

1. **Surname:** Carrai
2. **First name:** Barbara
3. **Education:**

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| Institutions: | Faculty of Psychology, University of Bologna, Italy |
| Date: | October 2017 |
| Degree(s) or diploma(s): | Diploma Dealing with bereavement and grief |
| Institutions: | Faculty of Psychology, University of Padua, Italy |
| Date: | October 2014 |
| Degree(s) or diploma(s): | MA Death Studies and the End of Life |
| Institutions: | Faculty of Political Science, University of Pisa, Italy |
| Date: | February 1994 |
| Degree(s) or diploma(s): | Laurea in Political Science (summa cum laude), M.A equivalent |
| Institutions: | Centro di Terapia Breve Strategica, Arezzo, Italy |
| Date: | December 2012 |
| Degree(s) or diploma(s): | Diploma of Counsellor |
| Institutions: | Massachusetts Institute of Technology (MIT), Leadership Centre, Boston |
| Date: | March 2009 |
| Degree(s) or diploma(s): | Certificate of Attendance, Leadership Training |
| Institutions: | World Bank, Washington D.C. |
| Date: | 25-26 May 2000 |
| Degree(s) or diploma(s): | Certificate of attendance. Training-of-Trainers Workshop: The Transition from War to Peace |
| Institutions: | World Bank, Washington D.C. |
| Date: | 23-24 May 2000 |
| Degree(s) or diploma(s): | Training Course: The Transition from War to Peace |
| Institutions: | Croce Rossa Italiana |
| Date: | 2 – 7 April 2000 |
| Degree(s) or diploma(s): | Certificate of attendance. Training Course for International Delegates of the Red Cross and Red Crescent Societies |

6. **Language skills:** increasing competence from 1 to 5

| Language | Reading | Speaking | Writing |
|----------|---------------|----------|---------|
| English | 5 | 5 | 5 |
| French | 4 | 4 | 3 |
| Italian | Mother tongue | | |

7. **Other skills** (e.g. computer literacy, etc.): Management, negotiation and organisational leadership under stressful condition; Excellent communication and training skills; Ability in working in transitional environment/crises areas; Flexibility; Team building approach; 30 years of meditation and yoga discipline; Proficiency in most common word processor, including Microsoft Word, Excel and Powerpoint.
8. **Present position:** Funder and Director, “4Change” No Profit Association. Funder; Funder and Vice-President “Tutto è Vita Onlus”; Spiritual Assistant in a Palliative Care Unit.
9. **Key qualifications:**
 - Training (assess learning needs, design and develop trainings’ curricula, design training material; design evaluation strategy; design and conduct lessons learnt exercises; conduct and facilitate sessions on specific subjects (train of trainers; human rights; elections; democratisation; peace support operations; conflict analysis; mediation and negotiation; leadership; project management; training; communication and teambuilding; death and dying related topics).
 - Project Management (organise and conduct needs assessment missions; write project proposals; start up of complex project/programme; implement projects; develop monitoring and evaluation strategies).
 - Mediation and negotiation (conduct mediation/negotiations events in critical areas).
 - Election observation (Core team member; Long-term observer; Short-term observer, Supervisor).
 - Human skills/attitude development/leadership (enhance individual capacity; strengthen personal power and ability; increase teamwork and leadership capability).

9. **Professional experience:**

ON - GOING

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|-------------|---|
| Date: | January 2009 – on going |
| Location | Pisa, Italy |
| Company | 4Change No Profit Association |
| Position | Founder and Director |
| Description | Research, Analysis and Training for Civilians, Police and Military Officers, that live or work in crises areas. |

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|-------------|--|
| Date: | January 2013- on going |
| Location | Firenze, Italy |
| Company | Tutto è Vita Onlus |
| Position | Co-founder & Vice-President |
| Description | Co-founder of Tutto è Vita Onlus. Assist the President in designing and developing the strategic direction of TèV; Design and develop training initiatives for different target groups (medical doctors, nurses, sanitary personnel, psychologists; schools (students, teacher, parents), ordinary people, etc.) on different topics related to death and dying (spirituality; medical humanities; care for the dying; support to the mourning process; communication etc.). Design and implement death education programmes –including suicide awareness- for high schools' students, parents and teachers. Facilitate Self-Help groups; develop research and new approaches for collective mourning after war and natural disasters; facilitate mediation processes in case of disputes (interpersonal and between different organisations). |

