

Curriculum Vitae

Prof Shirley Randell AO, PhD, Hon.DLitt, FACE, FAICD, FIML

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| Contact Details | <p>Shirley Randell International: 1102/38-42 College St, Sydney NSW 2001, Australia Conjoint Professor of Practice, Faculty of Education and Arts, University of Newcastle Adjunct Professor, Faculty of Education, Science, Technology and Maths, University of Canberra Managing Director, SRI Public Sector Reform Pty Ltd, SRIA Rwanda Mobile: +614 1900 5936, Email: mail@shirleyrandell.com.au, Webpage: www.shirleyrandell.com</p> |
| Nationality | Australian |
| Education | <p>PhD (University of New England, Armidale) [Difficulties in policy implementation of a national rural program in a federal political system] 1987 AIE (Institute of Education, University of London) [Comparative intervention education programs for disadvantaged groups, UK and Australia], 1983 MEd (CCAIE, University of Canberra) [Social attitudes of PNG teenagers] 1979 BEEd (UPNG) [Educn, Social Work, Anthropology, Comparative Religion] 1973 DipREd, DipDiv (Melbourne College of Divinity) 1972, 1979</p> |
| Training | <p>Language courses in French (in Rwanda and in short courses in Paris (2006 and 1989) and Vanuatu (2003-4), Bengali (2004, 2015), Bislama (Uni. Sth Pacific, 1999-2000) Executive Management Program (Australian Management College, Mt Eliza) 1990 Senior Executive Management and Development Programs (APS) (for example, total quality management, benchmarking, financial skills, company reports, government decision making, policy and change processes).</p> |
| Boards, Committees | National Ambassador, <i>National Older Women's Network</i> , 2017- |
| Patrons | Ambassador, <i>Dignity: Supporting People Experiencing Homelessness</i> , 2017- |
| Ambassadors | Ambassador, <i>World International Cricket League/FairBreak</i> , 2016- Ambassador, 2013-, Patron, <i>Australian Centre for Leadership for Women</i> , 2010- Global Ambassador, <i>The International Alliance for Women</i> , 2013- Board member, Chair Development Committee, <i>indigo foundation</i> , 2016- Patron, 2015-, Board member and World Vice President, <i>Graduate Women International</i> (formerly International Federation of University Women), 2007-2010, World Projects Convener 2004-2007, World Projects Cttee member, 2016- Patron, <i>Sunshine Foundation Australia Inc.</i> , 2013- Council member, <i>economic Security 4 Women</i> , National Women's Alliance, 2016- Foundation Member, National Foundation of Australian Women, 1989-, Member, National History Challenge Committee, 2016- Board member, <i>Rwanda Association of University Women</i> , Founder and Secretary General, 2006-2008, Convener International Relations 2009-, Board member, <i>Virginia Gildersleeve International Fund</i> , USA, 2009-15, Committees: Governance (2012-, Nominations (2013-14), Projects (2006-13), Development (2009-13), Membership (2006-9 and 2016-) <i>Rotary Club of Sydney</i> , 1997-98, 2016-; Dhaka North, Bangladesh, 2014-16, Vice President, Multiple Paul Harris Fellow, 2004-5, Director International; RC of Kigali Doyen, 2006-13, Director Administration and International; RC of Vanuatu, PHF 1999-2004; Past President; Melbourne RC, 1991-96 <i>Cherie Blair Foundation Mentor Program Alumni</i> , London, UK, 2015- Board member, <i>Paper Crown Institute</i> , Canada, 2014- Council member, <i>Independent Scholars Association of Australia</i> , 2016- and NSW ISAA Chapter Committee member, 2017- Member, <i>Gender Monitoring Office Gender Reference Group</i> , Rwanda, 2014-15 <i>Editorial Board member/reviewer</i> , BioMedical-Central Women's Health Journal, 2014-; Forum for Development Studies, 2014-; International Journal of Arts and Humanities, 2014-; International Journal of Agricultural Extension, 2013-; African |

Safety Promotion Journal, 2013-; Journal of Gender Studies, 2013-; ANZ Journal of Public Health, 2012-; Global South Sephis e-magazine, 2011-; Cosmopolitan Civil Societies: An Interdisciplinary Journal, UTS, Sydney, 2010- Associate, *Equality in Tourism*, 2013-

Advisory Board member, *Women's Hub*, 2013- Foundation Member, 1Earth Institute, Member, *Institute of Public Administration Australia*; IPAA Women's Leadership Network Committee, 2013-15

Advisory Council member, Akilha Institute Rwanda, 2011-

**Awards
(selected)**

Honorary Doctor of Letters, 2015, Distinguished Alumna Award, 2013, University of New England, Armidale, NSW, for 'making a significant impact through sustained commitment to advancing the status and rights of women, particularly in developing countries'

International Alliance of Women 100 World of Difference Awards for 'contributions to economic empowerment of women in the community', 2013

Inaugural Australian 100 Women of Influence Award for 'demonstrating significant influence globally and contributing to driving positive change in Australia', 2012.

