

CURRICULUM VITAE

- 1. Family name** ARCADU Maria
2. First names: Gabriella

Education

Institution and Date	Degree or diploma obtained
Scuola Superiore Sant'Anna, Pisa, Italy 2005-2009	Diploma di Perfezionamento (PhD) in Politics, Human Rights and Sustainability. Research area: Identity Rights and Conflict in Political Theory Thesis: The International Community Action During a Pacification Process – Assisting a Disarmament, Demobilisation and Reintegration Process: a Comparative Analysis of Mozambique and Angola
Università degli Studi, Milan – 1987-1992	Laurea in Scienze Politiche (MA equivalent) - Indirizzo Politico Internazionale. Final thesis "The European Community and Sub Saharan Africa"
Scuola Superiore di Studi Universitari e di Perfezionamento S. Anna - Pisa 30 Nov-2 Dec 2009	Training programme: "Team Leader: developing tools to effectively manage an electoral team in the field"
Scuola Superiore di Studi Universitari e di Perfezionamento S. Anna - Pisa June-Sept 1997	Training Programme: "The civilian Personnel of Peace Keeping - Humanitarian Operations and Election Monitoring Missions"
Istituto Italo Africano - DGCS/MAE (Direzione Generale Cooperazione allo Sviluppo - Italian Ministry of Foreign Affairs) – Rome , October 1994	(Scholarship) Training Programme: "Co-operation for development in Africa"

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

Language	Reading	Spoken	Written
Italian	Mother Tongue		
English	1	1	1
French	1	3	4
Portuguese	1	3	4
Arabic	0	5	0

8. Membership of professional bodies Member of Medical Peace Work Network (MPW) and of the Global Alliance on War Conflict and Health; member of the Scientific Committee of the School of Leadership and Spirituality.

9. Other skills: Computer literacy, Microsoft Office package

10. Present position: Founder and Director of 4change since 2009. 4change is a non-profit association whose focus is to assist individuals and institutions in building their capacity to face the challenges of working in crisis areas and in countries and regions in a transition phase. Key areas are training, leadership and mediation, DDR. In the past years services have been provided to the following organisations: UNITAR, WFP, Scuola Superiore Sant'Anna, SKY-TV Italy. Training, projects and activities have been carried out in Zimbabwe, Egypt, Iraqi Kurdistan, Lebanon, Ethiopia, Rwanda, Thailand, Norway, Nigeria, Switzerland, Kenya, Myanmar, and Turkey. Funds for specific projects have been received by the European Commission Erasmus Plus and by PeaceNexus a private foundation

11. Years of experience: Over 25 years of experience of work in conflict affected, transitional/fragile environments designing, implementing and evaluating institutional strengthening, capacity building, peacebuilding and governance programmes.

12. Key qualifications:

- Strong theoretical and practical understanding of violent conflict dynamics and of **peace support** and **peacebuilding** theories and practices. The experience developed in countries such as Angola, Afghanistan and Kosovo gave me firsthand experience on the tools applied for the containment, management and resolution of conflicts. I was exposed to how actions such as peacekeeping, disarmament demobilisation and reintegration, conflict mitigation, electoral processes are operationalised in the field and how they interact –sometimes reinforcing them-with local conflict dynamics.
- Proven **analysis, needs assessment and evaluation skills** with the capacity of applying a wide range of quality/quantity data collection methods and to develop structured analysis. Such skills have been developed and refined through missions carried out in challenging

environment such as Nigeria, Afghanistan, Indonesia and Iraqi Kurdistan. In addition I have developed soft skills such as conducting semi-structured interviews on sensitive topics, facilitate focus group in polarized environments, engaging potentially hostile stakeholders.

- Outstanding **training and capacity building skills**, including curricula design, training material development, workshops/seminar facilitation and evaluation and the development of training of trainers processes.
- Outstanding **writing skills** in academic, policy and reporting field developed and refined in years of working in an academic setting, as project manager in a variety of countries with different donors and in consultancies done for different actors.
- Theoretical and practical knowledge of all phases and tools of **Project Cycle Management** build through the direct management of projects, from identification, development and budgeting to implementation and evaluation and as lead facilitator in **PCM training** organised yearly while working at Scuola Superiore Sant'Anna.
- Strong competence in **identifying, designing and managing programmes and projects** in diverse country setting with different donor frameworks e.g. EC, Italian Ministry of Foreign Affairs, WHO, UNDP, USAID, private foundations.
- Proven capacity of applying the **Human Security Framework** in situation analysis and programme/project development facilitating the understanding on how different vulnerabilities (e.g. socio-economic, political, environmental, gender-based, community-based) interact to generate inequities across and between segments of the population.
- Strong **conflict sensitiveness** with proven capacity of applying **conflict transformation and resolution** tools refined in numerous workshops conducted with polarized audiences: Sunni and Shia in the Middle East; Serb, Albanians and Turkmens in Kosovo; Buddhist and Muslim in Thailand; Government and Guerilla combatants in Angola.
- Ability of **presenting complex information** orally or written in a clear and organised manner refined in years of facilitating training in challenging circumstances and as speaker to conferences.
- Highly **strategic thinker** with the ability to deliver in complex country settings against deadlines.