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|-------------|---|
| Date: | February 2017 – on going |
| Location | Livorno, Italy |
| Company | Tutto è Vita Onlus and Associazione Cure Palliative Livorno |
| Position | Spiritual Assistant |
| Description | Member of the Palliative Care Team. Assist patients and their families in the path of illness, and in the process of dying and death; sustain the family in the bereavement process. Sustain the health team. |

PAST EXPERIENCE

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|-------------|---|
| Date: | November 1994-December 2009 |
| Location | Pisa, Italy |
| Company | International Training Programme for Conflict Management (ITPCM), Scuola Superiore Sant'Anna |
| Position | Co-founder & Executive Director |
| Description | Co-founder of the ITPCM; Assisting the Director in developing the strategic direction of the ITPCM in its programmatic and operational content; deputising for the Director as Officer-in-Charge during the Director's absence from the office; maintaining responsibility for the co-ordination of the training activities; preparing the curriculum of new training courses and course materials in the field of train of trainers, peace-keeping, leadership, conflict analysis, mediation and negotiation, democratisation, human rights, elections, good governance, project management, training; developing evaluation strategies; networking with relevant institutions/organisation both civilian, police and military; lecturing (about 200hr per academic year). Since 1995, when the first ITPCM Training Course was held, around 6.000 people have been trained, in Pisa and in different countries. |

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|-------------|---|
| Date: | September 2021 – December 2022 |
| Location | In different locations: Sept/Oct 2021 Brindisi (Italy); Oct 2021 Tampere (Finland); March 2022 Entebbe (Uganda); June/July 2022 Amman (Jordan); October 2022 Templemore (Ireland); Nov/Dec 2022 Mercedes (Argentina); duration of each assignment 2 to 3 weeks. |
| Company | UNITAR, UNDPO |
| Position | Training Consultant |
| Description | In Brindisi and Entebbe, we run Master Trainings for “United Nations Certified Instructor Development Course for the new Specialised Training Materials for UN Police (UNPOL STM 2021)”. In Tampere, Templemore, and Mercedes we run ToTs for “United Nations Training and Certification Course for the new Specialised Training Materials for UN Police (UNPOL STM 2021)”. In Amman, we run the “United Nations Certified Instructor Development Course for the job-specific training programs on Community-Oriented Policing; Police Monitoring, Mentoring and Advising, and Police Capacity-building and Development”. My role was to design the agenda of the trainings; coordinate facilitators and trainers; facilitate the transfer of knowledge and skills; deliver sessions related to Adult Learning, Training Methods and methodologies, communication skills, challenges in managing discussions, etc. |

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|-------------|---|
| Date: | February – March 2020 |
| Location | Tunis, Tunisia |
| Company | UNITAR, UNDP |
| Position | Training Consultant |
| Description | Design the training modules and facilitate learning for the Libyan Network of Mediators for enhancing local capacity in mediation and settling of disputes. |

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|-------------|---|
| Date: | February and May 2019 |
| Location | Kigali, Rwanda |
| Company | UNITAR, 4Change and the Parliament of Kenya |
| Position | Training Consultant |
| Description | Design the training module and facilitate learning for the leadership of the Kenyan Parliament to enhance their leading capacity. |

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|-------------|--|
| Date: | January-February 2019 |
| Location | United Nations Logistics Base, Brindisi |
| Company | UNITAR, 4Change and the League of Arab States (LAS) Task Force |
| Position | Training Consultant |
| Description | Designing the simulation and leading a team of trainers for a UN Peacekeeping Logistics Simulation for LAS Task Force members. |

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|-------------|--|
| Date: | November 2015 |
| Location | Jaji, Kaduna (Nigeria) |
| Company | UNITAR, 4Change and the Nigerian Army Peacekeeping Centre (NAPKC) |
| Position | Training Consultant |
| Description | Designing and leading a Train of Trainers for officers of the Nigerian Army participating in Peace Support Operations. |