Officer of the Division of the Order of Australia, 2010, for 'distinguished service to international relations, particularly through the promotion of human rights of women and through public sector reform in developing countries'

Distinguished Alumna Award, University of Canberra for national and international work in the public service and institutional reform, 2001
<http://www.canberra.edu.au/alumni/profiles/shirley-randell-ao>

Some Noted Alumni - Wall Board, 1951-1970, Perth Modern School

Finalist, Victorian Telstra Business Women Award, 1996

Member of the Division of the Order of Australia, 1988, for public service, particularly in education

Outstanding International Doctoral Dissertation Award, Phi Delta Kappa, 1987

International Honorary Member, Zonta International, 2012

Honorary Member, Business and Professional Women's Association, Australia, 2012

Member, Global Honor Roll of Leaders for Women's Human Rights, Centre for Women's Policy Studies, USA, 2011-

Zonta International, Honorary International Member, 2012-

**Professional
Associations**

Centre for Women's Policy Studies, USA, 2011-

Business and Professional Women Australia, Honorary Member 2010 -

National Foundation for Australian Women, 1989- (Past Director, Life member)

Women Chiefs of Enterprises International, 1989-

Australian Institute of Company Directors FAICD (Fellow)

Australian College of Educators FACE (Fellow and Past President)

Institute of Management and Leadership FIML (Fellow and Past Director AIM)

Commonwealth and Asian South Pacific Adult Education Associations (Life member)

Australian Council of Educational Administration (Past Director)

Institute of Public Administration Australia (Past Director)

YWCA of Australia (Past Convener, National Vice President)

Australian Council of Churches' Commission on International Affairs (Past Chair)

Australian Institute for International Affairs (Past Director)

Transparency International Vanuatu (Foundation Director)

YES Rwanda (Past Board member)

Film Bangladesh-Theatre Asia (Past member Advisory Board)

Adult Learning Australia

**Languages
Proficiency**

English

Mother tongue

Bislama/Pisin

Reading and speaking: good

Writing: good

French

Reading and speaking: fair

Writing: fair

Countries of

Long term: Australia, Rwanda, Vanuatu, Papua New Guinea, Bangladesh, Fiji Islands,

Work Experience: United Kingdom, Sri Lanka, Solomon Islands
Short term: Burundi, Afghanistan, Pakistan, The Gambia, Niue, Samoa, Tonga, Philippines, Singapore, Thailand, Vietnam, Taiwan, China, Switzerland, Uganda, Zimbabwe, Kenya (Somalia), Tanzania, South Africa, Namibia.

- Employment 2017**
- Adjunct Professor**, Faculty of Education, Science, Technology and Maths, University of Newcastle
 - Conjoint Professor of Practice**, Faculty of Education and Arts, School of Education, University of Newcastle
 - **Judge**, Australian Leadership Excellence Awards, New South Wales State Chapter, Institute of Managers and Leaders
 - **Mentor**, Cherie Blair Foundation for Women, Mentoring Women in Business Program
 - **Professional Public Speaker**, Australian Government Commission on the Status of Women CSW61 Pre-Departure Briefing, Melbourne, International Engagement Forum and CSW61 Report Back, Sydney, UN CSW61, New York, Women's National Democratic Club, Washington DC, Old Dominion University, Norfolk, Sunflower Foundation Future Girl 2017 Cocktail Party, Mexican Association of University Women (FEMU) and Women's Museum of Mexico, Mexico City, Women Leading Education Across Continents Conference and Women's Worlds Congress 2017, Brazil, National History Challenge NSW Awards, Sydney, 60th Anniversary, Hong Kong University of University Women and Zonta Hong Kong New Territories Club
- 2016**
- Managing Director**, SRI Public Sector Reform Pty Ltd (Australia), 1997-
 - Managing Director**, SRIA Rwanda Ltd *Strong hearts, strong minds, strong women* (Rwanda) 2010-
 - **Judge**, Diversity Awards, Australian Centre for Leadership for Women, 'Empowers Aboriginal & Torres Strait Islander Women' and 'Women with a Disability', July-Aug
 - **Mentor**, Cherie Blair Foundation for Women, Mentoring Women in Business Program
 - **Professional Public Speaker**, Rotary Clubs of Sydney and Dhaka, Bangladesh; Australian Institute of Project Management International Women's Day Celebration, Faith Works Uniting Community, Brisbane; UN CSW 60, New York; Zonta Club of Paris Etoile, France; University of Leicester Spring Seminar, Mokoro Seminar, Oxford, Zonta Clubs, Sydney and London Southbank Club, UK; Australian Women and Gender Studies Association National Conference, Brisbane
- 2014-2015**
- Consultant**, UN Women Bangladesh, Mid-Term Review of Bangladesh Strategic Note 2014-16. Directed a strategic reflection of UN Women's work and progress to provide inputs for the annual planning process for 2016, October-November 2015
 - **Gender Evaluator**, University of Rwanda, Kigali, Rwanda. Evaluated the gender dimension in the concept-notes for applications for seven Post-doctoral Grants and nine Ordinary Research Proposal Manuscripts, September 2015
 - **Gender Expert**, Institute for Development Studies, University of Sussex, UK. Reviewed the gender dimension of the Department for International Development (DFID) Topic Guide on Building Capacity in Higher Education on the key issues to support DFID advisers in low-income settings, giving examples in different contexts and evidence to show best practice in investments and helping them to identify opportunities for HE development in their countries and how effective partnership arrangements can be generated, July-September 2015.
 - **English Language Coach**. Provided lessons, skills, tips and practice in listening, reading writing and speaking for senior Bangladesh government official to achieve success in the International English Language Teaching System (IELTS) exam for entry into a UK university, and a Filipino secondary school student to improve their English competence, July, September 2015.
 - **Pre-service Secondary Training Program Specialist, Bangladesh Teacher Quality Improvement Project II**, Development Strategists International Consulting (Philippines) and Asian Development Bank (ADB). Designed a pre-service education and teacher training policy for a secondary training program, a policy for partnerships between teachers' training colleges and universities, with inclusive education and gender equality policy and training a focus, to enhance the quality of secondary teaching as a foundation for improving the overall quality of education in Bangladesh, August 2014 to June 2015.