14. Professional experience

Dates	Location	Company & reference person	Position	Description
Feb 2013 to present	Home based and International	4change owner	Founder and team member	<p><i>Healing Under Fire</i> (4change spin-off project), Actions for the prevention and abatement of violence in conflicts through working directly with local (in-country) health personnel</p> <ul style="list-style-type: none"> - Drafted a concept note developing assumptions, criteria and strategies to implement violence reduction actions through health systems and personnel. - Assisted in the design and implementation of a workshop targeting health personnel working in Thailand Southern Districts affected by a Thai-Buddhist, Malay-Muslim conflict (Financed by PeaceNexus Foundation). Workshop held on 5-8 December 2014; main topics: mediation, negotiation, conflict analysis, action planning. - Developed a framework and implemented an impact evaluation through individual and group interviews for the project in Thailand. (9-17 June 2014). - Carried out a series of conflict and stakeholder analysis to identify potential projects. Myanmar (18-25 June 2014); Syrian borders in Turkey and Lebanon (5-15 July 2015); Iraqi Kurdistan (18-23 July 2016)
Jan 2023 – Jan 2024	Home based, Uganda, Switzerland, Sri Lanka	UN Institute for Training and Research (UNITAR) Claudia.croci@unitar.org	Advisor	Support in the development and delivery of a training programme on logistics of peacekeeping operations for police and military personnel. 2-week training course have been implemented in Uganda, Switzerland and Sri Lanka.”:
2020-2021	Home based	4change – Geneva Process Louisa Chan Boegli chanboegli@bluewin.ch	Team member	Support the organisation ‘Geneva Process’ in identifying and engaging key stakeholder in Myanmar with the objective of defining a mediation strategy between the Military Junta and the Government of National Unity.
Feb-Mar 2021 and July 2022	Home based Ghana, Rwanda, Egypt	UN Institute for Training and Research (UNITAR) Viviana.mojica-aurelio@unitar.org	Consultant	<p>Support in the development and delivery of a training of trainers programme within the initiative ‘Strengthening the African Union’s Early Warning Capacity Through Human Rights Integration”:</p> <ul style="list-style-type: none"> - Desk research and review of background documents. - Designed agenda and training material and methodological approach of a five-day Training of Trainers course based on the African Union Operational Guidance Notes on Disarmament, Demobilization and Reintegration in peace support missions. - Facilitated the five-day Training of Trainers course in Ghana. - Assisted in the designing of training material, scenarios and methodological approach for two DDR training events in Rwanda and Egypt. - Led the facilitation of DDR training
Feb-Mar 2020	Home based and Tunisia	UN Institute for Training and Research (UNITAR) Florian.RUEHL@unitar.org	Consultant	<p>Towards National Reconciliation in Libya: Assisting the Local Network of Mediators</p> <ul style="list-style-type: none"> - Assisted in the development of the capacity building strategy for the Network of Libyan Local Mediators - Prepared training material for a 5-day training course on the following thematic areas: conflict prevention and transformation; conflict analysis; mediation. - Facilitated a 5-day workshop for Libyans mediators representing all geographical areas and tribes in Libya - Developed video tutorials on conflict analysis to be broadcasted during Covid-related lockdowns