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|-------------|---|
| Date: | November - December 2014 |
| Location | Harare (Zimbabwe) |
| Company | UNITAR, 4Change and Southern Africa Development Community (SADC) |
| Position | Training Consultant |
| Description | Designing and leading two Train of Trainers for the Southern African personnel representing the four components of peace support operations (military, police, civilian and correction officer) of SADC French and Portuguese speaking Countries. Coach two French speaking trainers to lead the ToT according to the 4Cchange-UNITAR Model. |

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|-------------|--|
| Date: | October 2014 |
| Location | Geneva (Switzerland) |
| Company | UNITAR and 4Change |
| Position | Training Consultant |
| Description | 4Change and UNITAR started at the end of 2013 to design a programme focused in the identification and training of individuals able to duplicate 4Change-UNITAR ToT Model in other languages, giving priority to French and Portuguese. It was therefore decided to organize a Start-up ToT in Geneva to create a pool of trainers capable to reproduce the Model in other languages. It was also decided to use the Start-up ToT to prepare the training teams that will deliver the training in Zimbabwe the following November. |

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|-------------|---|
| Date: | June-July 2014 |
| Location | Dubai (UAE) |
| Company | UN World Food Programme OSTF |
| Position | Training Consultant |
| Description | Design and Conduct a Lesson Learnt Exercise to assess the UN WFP IT capacity to respond to the November 2013 Philippines Emergency (Typhoon Haiyan). The purpose of the LL exercise was to identify processes put into place during the 2013 response effort in the Philippines in order to increase awareness, knowledge and working capacity of WFP IT emergency responders in applying effective approaches and behaviors when deployed on the ground. |

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|-------------|--|
| Date: | September - November 2013 |
| Location | Harare (Zimbabwe) |
| Company | UNITAR and Southern Africa Development Community (SADC) |
| Position | Training Consultant |
| Description | Designing and leading 3 Train of Trainers for the Southern African personnel representing the four components of peace support operations (military, police, civilian and correction officer). Coach three trainers -coming from SADC countries (Mozambique, Malawi, Zambia) that attended the first ToT implemented from 9 to 20 September 2013- as co-facilitators in the following two ToTs. |

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|-------------|---|
| Date: | December 2012 |
| Location | Monrovia (Liberia) |
| Company | UNITAR and Angie Brooks International Center |
| Position | Training Consultant |
| Description | Designing and leading a Train of Trainers for West African legal experts. |

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|-------------|--|
| Date: | November 2012 |
| Location | Harare (Zimbabwe) |
| Company | UNITAR and Southern Africa Development Community (SADC) |
| Position | Training Consultant |
| Description | Designing and leading a Train of Trainers for the Southern African personnel representing the four components of peace support operations (military, police, civilian and correction officer). |

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|-------------|--|
| Date: | October 2012 |
| Location | Addis Ababa (Ethiopia) |
| Company | Eastern African Standby Force (EASF) |
| Position | Training Consultant |
| Description | Designing and leading a Train of Trainers for civil and military personnel expected to be deployed within peacekeeping operations in Africa. |

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|-------------|--|
| Date: | December 2010 |
| Location | Cairo (Egypt) |
| Company | UNITAR (United Nations Institute for Training and Research) and Cairo Centre for Training on Conflict Resolution and Peacekeeping. |
| Position | Training Consultant |
| Description | Designing and leading a Train of Trainers for Egyptian civil society personnel expected to be deployed within African Peace Support Operations with special duties on the protection of the environment (policemen, judges, journalists...). |

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|-------------|--|
| Date: | November 2010 |
| Location | Nairobi (Kenya) |
| Company | Eastern African Standby Brigade Coordination Mechanism (EASBRICOM) |
| Position | Training Consultant |
| Description | Designing and leading a Train of Trainers for civil and military personnel expected to be deployed within peacekeeping operations in Africa. |

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|-------------|--|
| Date: | September 2009 |
| Location | Cairo (Egypt) |
| Company | Cairo Centre for Training on Conflict Resolution and Peacekeeping |
| Position | Training Consultant |
| Description | Designing and leading a Train of Trainers for Egyptian civil and military personnel expected to be deployed within African Union Peace Support Operations. |