- **Delegation Leader**, Global Engagement Institute (GEI). Led the Viet Nam Women and Leadership Study Tour for women and men from three countries, meeting with women leaders in universities in Ho Chi Minh City, 1-9 May, 2015
 - **External Auditor, PhD Thesis**, Centre for International Health, Curtin University, Western Australia. Adjudicated on two conflicting examiner's reports, 2015
 - **Gender Consultant**, The Commonwealth. Researched and wrote report on the Impact of Women's Political Leadership on Democracy & Development in Rwanda, interviewed key respondents conducted validation seminar in Kigali and presented summary at the Commission of the Status of Women in New York, three two-week assignments, January 2014-March 2015
 - **Quality Controller**, Bangladesh Maxwell Stamp Ltd. Reviewed, edited and improved quality of research report on 'A National Programme and Plan of Action to Eliminate Child Marriage in Bangladesh', January 2015
 - **Judge**, Australian Centre for Leadership for Women, Sustaining Women's Empowerment in Communities and Workplaces Awards, 2014
 - **Delegation Leader**, GEI. Led the Rwanda Women and Leadership Experiential Learning and Friendship Tour for women from three countries, 31 Aug-6 Sept 2014.
 - **Mentor**, Cherie Blair Foundation for Women, Mentoring Women in Business Program
 - **Professional Public Speaker, 2015-** International Day of Older Persons, Bangladesh; Calcutta Association of University Women, Kolkata, India; Zonta International Clubs (ZIC), Rotary International Clubs and New Zealand Graduate Women's Association in New Zealand; ZIC of Perth and Perth Modern School Society Oration; Power of a Woman Conference, Women in Aid and Development Group and ZIC, Sydney; First International Conference on Women and Leadership, Banking University, Vietnam; UN CSW59, New York, American Defence University and US Institute of Peace, Washington DC, Widener University, Philadelphia, USA; Australian Graduate Women's Association Southern Highlands Branch, Women Chiefs of Enterprise, Sydney, Australian College of Educators, New England Branch, University of New England Graduation, NSW, Australia; Human Rights Council Session 29, Geneva; ZIC and Rotary Peace Conference, Bangladesh.
 - 2014-** Women Graduates-USA, Salt Lake City, USA; Women's Worlds Conference, Hyderabad, India; Australian Women's & Gender Studies Biennial National Conference, Melbourne, Australia; Women and War Inaugural Conference, Sarajevo, Bosnia-Herzegovina; Istanbul Summit, Turkey; Oxford University Human Rights Hub Conference on Women and Poverty, Kigali, Rwanda; Kwibuka 20: Remember, Unite, Renew Ceremony, Sydney, Australia; Heller School for Social Policy and Management, Brandeis University, Boston, USA; Virginia Gildersleeve International Fund Seminar, UN CSW58, New York, USA, First International Conference of Institute of Agricultural Extension and Rural Development, University of Agriculture, Faisalabad, Pakistan; Sydney Club of Zonta International, Australia; Simon Fraser University, University of British Columbia, Trinity Western University and Vancouver Quadra Rotary Club, Vancouver, Canada; University of Seattle, University of Washington, World Affairs Council, Lotus Circle, Seattle, Washington State, USA.
 - **Expert Reviewer**, University of Agriculture, Faisalabad, Pakistan. Reviewed promotion of an academic on the professional staff tenure track as a member of the technical review panel, July
 - **Writer and Editor**. Wrote & edited various reports and publications, Jan-December
- 2013**
- **Lead Trainer**, Gender Mainstreaming on Nile Basin Initiative: Nile Equatorial Lakes Subsidiary Action Program, Burundi. Empowered engineers and human resources technical specialists to demand gender mainstreaming as a key input to the projects they design and prepare as part of organisational culture and practice, 26 July-5 August
 - **Lead Facilitator**, International Federation of University Women Colloquium on Women in Leadership in Higher Education in Rwanda, in collaboration with the

Rwanda Association of University Women. Initiated, managed and wrote the report, 29 April

- **External Examiner**, Centre for Gender, Culture and Development (CGCD) Kigali Institute of Education (KIE). Examined Master in Gender and Development theses, 1 January to 30 June

- **Professional Public Speaker**, Haberfield Primary School, NSW, Australia; Malawi Association of University Women, Malawi; Women of the World Festival, Katherine, NT, Australia; International Conference on Women in Science & Technology and 2013 Asia & Pacific Nation Network Meeting, Taipei, Taiwan; International Federation of University Women Triennial Conference, Istanbul, Turkey; IFUW Colloquia Project on Breaking Down Barriers to Female Leadership in Higher Education, Kigali, Rwanda.

- **Writer and Editor**. Wrote and edited various reports & publications, Jan-December

2012

Lead Consultant, Gender Audit for Uganda Water Sanitation and Hygiene (WASH) Program, assessment of the extent to which gender mainstreaming has been approached and acted upon by staff in organizations implementing WASH Alliance programs, the contributions support organizations (Dutch Water Alliance and sub-contractors) make to ensuring gender aspects are taken into account in the design, implementation and monitoring of WASH programmes, and facilitation of the process of action-planning to improve gender equity in WASH in North Uganda, Rwenzori and national programmes, Kampala, Uganda 1-31 December

- **Co-Trainer**, Research and Documentation Center on Genocide, National Commission for the Fight Against Genocide (CNLG), Staff Workshop on Research Methodologies, Huye, Rwanda, 8-10 November

- **Lead Trainer**, Global Rights Partners for Justice: Gender Concepts and Gender Mainstreaming for 102 Legal Fellows, Kabul, Afghanistan, 15 September-12 October

