

Curriculum Vitae, 2022

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

Contact Details	Professor Shirley Randell AO: 1102/38-42 College St, Sydney NSW 2001, Australia Conjoint Professor of Practice, School of Education, Faculty of Education and Arts, University of Newcastle Associate, Centre for Sustainable Communities, Faculty of Education, University of Canberra <i>Mobile:</i> +61 419 005 936, <i>Email:</i> <i>Webpage:</i>
Nationality	Australian
Education	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
Training	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).
Boards, Committees	President National Council, <i>Independent Scholars Association of Australia</i> , 2016-, and Vice President, NSW ISAA Chapter, 2017-
Patron	Ambassador, <i>Christian University of Rwanda</i> , 2018-21
Ambassador	National Ambassador, <i>National Older Women's Network</i> , 2017- Ambassador, <i>Dignity: Supporting People Experiencing Homelessness</i> , 2017- Ambassador, <i>World International Cricket League/FairBreak Global</i> , 2016- Ambassador, 2013-, Patron, <i>Australian Centre for Leadership for Women</i> , 2010- Global Ambassador, <i>The International Alliance for Women</i> , 2013- 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 Committee member, 2016-2019 Convener of International Relations, <i>Australian Graduate Women</i> , 2019-, AGW representative on the Council, <i>Economic Security for Women</i> , National Women's Alliance, 2016- Vice President, City Branch, Graduate Women NSW, 2019-20, Committee 2020-21 Patron, <i>Sunshine Foundation Australia Inc.</i> , 2013- Deputy Chair of the Board, <i>Sport Matters</i> , 2019- Board member, Chair Development Committee (2016-17), <i>indigo foundation</i> , 2016- Foundation Director and Life Member, <i>National Foundation of Australian Women</i> , 1989-97, NFAW representative on National History Challenge Committee, 2016- Board member, <i>Rwanda Association of University Women</i> , Founder and Secretary General, 2006-2008, Convener International Relations 2009-2019 Board member, <i>Virginia Gildersleeve International Fund</i> , USA, 2009-15, Committees: Governance (2012-18, Nominations (2013-14), Projects (2006-13), Development (2009-13), Membership (2006-9 and 2016-18) <i>Rotary Club of Melbourne</i> , 1990-96, Sydney, 1997-98, 2016-; Port Vila Vanuatu, Paul Harris Fellow, President, 1999-2003; Dhaka North West, Bangladesh, Director International, 2004-5, Vice President 2014-16; Multiple PHF, 2004-5, Director

International; RC of Kigali Doyen, Rwanda 2006-13
 Board member, *Paper Crown Institute*, Canada, 2014-2019
 Member, *Cherie Blair Foundation Mentor Program Alumni*, London, UK, 2015-18
 Member, *Gender Monitoring Office Gender Reference Group*, Rwanda, 2014-15
 Editorial Board member/reviewer, *BioMedical-Central Women's Health Journal*, 2014-16; *Forum for Development Studies*, 2014-16; *International Journal of Arts and Humanities*, 2014-16; *International Journal of Agricultural Extension*, 2013-16; *African Safety Promotion Journal*, 2013-16; *Journal of Gender Studies*, 2013-17; *ANZ Journal of Public Health*, 2012-15; *Global South Sephis e-magazine*, 2011-16; *Cosmopolitan Civil Societies: An Interdisciplinary Journal*, UTS, Sydney, 2010-Associate, *Equality in Tourism*, 2013-
 Advisory Board member, *Women's Hub*, 2013-17 Foundation Member, 1Earth Institute, 2018
 Member, *Institute of Public Administration Australia*; IPAA Women's Leadership Network Committee, 2013-15
 Advisory Council member, Akilah Institute Rwanda, 2011-
 Council member, Royal Australian Institute of Public Administration, ACT Division, 1986-89

Awards (selected)

