

Salvatore Lombardo

salvolombardo@hotmail.com
Vesenaz, Switzerland • +41791282118

Demonstrated success at spearheading and managing post-conflict refugee assistance programmes ascertaining on-schedule and on-budget completion whilst maintaining functional efficiency. Proactive leader well versed in directing, leading, motivating, and mentoring personnel and teams to attain organizational objectives in a fast-paced environment. Articulate communicator skilled leading impactful negotiations regarding protection of refugee rights as well as facilitating seamless communications at all level of the organisations. Collaborative leader adept at establishing and maintaining strong relationships with governmental and non-governmental organizations in order to coordinate relief efforts effectively. Excels at devising and implementing robust strategies and strategic goals; advocating and protecting refugee rights; coordinating major refugee repatriation movements; and raising resources at government and private sector. Proven track record of representing organisation in academia and think tanks.

Areas of Expertise

- Strategy Development & Implementation
- Strategic Planning & Execution
- Programme Management
- Budget & Resource Management
- Humanitarian Affairs
- International Relations
- Organisational Reforms
- Strategic Partnerships & Alliances
- Personnel Management/ Team Leadership
- Research & Analysis
- Negotiations
- Refugee Rights
- Political Affairs
- Human Resource Management
- Cross-Functional Collaborations & Liaison

Accomplishments

- Extensive experience of working across the globe, including Asia, Africa, Europe and the Middle East during tenure at UNRWA and UNHCR
- Proficiently practiced human rights and refugee law for almost two decades.
- Led and managed office with a significant number of employees (~3,000) and steered towards a unified objective.
- Directed programming and staffing responses to UNHCR's operation in Afghanistan (UNHCR's largest return and reintegration programme worldwide).
- Spearheaded largest UNHCR voluntary return programme with almost half million Afghan returnees each year.
- Won the Robert Schumann grant to assist the European Parliament in drafting its Constitutional Reform Law.
- Experienced at teaching International Public Law at Milan's Università Cattolica del Sacro Cuore for three years.
- Contributed in human rights conferences based in Geneva (e.g., Human Rights Commission, Sub-Commission and World Conference).

Career Experience

Chief of Staff, UNHCR Geneva HQ

2016 – 2020

Served as member of the Senior Executive Management Team with accountability of daily management of organization, while serving as main strategic advisor to the High Commissioner. coordinated, managed, and communicated between the High Commissioner and the senior management of the organisation. Engaged with operations throughout the world and acted as first point of entry in overseeing political and security crisis/risks with ability to jeopardize the reputation of the organisation and external communication with political and diplomatic leaders. Maintained collaboration between the office of the High Commissioner and the office of the UN Secretary General in NY.

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- Facilitated seamless access between the leadership of the organisation and the overall workforce of the 18000 employees.
- Advised the leader of the organisation during decision-making process by assessing political, reputational, and financial risks for an organisation operating in 120 countries, with a budget of 4 billion USD, overseeing and delivering protection and assistance of refugees and displaced population worldwide.
- Contributed to the reform of the organisation allowing a third of its workforce to be decentralised and decision making delegated to the point of delivery.

Deputy Director Department of UNHCR Human Resources and Management, Geneva HQ

2015 – 2016

Supervised talent recruitment and assignment programme aimed identifying future workforce for the organisation. Oversaw strategic workforce and succession planning. Participated regularly in recruiting and selecting senior managers.

- Formulated overall human resource strategy for an organisation of 18,000 employees.
- Developed succession-planning methodology facilitating gradual change and transformation of the management within the organisation.
- Managed a programme facilitating 20 new young managers to be recruited out of thousands of applications received.

Director of UNRWA External Relations and Communications Department, Jerusalem

2012 – 2015

Led initiatives and activities to obtain funds and resources to sustain and improve UNRWA's programmes, operations and services. Directed and coordinated Agency wide implementation of the resource mobilization Agenda as well as various other strategies and activities. Steered and managed the External Relations Department ensuring staff and Units' coherence and resulting efficiency. Formulated and oversaw agency communication strategy ascertaining seamless flow of crucial information.