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|-------------|---|
| Date: | July 2006-October 2010 |
| Location: | Pisa (Italy) |
| Company | Scuola Superiore Sant'Anna |
| Position | Chief of Programme |
| Description | Develop the curriculum of a Pilot Training Course for WFP ICT officers to increase their personal and professional capacity to work more effectively as managers in the field; Develop a more interagency curriculum, aimed at training participants coming from different organisations and agencies (WHO, Unicef, UNHCR, FAO, Islamic Relief, Oxfam, etc.) design and facilitate the curriculum for a Train of Trainers for those ICT managers to be used as trainers in future edition of the course; deliver, together with WFP, of three additional trainings; develop relevant supporting/training material; design and implement an appropriate evaluation strategy; participate in the coordination meetings (Pisa, Roma, Cairo); facilitate the training sessions; design and conduct lesson learnt exercises. |

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|-------------|--|
| Date: | May - December 2009 |
| Location: | Pisa (Italy) |
| Company | Studiare Sviluppo S.r.l. |
| Position | Short term Expert |
| Description | Expert in the framework of the European Union Twinning Project Training of Gendarmerie officers on European Human Rights standards. Responsibilities included design and conduct ToT component of the training courses for Turkish gendarme officers. The project is lead by the Arma dei Carabinieri. |

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|-------------|--|
| Date: | August 2001-June 2005 |
| Location: | Accra (Ghana) – Pisa (Italy) |
| Company | Scuola Superiore Sant'Anna and the United Nations Department of Economic and Social Affairs - UNDESA |
| Position | Chief of Programme |
| Description | Organise a Needs Assessment Mission in Ghana; Design and implement the Training Programme on Peacebuilding and Good Governance for African Civilian Personnel to be organised in Ghana in cooperation with the ITPCM and the University of Legon, Accra; Assisting in planning and co-ordinating the courses held in Ghana since 2002; Assisting in creating a Regional Training Centre; Assisting in strengthening networking links with existing African Training Centres; Strengthening the local training capacity; Assisting in enhancing long term sustainability, also through the development of training initiative in West Africa Region; lecturing on some specific topics (Training of trainers; Election related issues; Project Cycle Management). |

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| Date: | From 2003 to 2006 |
| Location: | Pisa (Italy) |
| Company | Network of Europeans for Electoral and Democracy Support (NEEDS) |
| Position | Training Coordinator/Trainer |
| Description | NEEDS is intended to respond to the professional needs of the European Commission, as it faces ever increasing demands for delivering consistent and credible election observation missions around the globe. The Network is intended to provide training and increase European skills and attitude in working in elections field missions as members of the core team and LTOs. My duties within the Network are to assist in strengthening the Network; participating in the coordination meetings; planning and assisting for the Courses to be held in Pisa; lecturing. |

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|-------------|---|
| Date: | 26 June – 16 July 2007 |
| Location | Amman, Jordan |
| Company | Scuola Superiore Sant'Anna and the Independent Higher Electoral Commission of Iraq (IHEC) with the financial support of the Italian Ministry for Foreign Affairs |
| Position | Training Consultant |
| Description | Providing technical assistance the Independent Higher Electoral Commission of Iraq (IHEC) through the organisation of ad hoc training courses. In particular 3 Training of Trainers have been organised to transfer to the participants capacity to organise and implement training courses and increase their capacity in dealing with different training methodologies. |

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|-------------|--|
| Date: | October – November 2003 |
| Location | Tbilisi, Georgia |
| Company | Office for Democratic Institutions and Human Rights, OSCE |
| Position | Parliamentary Assembly Liaison Officer (Core Team Member) |
| Description | Organise briefing days for parliamentary delegations with relevant local actors (political parties, local authorities, media, NGOs...); Liase with logistics Officer on all arrangements and preparation for all parliamentary delegations; Liase with all parliamentary delegations forming part of the Electoral Observation Mission; Be responsible for keeping all records and information relating to the parliamentary delegations; Assist the Head of the ODIHR Election Observation Mission in all aspects of the Election Observation Mission as requested. |

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|-------------|--|
| Date: | June 2002 |
| Location: | Belgrade |
| Company | CeSID (Centre for Free Election and Democracy) |
| Position | Training Consultant and Trainer |
| Description | Design and develop the curriculum of a Training of Trainers for CeSID's activities in order to increase their capacity to train other CeSID activists in order to facilitate the cascade effect and disseminate knowledge and skills on human rights, conflict prevention and resolution in their local communities addressing specific target groups in need (trade unions, displaced persons, political parties etc.); develop training material, design an evaluation strategy. |