Jan – Nov 2019	Italy, Egypt, Mali	UNITAR – League of Arab States Claudia.croci@UNITAR.org	Consultant	<p>Assisted in the development and implementation of a series of capacity building actions within a project aimed at increasing crisis management capacity of the League of Arab State (LAS). In particular the project was based on theories of change around: key actors transformation (behavioural change) and functioning institutions (improving institutional performance) with the aim to develop the capacity of LAS to play an active role in peacekeeping operations. Activities carried out:</p> <ul style="list-style-type: none"> - UN Peacekeeping Logistics Simulation for LAS Task Force members, Brindisi (Italy) 28 Jan. – 8 Feb. 2019 - Training of Trainers, Cairo (Egypt) 18-22 August 2019 - Peacekeeping Mandate Implementation Simulation, Bamako (Mali) 21-31 October 2019 - Filling the Gaps and Lessons Learned Exercise, Cairo (Egypt) 11-14 November 2019
10-28 Sept 2016	Home based	World Health Organisation West Pacific Regional Office zagarian@wpro.who.int	Consultant	<ul style="list-style-type: none"> - Developed a 2 million dollars concept note proposal to the UN Trust Fund for Human Security - Reviewed, harmonized and assembled the contributions from WHO-WPRO officer and WHO representative in the four targeted countries: Laos, Papua New Guinea, Philippines and Solomon Island
2009-2011	Pisa, Italy	International Training Programme for Conflict Management - Scuola Superiore Sant'Anna Andrea.deguttry@sssup.it	Consultant	<ul style="list-style-type: none"> - Assisted in developing an evaluation framework for Region Tuscany. Member of the evaluation team of the decentralised cooperation unit. - In the 3 years I have conducted an ex-ante evaluation of 49 projects assessing their consistency with Region Tuscany guidelines for funding.
Jun 1999 to Dec 2009	Pisa, Italy	International Training Programme for Conflict Management - Scuola Superiore Sant'Anna Andrea.deguttry@sssup.it	Senior Researcher / Programme officer	<ul style="list-style-type: none"> - Designed and coordinated implementation of research projects in the field of peace support and peacekeeping operations and of rehabilitation of countries emerging from violent conflict. - Designed and implemented institution building programmes in post conflict/transitional countries. - Monitored and evaluated the implementation of projects and programmes. - Provided technical consultancies to national and international organisations and institutions in the field of post conflict rehabilitation/ war-to-peace transitions. - Drafted project proposals for different donors. - Member of the evaluation team of the de-centralized cooperation unit that evaluated all projects submitted to the Region Tuscany. - Delivering training of trainers and Project Cycle Management training (at least twice each year).
Nov 2004 to Dec 2007	Pisa, Italy - Jordan	International Training Programme for Conflict Management - Scuola Superiore Sant'Anna Andrea.deguttry@sssup.it	Chief of Programme	<p><i>Technical Assistance to the Independent High Electoral Commission of Iraq (IHEC)</i>. Financed by the Italian Ministry of Foreign Affairs and implemented in coordination with the IHEC, and the UN Assistance Mission to Iraq.</p> <ul style="list-style-type: none"> - Provided technical guidance for identification of learning needs of mid and senior level civil servants of the IHEC. - Designed and organised training programs aimed at assisting the implementation of 3 electoral processes in Iraq and increasing the IHEC internal organisational capacity. - Assisting in the definition of the training cascade strategy and implementing its 1st level. - Assisting in the finalization of the polling and counting handbook. - Designed and implemented the Training of Trainers strategy for the IHEC internal training team. - Lead and oversaw the implementation of all the activities, including the management of the budget and the final evaluation. - Supervised the work of 4 to 7 project personnel - 24 training courses have been implemented for a total of 466 participants

23-27 Feb 2004	Abuja, Nigeria	Scuola Sant'Anna/University of Ghana Andrea.deguttry@sssup.it		<ul style="list-style-type: none"> - Capacity Needs Assessment of the Department of Political Affairs, Defence and Security of ECOWAS in cooperation with the University of Ghana – Tasked to propose a capacity building strategy of PADS/ECOWAS personnel aimed at enhancing its capacity to respond to crisis in the region. - Output: Final Report
Sept 2002 to Jan2003	Kabul, Afghanistan Pisa, Italy	International Training Programme for Conflict Management - Scuola Superiore Sant'Anna Andrea.deguttry@sssup.it	Team leader	<p><i>Enhancing the Capacity of the Afghan Public Administration.</i> Project financed by the European Commission and Implemented jointly with the Post-war rehabilitation Unit of the University of York.</p> <ul style="list-style-type: none"> - Conducted a capacity needs assessment of the Afghan Transitional Authority (ATA). - Provided technical assistance in the identification of the learning needs of ATA personnel tasked to prepare the National Development Budget Law. - Liaised with the donor in Kabul to guarantee consistency of project activities with the overall objectives of EC in Afghanistan. - Negotiated with the ATA contents of the curriculum and selection criteria for admission, including gender balance. - Lead the implementation of all the activities including monitoring and evaluation. - Implemented a 2-weeks training course and ten workshops for a total of 197 participants including 2 ministries. - Managed all financial and narrative reporting to donor.
1 Aug to 30 Sept 2001	Kosovo	International Foundation for Election System fischerjeff@comcast.net	Project Coordinator	<p><i>Foundation Training for Kosovo Chairpersons</i> for the Assembly elections of 2001. (financed by USAID)</p> <ul style="list-style-type: none"> - Negotiated with the Serb communities the participation of their representatives to training sessions on the 2001 Assembly Elections. - Developed a training curriculum for the personnel due to perform as chairpersons in the 2001 elections. - Liaised with the OSCE department of elections operation to guarantee consistency of project documents and activities with the overall electoral law and regulations. - Supervised and coordinated the work and deployment of 13 training teams (26 trainers). - Designed and facilitated a joint Serb-Albanian Train the Trainers session for the members of the training teams. - Conducted the internal evaluation of the programme. - Implemented 72 training sessions for a total of 1664 participants.
June 03- July 03	Indonesia	WHO/EHA - World Health Organisation akhtar.ahmer@gmail.com	Consultant	<p>Evaluation of the 3-year WHO peacebuilding programme Health as a Bridge for Peace in Indonesia</p> <ul style="list-style-type: none"> - Developed an evaluation framework including definition of key questions and indicators for HBP programme running in Indonesia since 2000. - Carried out extensive field mission for data collection in Java, Banda Aceh, Maluku and North Maluku. - Organised individual interviews and focus groups for data collection. - Drafted the evaluation report and presented the findings to national WHO office.
Dec 98 – Apr 99	Italy-Colombo, Sri Lanka	WHO/EHA chanboegli@bluewin.ch	Consultant	<p>Development of an Active Learning Package for medical personnel working in conflict area.</p> <ul style="list-style-type: none"> - Developed a standard curriculum for a Health as a Bridge to Peace Training. - Drafted ad hoc training material. - Facilitated a pilot workshop held in Sri Lanka. - Drafted the evaluation report of the workshop.
Aug 1997 to Jun 1998	Rome, Italy	Istituto Superiore di Sanità Guerra.ranieri@gmail.com	Consultant	<ul style="list-style-type: none"> - Developed research activities on complex emergencies and the response of the international community; - Coordinated a Research Project on humanitarian aid impact on Human Rights during complex emergencies (co-ordinated the work of two researchers deployed in Bosnia-Herzegovina and in the Great Lake Region to collect quantitative and qualitative data); - Upon request of the Italian Ministry of Foreign Affairs provided technical inputs in the preparation of 'guidelines for food donation in emergency: problems, technical aspects, operational indications'. - Prepared a working paper on: 'the role of the humanitarian aid worker in complex emergencies'.