- **External Examiner**, CGCD, KIE. Examined Master in Gender and Development theses, Rwanda, 5 July-31 December

- **Initiator and Organiser**, EOS Visions. Led the Rwanda Friendship Tour for members of the International Federation of University Women and VGIF from eight countries, Rwanda, 23 June-1 July

- **Lead Facilitator**, African Union Mission to Somalia (AMISOM). Conducted the Sexual and Gender Based Violence (SGBV) Workshop for the Somali Police Force, Nairobi, Kenya, 9-15 June 2012

2009-2012

Director, Centre for Gender, Culture and Development Studies and Professor of Education, Kigali Institute of Education, Rwanda, Responsible for establishing and directing the centre, designing and developing a PhD, Master and Bachelor program in Social Science (Gender and Development), a Postgraduate Diploma of Gender and Education, and a Certificate in Continuing Professional Development program, supervising masters degree students theses, recruiting students and faculty, applying for and managing grants and funding, creating a research and consultancy program, managing international and Rwandan volunteers, networking with universities and development agencies internationally, regionally and nationally, and developing a communications strategy.

- **Visiting Western Fellow**, Western University, London, Ontario, Canada, Two-week program of lectures, seminars & workshops with academic staff & students, all faculties, March 2012.

- **Lead CGCD Trainer**, regional workshop *Trainer of Trainers in Gender Statistics*, for six countries in East Africa, UNWomen/Rwanda National Institute of Statistics/, 5-9 September 2011.

- **Lead CGCD Trainer** for regional workshop for 14 countries in Africa, UNWomen/Rwanda National Police, *The Role of Security Organs in Prevention and Response to Gender-Based Violence and Peacekeeping in Africa and International Level*, 18-22 July 2011.

- **Head of Mission**, FAWE/UNICEF *Research Project: Program Evaluation of UNICEF's Child Friendly School Program in Rwanda* for Phase II of FAWE's research initiative Strengthening Gender Research to Improve Girls' & Women's Education in Africa, Jan-July 2011.
- **Head of Mission**, *Gender Consultancies for the National University of Rwanda*. A team from NUR/KIE/CGCD conducted a gender baseline and gender audit, and developed gender policies and a gender action plan for NUR, Sept to Nov 2010.
- **Contractor**, *Bris Kanda Gender Analysis and Action Planning Support*, Lae, Papua New Guinea, New Zealand Agency for International Development, May 2010.
- **Conference Initiator and Organiser**, Focus on Gender Centers in Africa, 2009; Women's Empowerment through Community-based Tourism and Cultural Exchange: chances and challenges of grassroots development projects, 2010; Education and Employment in Rwanda: applied gender perspectives; 2011, A Conference on Gender Research and Activism, 2011.
- **Judge**, Australian Centre for Leadership for Women, Leadership Achievement Awards 2009

2008

Senior Advisor, Education and Governance for Empowerment, SNV

Organisation Neerlandaise de Developpement, Rwanda, East and South Africa Region. Developed Ministry of Education/SNV Rwanda Memorandum of Understanding: this involved NGO coordination, strengthening Parent Teacher Associations, Girls Education policy and implementation strategy, and creation of Joint Action Development Forum Education Sub Commissions at district level. Provided technical advice for a UNDP/SNV Rwanda project on engendering the Government of Rwanda's Economic Development and Poverty Reduction Strategy at district level, and a CIDA/SNV/Rwanda Institute of Administration and Management/Rwanda Association of University Women project on women's career development and management. Maintained Dgroup and provided leadership as Governance for Empowerment/Gender knowledge leader for the ESA region. (January - December)

- **United Nations Fund for Women (UNIFEM Pacific), Papua New Guinea.** Technical Adviser. Conducted a capacity/training needs assessment for the National Capital District gender office (the city's women's machinery) and women councilors of the City of Port Moresby, and drafted a design for comprehensive confidence/competence building. (21 July - 8 August)

- **UNDP and SNV Activity Agreement 4 (AA4) program in collaboration with the Government of Rwanda.** SNV lead facilitator with NUR and local consultants. Gender mapping, gender auditing, gender training and gender indicators development for engendering Rwanda's District Development Plans in 5 districts in Rwanda. AA4 project implemented in several countries in Africa and Asia (Jan-June)

- **Judge**, Australian Centre for Leadership for Women, Leadership Achievement Awards 2008

2006-2007

Senior Advisor, Governance/Gender/ Water, Sanitation and Hygiene, SNV ESA. One of a team of gender, governance and WASH advisers, who supported organisations at national and district levels in their process of capacity building for sustainable and equitable production, income and employment for the poor, and effective, efficient and increased access to and delivery of basic services. Participated with government ministries, development partners and NGOs in reviewing the PRSP1 and ensuring that gender was mainstreamed in the Economic Development Poverty Reduction Strategy, 2008-12. Jointly developed with DFID and other agencies, guidelines for gender auditing in Rwanda and conducted gender audit of SNV Rwanda. Developed Gender and WASH manual for WASH practitioners. Supported MINALOC in developing guidelines on national Joint Action Forum policy and engendering the Decentralisation Implementation Plan guidelines. Re-established SNV ESA Gender Advisers Dgroup and ensured gender integrated in other

regional networks (Feb 2006-December 2007)

- **Judge**, Australian Centre for Leadership for Women, Leadership Achievement Awards 2006-7

2004-5 **Project Implementation Specialist, UNDP/ Government of Ministry of Women and Children Affairs.** Chief Technical Adviser for the Capacity Building for Gender Mainstreaming Project, which promoted Gender Responsive Governance through its two main components - engendering major civil service training courses in the four peak public sector training institutions in Bangladesh and assisting MWCA to formulate a program approach to gender mainstreaming. Supervised eight national professional consultants to develop a Gender and Development Training Manual, provide training of trainers courses to 100 core trainers and training for over 1000 civil servants and engender curriculum in the institutions (Feb 2004-Dec 2005).