Sir John Storey *Inaugural Lifetime Achievement in Leadership Award*, Institute of Managers and Leaders, Australia and New Zealand, 2018
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, for 'distinguished service to international relations, particularly through the promotion of human rights of women and through public sector reform in developing countries', 2010
Distinguished Alumna Award, University of Canberra for 'national and international work in the public service and institutional reform', 2001
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 for 'public service, particularly in education' 1988
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-
 Centre for Women's Policy Studies, USA, 2011-

Professional Associations

Zonta International Sydney Breakfast Club, 2017-
 Business and Professional Women Australia, 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 Leaders ANZ, FIML ANZ (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	English	Mother tongue	
Proficiency	Bislama/Pisin	Reading and speaking: good	Writing: good
	French	Reading and speaking: fair	Writing: fair
Countries of Work Experience	<i>Long term:</i> Australia, Rwanda, Vanuatu, Papua New Guinea, Bangladesh, Fiji Islands, United Kingdom, Sri Lanka, Solomon Islands <i>Short term:</i> Burundi, Afghanistan, Pakistan, The Gambia, Niue, Samoa, Tonga, Philippines, Singapore, Thailand, Vietnam, Taiwan, China, Switzerland, Uganda, Zimbabwe, Kenya (Somalia), Tanzania, South Africa, Namibia		
Employment	Former Managing Director, SRI Public Sector Reform Pty Ltd (Australia), 1997-2020		
2020	Former Managing Director, SRIA Rwanda Ltd <i>Strong hearts, strong minds, strong women</i> (Rwanda) 2010-2019		
2019	Professional Public Speaker , Australia Africa Universities Network (AAUN) Workshop, Western Sydney University Symposium, Not for Profit Peoples Annual Conference, Independent Scholars Association of Australia NSW Branch, University of the Third Age, Sydney Branch Webinar Interviews , Women on Boards, Zonta International Writer and Editor , Wrote and edited journal articles, <i>Frontiers in Education: Leadership in Education Journal</i> , PhD Thesis, University of Faisalabad, Afghanistan, Professional Public Speaker , History Teachers Association of NSW, Independent Scholars Association of Australia Annual Conference, Graduate Women International 100 th Anniversary and Peace Through Education Conference, Geneva, Switzerland, Women Leaders in Education Across Continents Biennial Conference, Nottingham, UK, De Montford University Graduation Ceremony, Leicester, UK, Freiburg Rotary Clubs and Dusseldorf Zonta Club, Germany, Sydney Lyceum Club, Zonta International Breakfast Club, NSW, UN Commission on the Status of Women, New York, Doctoral Students in Trauma Counselling, University of Missouri-St Louis, Missouri, USA, University of Kansas, School of Health Professionals, Kansas, USA - Writer and Editor . Wrote and edited various journal articles, January-December		
2018	Adviser , Ellapad: a Bangladesh social initiative run by poor working women making green sanitary napkins by reusing waste textile scraps to ensure the health and wellbeing of marginal women, Dhaka Bangladesh. Consultant , Kenya Public Service Commissioners Australian Awards Fellowship Training Program, University of Newcastle, NSW - Professional Public Speaker , Women Chiefs of Enterprise National Forum and Launch of Lyn Connellan's Art Exhibition at the Burnie Regional Art Gallery, Tasmania; Independent Scholars Association of Australia National Conference, indigo foundation Board and Partnership Coordinators' February Gathering, and National Rural Women's Coalition's Rural, Regional and Remote Women's Muster, Canberra; Ninth International Conference on Human Rights Education, New South Wales Older Women's Network Annual General Meeting, United Nations Association of Australia AGM, Zonta Sydney Breakfast Club AGM, Institute of Managers and Leaders Australia and New Zealand Impact Awards, Sydney Lyceum Club and ISAA NSW Open Forum, Sydney; Marymount Manhattan College, Graduate Women International, <i>Stree Aadhar Kendra</i> parallel events, and Government of Zambia/Zonta International side event, United Nations Commission on the Status of Women (CSW62), New York USA; Rotary Club of Giza Metropolitan, and Federation of University Women Triennial Regional Meeting, Egypt; FairBreak Global, Wormsley		

UK; Club Rafiki and Akilah Institute of Women, Rwanda; Laikipia University and Kenya School of Government, Kenya.