Nov 1994 to Dec 1996	Angola	CICS (NGO) – Centro Internazionale di Cooperazione allo Sviluppo and UN Coordination Unit for Humanitarian Assistance Carlo.scaramella@wfp.org	Demobil. and Reintegration Civic Training Program Administrator	<p>Financed through the Consolidated Appeal Process</p> <ul style="list-style-type: none"> - Deployed in Negage quartering area (Northern Angola) to implement an education to peace program (Human Rights and National reconciliation) and literacy classes for 5000 guerrilla combatants (UNITA) and their dependants (approx. 19000 people), disarmed and quartered by the UN in application of the Peace Treaty. - Lead a team of 40 UNITA demobilized soldiers trained to assist the implementation of education to peace and alphabetization activities. - Liaised with the peacekeepers deployed in the area and other UN actors involved in the DDR process. - <u>Since September 1996</u> seconded to the UN Co-ordination Unit for Humanitarian Assistance in Luanda to provide technical inputs on the Civic Training Programme (CTP) at national level. - Provided technical inputs in the design and implementation of a national CTP for disabled and underage soldiers. - Assisted in the definition of the strategy and development of material for a civic education campaign at national level - Briefed and trained personnel due to be deployed in guerrilla quartering areas. - Drafted didactic and informative material used in CTP activities.
Dec 1993 to Jun 1994	Ethiopia	CICS - NGO	Consultant	<p>Women Promotion Centre. Income Generating Project (financed by Italian Cooperation)</p> <ul style="list-style-type: none"> - Identified new line of products to be sold in the local market - Improved the quality of the products to be sold in local and international market.

15. Other relevant information: (e.g. Publications, etc)

- Chan Boegli, L., Arcadu M.G., “Healing under fire – medical peace work in the field”, Medicine, Conflict and Survival, 33:2, 131-140, 2017
- Arcadu G., Zagaria N. “The health dimension of human security. A WHO/WPRO position paper”, winter 2015.
- Arcadu, “Civil-military coordination in the health sector in Afghanistan”, *unpublished*, prepared for Health in Action of the WHO, 2010 http://dl.dropbox.com/u/42409134/CM_CASE_STUDY_AFG_V3_2.pdf
- Arcadu, G. “Assisting the Electoral Process in Iraq, the Experience of the ITPCM”, ITPCM Newsletter, 5th year, n.1, March 2007
- Strazzari, Rodriguez, Carrai, Arcadu (editors), "Kosovo 1999-2000, the intractable peace", Asterios, Trieste, October 2000.
- Arcadu, Zagaria: 'What role for health in a peace process? The Angola case study'. Rome, October 1997 <http://www.who.int/eha/> - Research and Development - Health as a bridge for Peace - Documents

Autorizzo al trattamento dei dati personali ai sensi del Regolamento UE n.679/2016 e del Dlgs 2003 n. 196 e successive modificazioni.

Trieste, 23 maggio 2024

Maria Gabriella Arcadu