- **Public Sector Reform Expert, World Bank/ Capacity Building & Economic Management Project/ Glocoms Inc.** One of three-person team designing Strategy for Improvement of Recruitment and Reducing Attrition in the Gambian Civil Service (Sept 2004, January 2005)

2003 **Vanuatu (SR International and Associates)**

-**Interviewer, Impact Assessment Project. ACP-European Union (EU) Technical Centre for Agricultural and Rural Co-operation (CTA)/SRIA,** One of a team of international experts contributing to a book on the issues involved in assessing the impact of information projects, products and services, specifically carrying out the interviews of eight stakeholders - consultants, planners, implementers and participants relating to the OXFAM-NZ-funded *Famili Blong Sarah* (Radio Programme), *Wan Smolbag* Theatre, Vanuatu (one of the four studies in NZAID Pacific Impact Assessment (PIA) Pilot Programme in Pacific) (Nov 2003-Jan 2004).

- **Principal Consultant, European Union/ Vanuatu Association of Women Graduates Non State Actors Project,** Interviewing, writing, publishing and evaluating secondary school curriculum text and educational poster: "*I Stret Nomo: Girls in Vanuatu Can Do Anything*" celebrating women in non-traditional technical and vocational trades and professions for Vanuatu Institute of Education (July-December)

- **Adviser, EUVED Junior Secondary School Expansion Project, European Union.** Provided Technical Assistance to assist in the development of a Strategy for the Regrading of Teachers for the Vanuatu Teaching Service Commission and the Ministry of Education. Consulted broadly with all stakeholders. Developed funding scenarios for implementation. Reviewed and updated the Teaching Service Staff Manual (March-June)

- **Executive Officer, United Nations Commission for Human Rights "Assisting Communities Together" Project, UNDP/VAWG.** Developed an educational poster addressing the issue of racial diversity and human unity in Vanuatu. Delivered awareness raising seminars in the Provinces around the launch of the poster, which shows photographs of families of people from various races living in Vanuatu (January-June).

- **Projects Adviser, Vanuatu Immigration Department.** Coached A/Director on preparation of project applications & reports for funding to Donors (Jan)

- **Author, Editor and Publisher, Blackstone Publishing.** Edited and Published '*I Stret Nomo: Women in Vanuatu can do anything*', '*Pacific Women on the Move: Establishment of PGWNet*', '*Awareness Raising on Court Rules relating to Domestic Violence in Vanuatu*'

2002 **Vanuatu (SR International and Associates)**

-**Team Leader, Vanuatu Human Rights Project, AusAID/VAWG,** Developed educational materials, conducted workshops & trained ni-Vanuatu trained in all Provinces to familiarize chiefs, NGO leaders and women and men in the community about the new Magistrates rules on domestic violence, in collaboration with NGOs

(P/T May 2002-February 2003).

- **Team Leader, Elections Observer Group, AusAID, NZODA, DIFD, EU, TIV.** Initiated, directed and supported a 12-person national/ international monitoring group observing the 2002 National Elections for Vanuatu on behalf of Transparency International Vanuatu for the Electoral Commission. Prepared and analysed surveys and edited report (April-June).

- **Projects Adviser, Transparency International Vanuatu, TI International Secretariat.** Established the newly formed Transparency International Vanuatu Branch, set up national office and developed project applications to recruit volunteers for media and project administration and provide an ongoing sustainable financial base (March-April).

- **Team Leader, HRD Adviser, Niue Human Resource Development Framework Project, NZODA/Solomon Leonard.** Developed a three year HRD framework for the financial years 2001-4 to effectively match training to the workforce and community needs of Niue, and build capacity and capability to replicate the process and implement the framework (January-February)

- **Author, Editor & Publisher, Blackstone Publishing.** Edited, published '*Pacific Creative Writing in Memory of Grace Molisa*' & '*Women & Good Governance*' by Grace Molisa (January-December)

Australia (SRI Public Sector Reform Pty Ltd)

- **Trainer, Research Institute for Asia and the Pacific, University of Sydney East Timor Study Tour Program.** Developed and presented course on 'Project Management' as a module for a short-term study tour program for senior officials from the Government of East Timor (November)

- **Trainer, RIAP-USyd, AusAID/UNICEF.** Developed and presented course on 'Community Participation in Aid Development and Delivery' as module in aid coordination and management program for delegates from Democratic People's Republic Korea. (June)

- **Trainer, RIAP-USyd, WTO.** Presented lecture on 'Change Management through HRD Planning in the Public Sector: Experiences from a Developing Country' in WTO and China Transitional Issues in HRM, Public Sector Strategic Management and Market Development Program, for delegates from the People's Republic of China (February)

Vanuatu (SR International and Associates)

-**Author, Editor and Publisher, Blackstone Publishing/ADB, 'Ni-Vanuatu Role Models'.** Interviewed and wrote biographies of 20 ni-Vanuatu women for ADB-funded secondary school curriculum project (January - November)

- **Trainer, Vanuatu Department of Agriculture.** Presented training program in quality and performance management, leadership, team building, planning, customer service (August)

- **Adviser, Decentralisation Review Commission.** Provided research and writing support for the Government of the Republic of Vanuatu/ADB-funded review of provincial and municipal government (February to June)

