

LETIZIA VERO

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Mobile: +34 677607346; Nationality: Italian

Senior Programme Leader with 20+ years' experience delivering humanitarian and development programmes across fragile and conflict-affected settings. Expert in donor strategy (ECHO, BHA, UNHCR), MEAL systems, and emergency response. Skilled in multi-sector design, team leadership, and adaptive programme management. Fluent in Spanish, English, Portuguese; working proficiency in French.

CORE COMPETENCIES

- Strategic Programme Leadership & Design
- Emergency & Recovery Response
- Multi-Donor Grants & Compliance
- MEAL Systems & Evidence-Based Programming
- Team Leadership & Capacity Strengthening
- Consortium & Partner Coordination
- External Representation & Advocacy
- Budget Oversight & Risk Management
- Fluent in English, Spanish, Portuguese | Intermediate French

AFFILIATIONS

- 2022 -**Norwegian Refugee Council** - Global Surge Roster
 - 2022- **CARE International** – **CI-RED** Roster for Emergency Deployment
 - 2024- **Red Cross** - **GRCReady** – Surge Humanitarian Roster
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PROFESSIONAL EXPERIENCE

Country Representative, Belgium Red Cross (Flanders) – Malawi - August 2024 – Present

- Represent the organization to government bodies, donors, and partner institutions.
- Provide strategic oversight of two multi-year projects implemented by the Malawian Red Cross, including supervision of reporting, compliance, and donor engagement.
- Ensure alignment with organizational strategy and donor expectations, while coordinating closely with local implementing teams.
- Oversee budget utilization and contribute to proposal development and partnership building.

Surge & Consultancy Assignments - CARE Int., Norwegian Refugee Council, Plan International - 2021–2024

- Interim Grants Manager, Sudan - Norwegian Refugee Council – Surge –February- May 2024
 - o Managed donor compliance and reporting for a complex grant portfolio (ECHO, UNICEF, Expertise France, SDC, ECW, BHA).
 - o Led development of high-quality proposals and coordinated timely narrative and financial reporting.
- MEAL Advisor, Mozambique- CARE International – Surge – Oct-December 2023
 - o Designed and implemented MEAL system for Cyclone Freddy Response with a specific focus on ECHO, BHA and Irish Aid;
 - o Led Multisectoral Needs Assessment in Cabo Delgado districts for ECHO HIP - Shelter, Wash, Protection, and FSL - data collection, analysis and reporting. Led BHA baseline, developed tools, analysis and reporting.
- Needs Assessment Consultant, Mozambique - CARE International - February-June 2023
 - o Led needs assessments to identify the most urgent needs of returnees and IDPs affected by the conflict in Cabo Delgado (ADA intervention). Conducted needs assessments for different BHA interventions promoting resilience of rural livelihoods and Freddy cyclone response in Inhambane Province. Creation of assessment tools data analysis, and reporting. Capacity building to the team.
- Proposal writer, Honduras and El Salvador – Norwegian Refugee Council — December 2022- January 2023
 - o Developed donor proposals (UNHCR and ECHO) in the areas of Protection, ICLA, and FSL.
- MEAL and Grants Advisor, Mozambique - Norwegian Refugee Council – February– November 2022

- Led MEAL capacity building across all programme teams (Wash & Shelter; EiE; FSL; ICLA), strengthening M&E systems, provided trainings. Developed M&E tools, Logframes and workplans, updating indicators tracking tables. Supported BHA baseline design.
 - Oversaw grants compliance & reporting (\$15M+; ECHO, NMFA, SIDA, BHA), Developed the PCM tools.
- MEAL Consultant, South Sudan and Ethiopia - Plan International Germany — Nov. 2021- January 2022
 - Developed MEAL frameworks, ToRs, and coordination plans for GFFO and BMZ-supported projects.
- MEAL Consultant, Mozambique - WeWorld - July 2021
 - Conducted 3-day workshop on Monitoring, Data Collection, and Analysis for staff.