- **Radio and TV Interview**, Voice of America, Washington
- **External Auditor**, Curtin University. Adjudicated PhD thesis examiners' reports
- **Writer and Editor**. Wrote and edited various reports and articles, Jan to December
- **Mentor**, Cherie Blair Foundation for Women

2017

- **Judge**, Diversity Awards, Australian Centre for Leadership for Women, 'Empowers Aboriginal & Torres Strait Islander Women' and 'Women with a Disability', July-Aug

Professional Public Speaker, Hong Kong Association of University Women's 60th Anniversary, and Zonta Club of the New Territories, Hong Kong; 13th Women's Worlds Congress International and Interdisciplinary Meeting about Women, and Women Leading in Education Across Continents Sixth Biennial Conference, Brazil; Launch of the Exhibition on Menstruation Art at the Museum of Women, Mexican Federation of University Women's Conference on Leadership for Women, and MFUW Breakfast Assembly, Mexico; Women's Studies Class, Old Dominion University Norfolk, Virginia, USA; Women's National Democratic Club, Washington DC, USA; AFGW and RAUW parallel event CSW 61, New York, USA; Independent Scholars Association of Australia Annual Conference, Canberra, ACT; University of Newcastle School of Nursing and Midwifery Workshop, Newcastle NSW; National History Challenge New South Wales State Presentation, and Australian Centre of Leadership for Women's 'Unique Leadership of Minority Women Conference, Zonta Sydney Breakfast Club, and International Engagement Forum, Office for Women, Department of Prime Minister and Cabinet, Sydney, NSW: Sunflower Foundation Cocktail Event, and Preparation meeting for Delegates attending UNCSW 61, Melbourne, NSW Australia.

2016

- **Mentor**, Cherie Blair Foundation for Women, Mentoring Women in Business Program

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

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; **AFGW and RAUW parallel event**, 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; University of Newcastle, NSW.

2014-15

- **Mentor**, Cherie Blair Foundation for Women, Mentoring Women in Business Program

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

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; AFGW and RAUW side event at 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

- 2013**
- **Writer and Editor.** Wrote & edited various reports and publications, Jan-December
 - **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.
- 2012**
- **Writer and Editor.** Wrote and edited various reports & publications, Jan-December
 - **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 master 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, i 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)

2001 **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)

1999-2000

Vanuatu (Uniquist 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. Chairperson **Healthy Cities Canberra**
- 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 University of New England, part-time PhD, study and part-time Deputy Principal, Mary White College**
- 1982-83 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, PNG**
Provided teaching and institutional support in schools and teachers' college.
- 1966-1968** **Matron and Lecturer Gaulim (Primary) Teachers College East New Britain, PNG**
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 of Faisalabad, 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).

All Speeches: Conferences, Seminars, Reports, Consultancies, Radio and Television Interviews, News Items, 1962-2020 are listed in detail on my website under the Public Speaking tab: Speeches and Presentations

Renowned international public speaker at universities and association functions in USA, UK, Canada, Mexico, Brazil, Hong Kong, Europe, Africa, Asia and the Pacific. Organiser of gender conferences, and 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, Egypt, United Arab Republic, Slovenia, Bosnia-Herzegovina, Austria, Finland, Turkey and Spain, Hong Kong, Mexico and Brazil.

All Publications including Books, Published Reports, Journal Articles, Case Studies, Television Interviews, Podcasts, News Items are listed in detail under Publications tab on my website

Most recent book, *Gender and Learning in Rwanda*, co-edited with Dr Hilary Yerbury and Dr Astrid Escrig-Pinol is published as an ebook in UTS Press, 2020.