- **Trainer, Vanuatu Department of Forestry.** Presented training program on change management/stakeholder management, performance management, holistic approach to planning, (December)

Australia (SRI Public Sector Reform Pty Ltd)

- **Trainer, RIAP-USyd, APEC.** Presented module on 'Human Resource and Change Management Policies for Enterprise Development' in Indonesia APEC Effective Governance for Enterprise Development Program, (May)

- **Trainer, RIAP-USyd.** Developed and presented module on 'Managing Development in an International Context, Royal Thai Government Short Course', (February)

2001

1999-2000

Vanuatu (Uniquet International Pty Ltd/Australian Agency for International Development)

Public Service Commission/Performance Improvement Adviser on Comprehensive

Reform Program for the Government of the Republic of Vanuatu. Worked with Ni Vanuatu counterparts (Chairman Public Service Commission, Secretary PSC, Directors General and Directors of government ministries and departments and heads of agencies). Assisted Directors General and Directors to develop corporate plans, business plans and annual reports. Worked with Ni Vanuatu women to establish a public service senior women's network. Mentored senior male and female public servants (Aug 99-Sept 2000)

1999

Solomon Islands (SRI Public Sector Reform Pty Ltd/ADB)

Local Government Consultant on Solomon Islands Provincial Government Review for the Department of Provincial Government and Rural Development with the aim of recommending legislative reforms as the basis for a new or modified provincial government system. Validated the identified issues of involvement of chiefs, mandate, role, responsibilities and functions, structure, finance, systems and procedures, and staffing and administrative support, and identified key areas of concern for each issue. Consulted NGO, church and women's organisation stakeholders on review participation (April-May).

- **Sri Lanka: (Philippines Centre for Development Management and Productivity/ADB) Quality Assurance and Gender and Development Specialist** on Skills Development Project for the Ministry of Vocational Training and Rural Industries as the lead agency, with the Ministries of Science and Technology and Samurdhi, Youth Affairs and Sport. Skills development bodies involved were the Tertiary and Vocational Education Commission, the Dept of Technical Education and Training, the Vocational Training Authority, the National Apprenticeship and Industrial Training Authority, the National Youth Services Council and the National Institute for Technical Education in Sri Lanka. Providers included technical colleges, national, district and rural vocational training centres, private sector institutions and NGO training centres. Prepared Technical Reports with policy and program recommendations on the Participation of Female Youth and Women in SD and Quality Assurance in SD. Conducted workshops on both issues for government, private and NGO sectors, including trainees, trainers, instructors, administrators, managers, employers and unions, to discuss reports and recommendations. Developed Manual for Quality Assurance in Institutions. Developed staff training programs for Quality Management and a Quality Management Framework in conjunction with the Sri Lanka Standards Institute.

1997-1998

Fiji Islands: (Overseas Projects Corporation of Victoria/ International Development Program/AusAID) Performance Management Systems and Gender & Development Specialist on Fiji Department of Customs and Excise Institutional Strengthening Project. Worked with Comptroller on restructuring Department, promotions and terminations; Developed Human Resources Management Effectiveness Policy. Developed staff training programs in Performance Management Systems, Gender Sensitivity, Occupational Health and Safety, and Quality Management in conjunction with Public Service Commission and relevant government departments and training institutions. Established Fiji Customs Women's Network and Equity and Ethics policies.

1997

Papua New Guinea: (WDSScott International/ADB)

Women, Youth and NGO Specialist. Labour, Employment and Skills Policy Development Project, National Planning Office. Visited 13 provinces to conduct situation analysis, meet with provincial government officers, technical and vocational education centre staff, women, youth and NGO groups, and interview leaders and participants. Developed, administered and evaluated questionnaires to assess the participation of WYNGOs in employment opportunities and skills development and to develop five year sustainable strategic plan for employment and skills development.

- 1995-1996 City of Whitehorse, Victoria, Australia, Chief Executive Officer**
Led and directed the amalgamation of two large cities, Box Hill and Nunawading, requiring quality improvement of human, financial and physical resource management, business process reengineering, policy development, strategic planning, team building, representation, public relations, regional, state, national and international liaison. Promoted Whitehorse as the first City of Learning in Australia, both nationally and internationally.
- 1991-1994 Council of Adult Education, Melbourne, Australia, Director/ CEO**
Led and directed a large independent body requiring strategic planning for a major change process including quality improvement in human, financial and physical resource management. Policy development with a newly built team, public relations for community, local, national and international liaison, professional development of teachers and general staff.
- 1989-1990 Ballarat University College now University of Ballarat, Victoria, Australia Dean of Academic Affairs, and A/Dean of Arts, Education and Humanities**
Leadership of two teams in management and policy development; quality improvement in academic and equity planning, research, public relations, information technology, curriculum reform, teaching expertise of academics.
- 1988-1989 Australian Public Service, Canberra, Senior Women in Management Rotations**
Initiated alternative approaches to equal employment opportunity, project management, strategic and corporate planning, program evaluation, policy advice, public health issues.
- 1984-1988 ACT Schools Authority, Canberra, Australia, Director of Programs**
Leadership provided in strategic planning, curriculum consultancy, professional development, research, public relations, evaluation, accreditation, equity planning.
- 1983-1984 Senior Adviser, Community Development, Department of Prime Minister and Cabinet, Canberra, Australia**
Gave strategic policy advice on Aboriginal & Torres Strait Islander affairs, land rights, environment, gender issues, and immigration and ethnic affairs, including refugee status.
- 1981-1982 Executive Secretary, National Women's Advisory Council, Department of Home Affairs and Environment**
Gave strategic policy advice to a 12 person board; prepared reports on the status of migrant women, Aboriginal women and women with disabilities which led to legislative change.
- 1974-1981 Director, Disadvantaged Schools & Country Areas Programs, and Professional Development Program, Commonwealth Schools Commission, Australia**
Led program development, implementation and evaluation, policy advice, publications for disadvantaged students in government and non-government schools in all States and Territories, including ethnic, girls, economically disadvantaged and rural students. Initiated professional development program for Australian principals of primary and secondary schools: oversight of national in-service program for primary and secondary teachers. Senior Policy Adviser education of girls, school based decision-making and community involvement.
- 1972-1974 Director, Teaching Methods and Materials Centre, University of Papua New Guinea**
Lectured on the use of educational media, trained and developed staff and external users of the Centre, and developed curriculum modules in comparative religion. Provided Information technology support and extension.
- 1969 Matron and Lecturer, Ruatoka Teachers College Central District**
Provided teaching and institutional support in schools and teachers' college.
- 1966-1968 Matron and Lecturer Gaulim (Primary) Teachers College East New Britain**
Provided teaching, student welfare and institutional support in schools and teachers' college.