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|-------------|--|
| Date: | November – December 2000 |
| Location | Belgrade, Federal Republic of Serbia |
| Company | Office for Democratic Institutions and Human Rights, OSCE |
| Position | Parliamentary Assembly Liaison Officer (Core Team member) |
| Description | Organise briefing days for parliamentary delegations with relevant local actors (political parties, local authorities, media, NGOs...); Liase with logistics Officer on all arrangements and preparation for all parliamentary delegations; Liase with all parliamentary delegations forming part of the Electoral Observation Mission; Be responsible for keeping all records and information relating to the parliamentary delegations; Assist the Head of the ODIHR Election Observation Mission in all aspects of the Election Observation Mission as requested. |

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|-------------|--|
| Date: | September 2000 - November 2000 |
| Location | Baku, Azerbaijan |
| Company | Office for Democratic Institutions and Human Rights, OSCE |
| Position | Parliamentary Assembly Liaison Officer (Core Team Member) |
| Description | Organise briefing days for parliamentary delegations with relevant local actors (political parties, local authorities, media, NGOs...); Liase with logistics Officer on all arrangements and preparation for all parliamentary delegations; Liase with all parliamentary delegations forming part of the Electoral Observation Mission; Be responsible for keeping all records and information relating to the parliamentary delegations; Assist the Head of the ODIHR Election Observation Mission in all aspects of the Election Observation Mission as requested. |

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|-------------|--|
| Date: | September 2000 - November 2000 |
| Location | Baku, Azerbaijan |
| Company | Office for Democratic Institutions and Human Rights, OSCE |
| Position | Long-term observers Co-ordinator (Core Team Member) |
| Description | Co-ordinate the work of LTOs deployed in the country, Liase between the LTOs, the Head of Mission and the other members of the Core staff; Organise training and de-briefing sessions; Prepare briefing packages, Liase with other organisations observing the election and with the local parliamentarians. |

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|-------------|---|
| Date: | September 1999 – December 1999 |
| Location: | Pristina, Kosovo |
| Company | United Nations Volunteers, UNDP |
| Position | Training Consultant |
| Description | Feasibility study to design and implement a training course for the UN registration officers in the framework of UNMIK; Implement the above-mentioned training course and preparation of the training material; design the evaluation strategy. |

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|-------------|--|
| Date: | May-June 1999 |
| Location: | Indonesia |
| Company | European Union |
| Position | Short-term electoral observer |
| Description | Attend the briefing session; be deployed in the region; familiarise with the area of deployment; observe the end of the electoral campaign; observe the opening, voting and aggregation procedures, liase with other electoral observer and relevant actors (local authorities, political parties, NGOs, Civil society, minorities...), fill in the observation forms; attend the de-briefing session. |

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|-------------|---|
| Date: | September 1998 - November 1998 |
| Locations: | Baku, Azerbaijan |
| Company | Office for Democratic Institutions and Human Rights, OSCE |
| Position | Long-term electoral observer |
| Description | Observe and report at regional level on registration of candidates and political parties; training of electoral officers; voter education; political campaign; media coverage; conduct of security forces and public administration; role of civil society, NGOs, domestic observers, election day (opening, voting and closing); coordinate the STOs assigned to the area of deployment (including Members of Parliament Observers (MPs)); prepare weekly and spots reports; monitor the announcements of results; follow up the complaints; prepare the final report. |

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|-------------|--|
| Date: | March 1998 |
| Location: | Yerevan, Armenia |
| Company | Office for Democratic Institutions and Human Rights, OSCE |
| Position | Short-term electoral observer |
| Description | Attend the briefing session; be deployed in the region; familiarise with the area of deployment; observe the end of the electoral campaign; observe the opening, voting and aggregation procedures, liase with other electoral observer and relevant actors (local authorities, political parties, NGOs, Civil society, minorities...), fill in the observation forms; attend the de-briefing session. |

