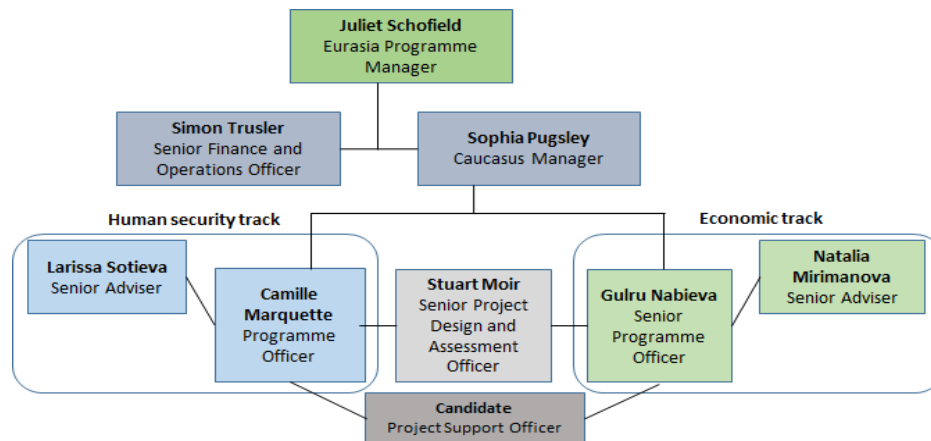


1.7 Personnel



Eurasia Programme Manager Juliet Schofield will be responsible for overall oversight, strategic development, and donor relations. Juliet brings over 20 years' experience of development project management, including 10 years working on the Georgia-Abkhaz conflict. She will ensure quality control and delivery. We estimate that she will dedicate 5% of her time to this project in years 1-3, dropping to 2.5% in year 4.

Caucasus Manager Sophia Pugsley will manage and oversee all project activities undertaken within the two project tracks, including narrative and signing off on financial reporting, and ensuring sufficient funds available for implementation of all project activities. She will report to the Eurasia Programme manager and directly line manage the Programme Officers. Sophia brings over 14 years' experience in project management and leadership, 8 of which in the Georgian conflicts context. We foresee a 10% attribution of her time over 4 years.

Programme Officer Camille Marquette and **Senior Programme Officer Gulru Nabieva** will be responsible for day-to-day project implementation. Camille will be responsible for the human security track, bringing 3 years' experience of multi-track dialogue in the Georgia-Abkhaz conflict. Gulru will be responsible for the economic track, and brings 6 years' experience of working on economic dialogue in Georgia and Abkhazia. Their roles encompass organisation and coordination of project activities, data collection, maintaining relationships with partners, monitoring and financial administration and oversight, including narrative and financial reporting and support to partners. We estimate that they will spend 50% of their time on this project over the 4 years.

Senior Advisers Larissa Sotieva and Natalia Mirimanova will support the human security and economic tracks respectively, bringing between them over 40 years of combined mediation and conflict-resolution experience in the Georgian-Abkhaz conflict context. They will be key strategy advisers, steering content and training and research methodology. They will design and facilitate dialogue meetings, with supported by the Programme Officers. We estimate that they will spend 30% of their time on this project apportioned over the 4 years.

Senior Project Design and Assessment Officer Stuart Moir brings 6 years' experience of monitoring projects in the South Caucasus and will support the Programme Officers to analyse data collected, monitor activities and outcomes against the impact, and to integrate lesson learning into management. With senior staff he will help adapt project design based on the lessons learned, and where appropriate support the creation of knowledge products and outreach. We envisage him spending 10% of this time on the project over the 4 years.

Senior Finance and Operations Officer Simon Trusler will be responsible for financial oversight and risk mitigation within the project management team, ensure compliance, and build the financial reporting capacity of partners. Simon brings 6 years' experience of financial oversight of programmes focusing on the Georgia Abkhaz conflict. We estimate that he will spend 5% of his time on the project in years 1-3, dropping to 2.5% in year 4.

The **Project Support Officer** will be appointed within 3 months of the start date of the project. The appointee will offer significant administrative support to the Programme Officers, and assist with data collection and both narrative and financial reporting. He/she will dedicate 100% of his/her time in years 1-3, dropping to 50% in year 4.