Previous Australian Primary Education and Early Childhood Teacher
Early childhood and primary teacher of Aboriginal children, Western Australia

Thesis Examination

Experience in examining PhD theses, adjudicating PhD conflicting examiner reports, applications for promotion, at University of Nigeria in Nsukka, Makerere University in Uganda, University Faisalabad in Pakistan, University of Rwanda, Curtin, Deakin, Melbourne, Monash and Murdoch Universities and the Universities of Canberra and Western Australia in Australia, and undergraduate dissertations for the University of Action Learning, Colorado. In addition, supervised ten Master of Gender and Development theses and examined six theses in 2010-2013 when I was Director of the Centre for Gender, Culture and Development at the Kigali Institute of Education (now the College of Education at the University of Rwanda).

Conferences, Consultancies, Speeches

Renowned international public speaker at universities and association functions in USA, Canada, Mexico, Brazil, Hong Kong, Europe, Africa, Asia and the Pacific. Organiser of gender conferences, tours at international and national levels, including *Rwanda Friendship Tour, 2012*, *Rwanda Women in Leadership Tour, 2014* and *Viet Nam Women in Educational Leadership Tour, 2015*; *Education and Employment: Gender Policy and Practice, September 2011*, *Focus on Rwanda - Work in Progress; A Conference on Gender Research and Activism in Rwanda, March 2011*; *International Conference on Women's Empowerment through Community-Based Tourism and Cultural Exchange: chances and challenges of grassroots development projects, November 2010*; *International Conference of Gender Centres in Africa, December 2009*. Numerous other conferences/consultancies/speeches in Fiji Islands, Papua New Guinea, Samoa, Tonga, Vanuatu, China, India, Bangladesh, Viet Nam, Indonesia, Pakistan, Philippines, Thailand, Taiwan, Egypt, The Gambia, Kenya, Namibia, Nigeria, Ghana, Rwanda, South Africa, Tanzania, Uganda, Zimbabwe, United Arab Republic, Slovenia, Bosnia-Herzegovina, Austria, Finland, Turkey and Spain

Selected Publications

2017

- Rwandan Role Models: Biographies of the first Gender Studies Students*. Kigali Institute of Education, Centre for Gender, Culture and Development, Kigali, Rwanda. (with Hilary Yerbury) (forthcoming)
- Transition and Retention of Girls in the 9-Year Basic Education Programme in Rwanda: A Case study of Kanyinya Child Friendly School, Nyarugenge District, Kigali, Rwanda*, *Rwanda Occasional Research Paper 10*, KIE, CGCD, Kigali (with Olukemi Asemota) (forthcoming)
- The Impact of Women's Political Leadership on Human Rights and Poverty in Rwanda* (with Megan McCloskey) (forthcoming)
- Gender and Post-Genocide Reconstruction in Rwanda*, *Women in War Conference*, Sarajevo, Bosnia Herzegovina (with Megan McCloskey) (forthcoming)
- Commissioned chapter* in Charlesworth, L, M Kandiah and J Rowbotham (eds), *War Crimes in Historical Perspective: Justice - Whose Justice? Key Issues and Dilemmas*, as part of the Routledge SOLON series, submitted for publication (forthcoming)
- Women Leading Education Across the Continents: Finding and Harnessing Joy in Leadership, Celebrating Leadership Learnings in Education across Continents*, Rachel McNae and Elizabeth Reilly (eds) Rowman Littlefield Education and AASA (submitted for publication)
- Invisible Women, Cosmopolitan Civil Societies: An Interdisciplinary Journal* 9(2), UTS ePRESS, Sydney, (in press)
- The Impact of Women's Political Leadership on Development in Rwanda*, in Reilly, Elizabeth and Diane Reed (eds), *International Perspectives on Women in Educational Leadership*, Rowman and Littlefield, (with Megan McCloskey) (in press)
- Gendering Post-Conflict Tensions: Rwanda*. In Dewhurst, Elaine (ed.), *Human Rights in Times of Transition*, Routledge: London (with Melissa Vogt) (in press)
- Gendered Post-Conflict Experiences of Poverty and Human Rights Violations in Rwanda*, in P.I. Iribe Mwangi, J.B. Ndohvu, Njeri Muhoro and Mumia G. Osaaji (eds), *Poverty as a Human Rights Violation*, University of Nairobi, Center for Human Rights and Peace, Nairobi (with Melissa Vogt), pp. 67-81

