design, implementation and oversight** both as a researcher and a practitioner working with academic partners, using qualitative and quantitative methods.
- **English, Italian and French fluency**, working knowledge of Spanish and Portuguese.

WORK EXPERIENCE AND KEY ACHIEVEMENTS

Sep 2019 – present **Independent Consultant – Gender, Violence Against Women and Girls and Safeguarding**

- Co-researcher and co-author of policy reports ([What Happened?](#), [Voices from Syria 2021](#), [Voices from Syria 2022](#)) and [advocacy briefs](#) (International Rescue Committee, UNFPA)
- Multiple safeguarding assignments including developing policy guidance and remote monitoring of safeguarding systems (Social Development Direct, African Development Bank)
- Multiple assignments for the [GBV Area of Responsibility Helpdesk](#) (Social Development Direct)
- Delivery of webinars, workshops and trainings on intersectionality and inclusivity in GBV programming (Practical Action, United Voices of the World, Gender Development Network, Coalition of Feminist for Social Change, International Rescue Committee, Feminist Gender Equality Network)
- Pro-bono organisational development and technical support to women's rights organisations in the Global South

Apr 2016 – Sep 2019 **Women's Protection and Empowerment Technical Advisor**
International Rescue Committee (IRC) London, UK

- Spearheaded the **launch of IRC's first Women's Protection and Empowerment programme in Yemen**, including securing funding, recruiting programme leadership team and providing technical support to start-up activities
- Facilitated **strategic visioning and planning** process with the IRC Women's Protection and Empowerment team in the DRC to respond to shifts in the funding, political and programme context
- Led the **Cash for Protection and GBV Prevention task teams** at the IRC technical unit level to develop innovative programme models and technical resources in line with the unit's strategic plan
- Ensured technical oversight of **research initiatives and academic partnerships** in the DRC and Ivory Coast, including [COMPASS](#) research on adolescent girls and World Bank-led evaluation of GBV prevention
- Provided remote and in-person **technical assistance to eight country programmes**, including yearly technical support visits and technical oversight of all programme proposals
- Developed and delivered **tailored trainings and capacity building activities** for GBV teams

Sep 2017 – Mar 2018 **Senior Technical Advisor for Strategic Initiatives – Violence Prevention and Response**
International Rescue Committee (IRC) London, UK

- **Managed and provided technical oversight** to nine technical specialists and eight projects, for an approximate value of 10m US dollars, including the start-up of three new flagship programmes on family violence, [adolescents in emergency](#) and [women's safe spaces in humanitarian response](#)
- Co-led a **GBV Area of Responsibility interagency working group** focused on the production of [user-friendly guidance for non-GBV specialists](#)
- **Successful resource mobilization** for standard-setting programmes on GBV prevention and risk mitigation in emergencies, [remote GBV skill building through digital technology](#), and [assessing and mitigating protection risks in cash transfer initiatives](#)
- Contributed to **research design, analysis and dissemination**, including by presenting [COMPASS](#) research findings at global launch events in London and Washington, D.C.

Feb 2015 – Mar 2016 **BRACED Equality Advisor**
Concern Worldwide London, UK

- **Led gender equality and social inclusion integration** efforts within the BRACED (Building Resilience and Adaptation to Climate Extremes and Disasters) programme activities in Chad, Sudan and South Sudan
- Developed country and programme-specific **gender equality and inclusion strategies** for BRACED targeting programme activities and organizational systems
- Developed and rolled-out **gender analysis frameworks and tools** for the organizational, household and community level
- Developed **curricula and other programme tools** to assist country teams in building life-skills amongst rural women and girls and engaging men to promote gender equality and [women's involvement in decision making](#)
- Led **integration of gender equality** outcomes across Water, Sanitation and Hygiene (WASH), health and nutrition, Disaster Risk Reduction (DRR) and livelihood activities

Nov 2013 – Jan 2015 **Women's Protection and Empowerment Coordinator**
International Rescue Committee (IRC) Beirut, Lebanon