Name: SCHOFIELD, Juliet

Languages: English (mother tongue); Russian (fluent)

Key areas of expertise:

- Team leadership and project management
- Strategic planning, project design and monitoring and evaluation
- Skills development and training
- **Dialogue facilitation** in the **South Caucasus** and Central Asia

Country experience: 22 years' experience in development and conflict resolution, 10 of which concentrating on the **Georgia-Abkhazia and Georgia-South Ossetia conflicts**

Relevant employment history:

Dates	Employer, key responsibilities and achievements
Oct 2014 - present	Eurasia Programme Manager, International Alert <ul style="list-style-type: none"> • Manages Eurasia programme strategy and new business development • Manages £4 million annual programme and team of 15 staff • Acts as corporate, donor and political interlocutor liaison for the South Caucasus Ukraine and Central Asia (including Georgia-Abkhazia) • Member of Programme Leadership Team and Strategic Leadership Forum within International Alert's senior management structure
Nov 2012 – Oct 2014	Caucasus Manager, International Alert <ul style="list-style-type: none"> • Oversaw all projects being implemented on the Georgia-Abkhazia, Georgia-South Ossetia and Nagorny Karabakh conflicts, as well as Turkey-Armenia dialogue, as well as project design • Managed £2 million programme portfolio and 7 programme staff
Feb 2008 – Oct 2012	Senior Projects Manager (Eurasia), International Alert <ul style="list-style-type: none"> • Managed portfolio of conflict transformation initiatives in the South Caucasus region, promoting critical thinking, stimulating discussion and countering harmful narratives on the conflicts • Managed Georgian-Abkhaz civil dialogue and capacity building for South Ossetian civil society • Promoted regional and bilateral research working with political scientists, journalists, cultural figures, academics and school teachers from across the region
Apr 2006 – Jan 2008	Senior Programme Design and Fundraising Officer, International Alert <ul style="list-style-type: none"> • Supported London and field-based programme staff in design, monitoring and evaluation of peacebuilding programmes with a focus on Eurasia

Education, awards and qualifications:

Date	Title
Oct 1998 – Sep 1999	London School of Economics and Political Science; MSc in Development Studies (distinction)
Oct 1998 – Jul 1992	School of Slavonic & East European Studies; BA (Hons) in Russian & Soviet Studies

Other relevant information: Chair of the Board of Trustees, Peacebuilding UK

Name: PUGSLEY, Sophia

Languages: English (mother tongue); Italian (fluent); Russian (fluent); French (fluent)

Key areas of expertise:

- Team leadership and programme management in eastern Europe and the **Caucasus**
- Post-Soviet analysis and research
- Conflict prevention and humanitarian assistance

Country experience: 14 years' experience in development project management, 8 of which working on the Georgian context

Relevant employment history:

Dates	Employer, key responsibilities and achievements
Aug 2016 – present	Caucasus Programme Manager, International Alert <ul style="list-style-type: none"> • Oversees all projects being implemented on the Georgia-Abkhazia, Georgia-South Ossetia and Nagorny Karabakh conflicts • Contributes to project design and monitoring • Manages 5 programme staff
Oct 2013 – Jul 2016	Programme Co-ordinator & Analyst, European Council on Foreign Relations <ul style="list-style-type: none"> • Coordinated programme strategy • Conducted research and created and disseminated publications on relations between Russia, Ukraine, and the Caucasus • Organised top-level dialogue (foreign ministers, political directors, policy planners) through public and private events • Designed advocacy and communications strategies, liaising with external contacts and expanding policy and advocacy networks
Jun 2005 – Oct 2013	Head of Mission, International Committee of the Red Cross (ICRC) <ul style="list-style-type: none"> • Managed missions and supervised and monitored projects in Georgia, South Ossetia, Nagorny Karabakh, Africa and South Asia • Engaged in multi-track dialogue, representing ICRC in interactions with and between national and local authorities, rebel groups, peacekeepers, civil society, and donors • Was responsible for monitoring conflict parties' respect for international humanitarian law and provision of assistance and protection • Made oral and written interventions with relevant parties regarding citizen and military detention, POW exchange, and population monitoring • Managed and coached 150 staff
Jan 2004 – May 2005	Programme Manager, Centre for Peacemaking & Community Development <ul style="list-style-type: none"> • Managed humanitarian aid work in Ingushetia and Chechnya • Evaluated humanitarian medical, education and food programmes for Chechen IDPs/refugees • Wrote project proposals, reports, budgets and oversaw financial reporting, logistics and administration, managing 85 local staff • Liaised at field level with UN, EU, NGOs for programme coordination