2016

- Gendered Post-Conflict Experiences of Poverty and Human Rights Violations in Rwanda*, in P.I. Iribe Mwangi, J.B. Ndohvu, Njeri Muhoro and Mumia G. Osaaji (eds), ***Poverty as a Human Rights Violation? Report of a symposium held at Lake Naivasha Country Club, 28-30 September 2011***, University of Nairobi, Center for Human Rights and Peace, Nairobi (with Melissa Vogt), pp. 24-25
- Shirley Randall (sic)*, in Mukheibir, Ruth, ***Untying the Knots: Ordinary women doing extraordinary things, living mercy in the 21st century***, Monte Sant' Angelo Mercy College, Sydney, pp 46-49
- Shirley Randell AO: Coming full circle*, in Ankers Julie, ***Feisty, Fabulous and 50+***, Moshpit Publishing, Sydney, pp 152-161
- Shirley Kaye Randell (nee Izett) AO*, in ***A Celebration of Contribution: Tales of the courage, commitment and creativity of Modernians 1911-1963***, Department of Education, Western Australia, pp 305-6

2015

- Celebrating Leadership Learnings in Education across Continents: Experiences of an International Development Adviser - Bangladesh and Rwanda***. Working Paper 15/2, paper presented at the International Women Leading Education Across Continents (WLE) Conference 2015: Finding and Harnessing the Joy in Our Leadership, at the University of Waikato, Aotearoa, New Zealand. 1-3 September 2015. ISBN 978-0-9807965-7-5.
- Global Citizenship Learning to contribute to and take part in a Wider World, Fifth Annual Perth Modernian Society Oration*, Perth, August 2015. <https://www.academia.edu/14955589/>
- Shirley Randell: A little about Shirley...*, in Wallace, Alexandra and Jessica Wickenden (eds), ***WIRED: Women in Rowing: Empowerment and Development***, Edition 1, July 2015, pp 6-7.
- Dr Shirley Kaye Randell AO: The Veterans: Wise Elder Tribal Leaders*, in Henry, Avril, ***Leadership Revelations III: How we achieve the gender tipping point***, Avril Henry and Associates, Sydney, April 2015.
- Shirley Randell*, Virginia Gildersleeve International Fund ***Portraits Page***, April 2015, <http://vgif.org/blog/april/?category=portraits>.
- Evaluation of the Impact of Rwandan Women's Political Leadership on Democracy and Development***, The Commonwealth, London, March 2015
- Implementing Gender Equality: A comparative analysis of women's empowerment in Rwanda and Australia through education, empowerment and mentoring***, Working Paper 15/1, presented at the Commission on the Status of Women 59 (CSW59), at the Churches Centre of the United Nations (CCUN), New York, USA. March 2015. ISBN 978-0-9807965-8-2 (with Jaya Earnest).
- Summary Preliminary Findings on the Impact of Rwandan Women's Political Leadership on Democracy and Development***, Commonwealth Secretariat, London, UK, March 2015
- Priestley, Angela, ***Top Stories: The former CEO enjoying the time of her career at age 74***, ***Women's Agenda***, 16 January 2015, <http://www.womensagenda.com.au/talking-about/top-stories/how-a-sacked-ceo-reinvented-her-career/201501155150>

2014

- Shirley Randell*, in Zwart-Hopman, Claudia, ***How Women Leaders Create the World: Model for Global Women's Leadership***, Book and Film, TOTARA, The Netherlands, 30 November
- Shirley Randell*, in Video of the Oxford Human Rights Hub Conference on ***Women and Poverty: A Human Rights Perspective*** <http://ohrh.law.ox.ac.uk/video-launch-women-and-poverty-a-human-rights-approach/>
- Shirley Randell*, in Yve Lavine, ***Sweet 16: A Portrait Project with Women over 60, Their Experiences and Reflections - Art Exhibition***, The Tap Gallery, Darlinghurst, Sydney, March
- Forum '09 Shirley Randell-Highlights Women of the World Conference***, Katherine, 2013, <http://vzaar.com/videos/1706187>, 8 July
- Shirley Randell AO, Educator, Advocate, Mentor, Leader*, ***University of Canberra Alumni Profiles***, <http://www.canberra.edu.au/alumni/profiles/shirley-randell-ao>, 1 July
- Women Empowerment (Gender Equality, Violence against Women, Discrimination)***, In Topal, Semiha (Editor), ***Istanbul Summit 2014, Women's Perspectives on UN Post 2015 Development Agenda, Forum Proceedings***, 31 May -1 June 2014, The Journalists and Writers Foundation Press, Istanbul, Turkey, pp 55-9, ISBN: 978-975-6714-54-6

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2013

Shirley Randell, In Diann Rodgers-Healy, **Considerations for Australia's Next Woman Prime Minister**, Australian Centre for Leadership for Women, Minnamurra, NSW, December 2013.

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Training on Gender Mainstreaming in NELSAP Projects: Report of Presentations, Discussions and Findings, Kigali, Nile Equatorial Lakes Subsidiary Action Program, August 2013 (with Shamsi Kazimbaya)

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Surviving Genocide, Thriving in Politics: Rwanda Women's Power, **Cosmopolitan Civil Societies: An Interdisciplinary Journal**, 5(1): 1-17 (with Gerise Herndon)

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The State of Fertility Transition in Rwanda: A Preliminary Review, Rwanda Occasional Research Paper 2, KIE, CGCD, Kigali, Rwanda (with Renate Hartwig)

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2009

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2005

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2003

I Stret Nomo: Girls in Vanuatu can do anything (with Jeannette Bolenga). (Also secondary school text). Vanuatu, Blackstone Publishing

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1991

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