- Spearheaded **expansion of the WPE program portfolio** in Lebanon to two new regions through the establishment of four new funding partnerships, for a total value of 3m US dollars (90% increase), and the recruitment of 44 new roles. Managed a team of over 70 staff members across 8 locations
- Initiated IRC's first programme delivering **GBV services through mobile teams**, an innovative approach to GBV response and prevention which reached over 12,000 women and girls in the first 6 months of operation, and one of IRC's earliest examples of tailored programming for **adolescent girls**
- Secured funding and partnerships to conduct the **first rigorous evaluation of GBV mobile teams**
- **Managed a portfolio of 10 grants** including all financial and narrative reporting and liaising with donors
- Engaged with **international media** to advocate for the prioritization of the needs of women and girls in the Syria

response

Oct 2012 – Oct 2013 **Women's Protection and Empowerment Senior Manager**
International Rescue Committee (IRC) Baghdad, Iraq

- Designed and implemented start-up of the **first emergency response** for Syrian refugees in Central Iraq
- Designed and rolled-out new **partner assessment and selection process and tools**, resulting in the identification of two new national partner NGOs
- Introduced **male engagement activities for GBV prevention** to IRC Iraq and its local partners through collaborative programme design, capacity building, coaching and mentoring
- Introduced the **GBV Information Management System** to IRC Iraq and its local partners, requiring the adaptation of global tools to the local context and development of an Information Sharing Protocol with UNHCR

Mar 2012 – Sept 2012 **Community Wellbeing Initiative Emergency Programme Manager (GBV)**
International Rescue Committee (IRC) Dollo Ado, Ethiopia

- Independently managed the **start-up of new IRC GBV emergency response** programme in Bur Amino camp
- Rolled-out the **GBV Information Management System and Information Sharing Protocol** with UNHCR and ARRA (Ethiopian government agency)
- **Led GBV coordination** with humanitarian actors in the camp and the broader region

Feb 2010 – Feb 2012 **Associate Programme Officer - Project Development and Coordination** (Mar 2011-Jul 2012)
and **Project Development Assistant** (Feb 2010 – Feb 2011)
UNFPA Kampala, Uganda

- Seconded to the UNFPA Decentralized Office in Karamoja as **Acting Regional Programme Coordinator**
- **Coordinated and facilitated** the Gender Development Partners Group, including organizing meetings, delivering presentations, drafting policy briefs and speeches
- Led the development of the **results framework and M&E plan** for the UN Joint Programme on Gender Equality

Nov 2008 – Jan 2010 **Project Officer**
Project Harar Ethiopia London, UK

EDUCATION

2019-2023 **PhD in Sociology: Operationalising intersectionality in feminist organisations offering services to survivors of violence against women and girls.** University of Cambridge, Newnham College

2018-2019 **MPhil in Sociology of Marginality and Exclusion.** University of Cambridge, Hughes Hall College

2007-2008 **MSc in Development Management.** London School of Economics and Political Science

2004-2007 **Laurea in Sviluppo e Cooperazione Internazionale** (BA in International Cooperation and Development). University of Bologna, Italy. Included one year abroad at **University of Sussex, UK**

PUBLICATIONS

Michelis (forthcoming). "Contesting gender: young women and 'feminist generations' in Gender-based Violence services". *Journal of Gender Studies*

Landis, Falb, **Michelis**, Bakomere, and Stark (2018). "Violence, Well-Being and Level of Participation in Formal Education among Adolescent Girls in Eastern Democratic Republic of the Congo: The Role of Child Marriage." *Studies in Social Justice* 12.2: 273-90.

Lilleston, Winograd, Ahmed, Salamé, Al Alam, Stoebenau, **Michelis**, and Palekar Joergensen (2018). "Evaluation of a Mobile Approach to Gender-based Violence Service Delivery among Syrian Refugees in Lebanon." *Health Policy and Planning* 33.7: 767-76.

Michelis, Megevand (2014). "Gender Based Violence and Displacement". *Therapy Today* (September)