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|-------------|--|
| Date: | October 1996 |
| Location: | Sarande, Albania |
| Company | Italian Ministry for Foreign Affairs |
| Position | Short-term electoral observer |
| Description | Attend the briefing session; be deployed in the region; familiarise with the area of deployment; observe the end of the electoral campaign; observe the opening, voting and aggregation procedures, liase with other electoral observer and relevant actors (local authorities, political parties, NGOs, Civil society, minorities...), fill in the observation forms; attend the de-briefing session. |

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|-------------|---|
| Date: | August – September 1996 |
| Location: | Pale, Bosnia – Herzegovina |
| Company | Organisation for Security and Cooperation in Europe - OSCE |
| Position | Electoral Supervisor |
| Description | Attend the training session; be deployed in the region; familiarise with the area of deployment; Assist local members of electoral bodies in organising the elections; liase with relevant local and international actors, both civilians and military; assist the electoral commissions of several polling stations before, during and after election day; supervise the aggregation procedures; prepare the final report. |

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|-------------|---|
| Date: | October 1995-January 1996 |
| Location: | Geneva, Swizerland |
| Company | United Nations Institute for Disarmament Research - UNIDIR |
| Position | Intern |
| Description | Assistant to a research project on disarming warring parties in Mozambique; Author of a policy paper on: The training of civilian Peacekeepers. |

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|-------------|--|
| Date: | October-November 1994 |
| Location: | Metangula, Mozambique |
| Company | European Union |
| Position | Short-term electoral observer |
| Description | Attend the briefing session; be deployed in the region; familiarise with the area of deployment; observe the end of the electoral campaign; observe the opening, voting and aggregation procedures, liase with other electoral observer and relevant actors (local authorities, political parties, NGOs, Civil society, minorities...), fill in the observation forms; attend the de-briefing session. |

11. Publications:

- B. Carrai, *La donna che trasforma la morte in vita. Dalla vedovanza al servizio d'amore.*, ed. Messaggero, Padova 2019
- UNITAR – 4CHANGE, *The Toolbox. A How-to guide on the Facilitation of Learning*, 2016
- G. Bormolini, B. Carrai, *Oltre la morte, oltre la violenza, l'elaborazione collettiva del lutto a seguito di guerre, stragi e attacchi terroristici per la riconciliazione e la prevenzione dell'escalation della violenza*, in *III Guerra Mondiale? La gestione della morte tra le nuove emergenze sociali e la loro soluzione*, Atti del Congresso Internazionale (Padova 6-7-8 settembre. UNIVERSITA DEGLI STUDI DI PADOVA, INES TESTONI, ALBERTO VOCI, ADRIANO ZAMPERINI (ed.)).Padova, Padova University Press, 2016, pp. 58-59.
- UNITAR – 4CHANGE, *Training of Trainers. A New Approach to Training*. Handbook, 2016
- B. Carrai, *Le rose di Mahammed*, in *Toscantà*, Giunti, 2016.
- B.Carrai, *The Spiritual Art of Turning Situations Round. Widowhood As Opportunity*, in *Seeing Beyond in Facing Death. Spirituality from Sick Body to Salvation. Contents, Care and Relationships in Different Cultures*, Padova University Press, 2014.
- Strazzari, Carrai, Rodriguez-Pinero, Arcadu (editors), *Kosovo 1999-2000: The Intractable Peace*, Asterios Ed., Trieste, July 2000.
- B.Carrai, *Osservatori di breve e lungo periodo. Il ruolo dei parlamentari nelle missioni di monitoraggio elettorale: osservatori super partes o inter partes?*, organized in co-operation with the Italian Parliamentary Delegation of the OSCE Parliamentary Assembly and under the patronage of the Italian Senate, 13 settembre 1999.
- B.Carrai, *The Training of Civilian Peacekeepers*. Policy Paper, DCR Project, UNIDIR (March 1998).
- Director of a research project assigned by the Centro Militare di Studi Strategici (Ce.Mi.S.S.) Rome: Finanziamento e costi nazionali della partecipazione delle Forze Armate italiane a operazioni di pace e loro incidenza sul bilancio della difesa: profili giuridico-istituzionali (Financing and National Costs of the Participation of the Italian Armed Forces in Peace Operations and Their Weight on the Defence Budget: Institutional and Legal Issues), 1998.

12. Contact Details

Email: barbara.carrai@4change.eu