Operations Manager (Head of Programme) - International Federation of Red Cross and Red Crescent Societies (IFRC) - Mozambique – August 2020 – July 2021

- Led DRR, WASH, Livelihoods, and Public Health programs, supervised 80 staff, and managed Emergency Appeal budget (CHF32M).
- Acted as the Disaster Risk Reduction (DRR) Delegate.
- Represented IFRC at donor and cluster meetings; deputized for Head of Delegation.
- Oversaw HR, security, and administration for field operations.

Programme Advisor - Gorongosa Restoration Project/Gregory C. Carr Foundation, Mozambique – September 2018 - March 2019; July 2019 - June 2020

- Advised on livelihoods programming (coffee, cashew, honey) with focus on M&E and strategic planning.
- Supported creation of 5-year strategic plan and led planning across departments.
- Facilitated donor workshop with USAID.

Emergency Programme Advisor/Idai Cyclone Response - Concern WW, Mozambique, March-July 2019

- Led multisectoral needs assessment and distributions for Cyclone Idai.
- Developed M&E systems and supported donor proposal development (ECHO, Irish Aid, WFP, FAO)

MEAL Manager/COSACA Consortium– Oxfam Novib, Mozambique, October 2017- September 2018

- Designed M&E system for consortium (Oxfam, Save the Children, Concern, CARE) in recovery phase (livelihoods, WASH, DRR).
- Led training, field visits, PDMs, FgDs, and analysis.
- Led and authored Evaluation of Oxfam DRR Livelihoods Program.

Head of Programme/Start-up - Doctors with Africa (CUAMM) – Mozambique, April 2017- Sept.2017

- Set up new Flanders-funded SRH program and secured partnerships with local authorities.
- Responsible for staff recruitment, logistics, donor relations, and security.

Programme Development & MEAL Manager/COSACA Consortium - Oxfam Novib - Mozambique, April 2016- April 2017

- Coordinated proposals for multi-donor funding (FCDO, SIDA, ECHO, BHA - \$9M secured); led reporting and compliance.
- Designed COSACA M&E system, field missions, and partner capacity building.

Roving Programme Support Coordinator - Oxfam Intermon – HECAM Region, (Ethiopia, South Sudan, Burundi, Tanzania, Mozambique) 2011 - 2016

Technical assistance to Oxfam field offices.

- Deployed to Ethiopia, South Sudan, Burundi, Tanzania, Mozambique (75% travel).
- Key roles included grants compliance, exit strategy design, project monitoring, donor reporting, and acting head of sub-offices.

Desk officer for South Sudan - Oxfam Intermon - 2009- 2011

- Oversaw programming quality, donor reporting and communications, conducted regular field missions.

Programme officer Safe Migration & Human Trafficking – WeWorld - Cambodia 2008- 2009

Developed proposals on migration and land grabbing; monitored FSL project activities.

Programme officer - University of Tarragona - Rovira i Virigili, Tarragona, Spain, 2005-2008

European Commission Trainee - Blue Book, DG AIDCO, Brussels, Belgium 2004

Consultant and Researcher, Province of Pisa, Pisa, Italy, 2001- 2004

EDUCATION

Master's in Human Rights and Conflict Management

Sant'Anna School of Advanced Studies, Pisa, Italy | 2004

MSc in Political Science

University of Pisa, Italy | 2001

TECHNICAL SKILLS & LANGUAGES

- MEAL tools: Logframes, IPTT, PMF, Theory of Change, DQA, CLA
 - Software: Kobo, SPSS (basic), Nvivo, Excel, PowerPoint
 - Languages: Fluent in Spanish, English, Portuguese; Intermediate in French. Italian mother tongue.
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SELECTED PROFESSIONAL TRAININGS

- European and international human rights standards in disaster settings , Sant'Anna School of Advanced Studies – Pisa 2023
- Applied Impact Evaluation Methods – SRDC, Online, 2022
- ECHO Funded Action Training – Madrid, 2015
- IPDET – International Programme for Development Evaluation Training, Prague 2013

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