- Located additional resources - approx. 50 million USD each year to close the budget of the organisation at the end of the year.
- Facilitate a transparent and regular dialogue between an organisation comprising of 30,000 employees and donors contributing generously to finance the organisation.
- Employed an organisational and financial reform enabling a more sustainable budget.

Director of UNRWA Affairs, Lebanon, Beirut

2008 – 2012

Led UNRWA services, including education, health, protection, engineering, and relief for Palestinian refugees in Lebanon. Supervised the reconstruction of Nahr el bared, a Palestinian town of over 27,000 refugees with a budget of approx. 150 million dollars.

- Oversaw and monitored an office of over 3000 employees with an annual budget of approximately 100 million USD.
- Steered personnel towards the same goal and vision, creating synergy and promoting harmony.
- Sought additional resources for the health and education services, providing hundreds of patients with access to cancer treatment as well as better schooling to 50,000 students through the construction of new schools and the introduction of teachers' trainings etc.
- Built a new refugee settlement for 30,000 refugees, with 15,000 refugees relocated in the new settlement by the end of the assignment along with half funding secured for construction of the settlement.

Representative, UNHCR Afghanistan, Kabul

2006 – 2008

Headed UNHCR country office in Afghanistan with over 600 national and international staff and 10 offices in the country.

- Managed a budget of over 80 millions dollars including reintegration, protection, and self-help projects.

Head of Desk (Afghanistan, Pakistan, Iran, Central Asia Republics), Head of the Afghanistan Comprehensive Solutions Unit (ACSU), UNHCR Headquarters, Geneva, Switzerland

2003 – 2006

Directed programming and staffing responses to UNHCR's operation in Afghanistan (UNHCR's largest return and reintegration programme worldwide). Headed a specialized unit dedicated to seeking comprehensive solutions for Afghan displacement by

developing innovative approaches linked to migration, protection, research and analysis, development, and institutional arrangements.

Additional Experiences

Regional Repatriation Coordinator, UNHCR, Kabul, Afghanistan

Senior Liaison Officer, UNHCR, UN Headquarters, New York, USA

Head of Emergency Desk (Kosovo) on mission status, UNHCR Headquarters, Geneva, Switzerland

Head of Liaison Office to European Institutions, UNHCR, Strasbourg, France

Head of Sub-Office, UNHCR, Tuzla, Bosnia-Herzegovina

Head of Liaison Office, UNHCR, Beirut, Lebanon

Senior Protection Officer (on mission status), UNHCR, Goma, Zaire

Deputy Head for Northwest Cambodia, UNHCR, Battambang, Cambodia:

Associate Legal Officer, Promotion of Refugee Law, Division of International protection, UNHCR Headquarters, Geneva, Switzerland

Protection Officer, UNHCR, Djibouti Ville, Republic of Djibouti

Assistant Professor of International Public Law, Universita Cattolica del Sacro Cuore, Milan, Italy

Education

Masters of Law with majors in International Human Rights Law
Cambridge University, UK

Bachelor of Law | Final Thesis in international law
Catholic University of Milan.

UN advanced Certification of Security, Refugee Law, Prevention of Sexual Exploitation and Abuse, Prevention of Harassment, Sexual Harassment and abuse of authority, ICT Security awareness, Fraud and Corruption awareness, negotiation skills, Strategic leadership

UN Resident Coordinators Assessment Programme, 2014

Selected to apply for UN resident coordinators positions which are among the senior positions in the UN system.

Publications

"The Military's Role in Major Humanitarian Crises: the case of Afghanistan from a refugee point of view", Refugee Survey Quarterly, Volume 23, Number 4, 2004, Oxford University Press.

Languages

Italian – native | English – fluent | French – fluent