Education, awards and qualifications:

Date	Title
1998 – 1999	College of Europe in Natolin; MA in Advanced European Studies
1994 – 1998	University of Sheffield; BA in Russian and Eastern European Studies

Name: MARQUETTE, Camille

Languages: French (mother tongue); Russian (fluent); English (fluent); Georgian (proficient)

Key areas of expertise:

- Project management and monitoring
- Human security and youth **dialogue** on conflict prevention
- Election monitoring

Country experience: 6+ years' development experience, 3 of which in the **Georgian-Abkhaz** context

Relevant employment history:

Dates	Employer, key responsibilities and achievements
Oct 2015 – present	Eurasia Programme Officer, International Alert <ul style="list-style-type: none"> • Coordinates a dialogue project between Georgian and Abkhaz youth • Participates in team analysis and collects and processes project data • Maintains network of partners in Georgia and Abkhazia
Mar – April 2014; Feb – Sep 2015	Monitor, OSCE Special Monitoring Mission to Ukraine <ul style="list-style-type: none"> • Observed compliance of conflicting parties to the Minsk agreements • Engaged various interlocutors in dialogue processes
Nov 2012 – Feb 2015	Human Dimension Officer, OSCE Mission in Kosovo <ul style="list-style-type: none"> • Reported on and advocated for good governance at the municipal level • Supported CSOs, informal women groups, youth associations and minority communities to participate in local governance structures
Jan – Nov 2012	Civilian Protection Officer, Nonviolent Peace Force South Caucasus <ul style="list-style-type: none"> • Designed and set up grassroots conflict-prevention mechanisms, including training sessions for communities • Engaged local authorities and international stakeholders working on conflict prevention in Georgia
Apr – Dec 2011	Junior Professional Officer, OSCE Centre in Bishkek <ul style="list-style-type: none"> • Acted as focal point for information gathering and early warning for 2011 presidential elections • Supported the establishment of a local network of mediators
Dec 2009 – March 2011	Election Specialist, Various <ul style="list-style-type: none"> • Rapporteur at the French National Commission for Campaign Accounts • Observer for the OSCE/ODIHR in Azerbaijan, Kazakhstan and Georgia • Freelance journalist for the Abkhaz and Ukrainian presidential campaigns
Sep 2008 – Oct 2009	Director, French Business Council in Georgia <ul style="list-style-type: none"> • Represented and French economic interests in Georgia • Coordinated FBC activities and promoted the Georgian market in France

Education, awards and qualifications:

Date	Title
2007-2008	Russian People's Friendship University, Moscow; MSc in Compared Politics
2006-2007	Bordeaux School of Political Science; MA in International Affairs
2003-2006	Bordeaux School of Political Science; BSc in Political Science

Name: NABIEVA, Gulru

Languages: Tajik (mother tongue); English (Fluent); Russian (Fluent); Arabic (basic)

Key areas of expertise:

- Context analysis, project development, management and implementation
- Building relationships with external actors and teamwork
- Planning and reviewing monitoring systems

Country experience: 6+ years' experience in implementing peacebuilding projects in the South Caucasus, in particular the **Georgian-Abkhaz conflict**

Relevant employment history:

Dates	Employer, key responsibilities and achievements
Oct 2014 – present	<p>Senior Programme Officer, International Alert</p> <ul style="list-style-type: none"> • Manage Caucasus Business and Development Network in the South Caucasus and oversee the implementation of regional economic research and the process of regulating cross conflict-divide trade (including trans-Ingur/i trade) and promoting economic dialogue • Develop economy and conflict programme strategy and significantly contribute to project design and programme-wide strategic planning • Liaise with donors and local stakeholders on an ongoing basis • Manage, coordinate and participate in evaluation processes • Manage project budget
Aug 2011 – Sep 2014	<p>Programme Coordinator, International Alert</p> <ul style="list-style-type: none"> • Coordinated implementation of peacebuilding activities in the South Caucasus and Turkey, e.g. study programmes, dialogue events, publications • Led on narrative and financial project donor reports • Drafted funding proposals and budgets, contributed to project design • Monitored project budgets, created financial forecasts • Communicated regularly with donors, partners and participants in the region • Managed volunteers and consultants, oversaw local consultant contracting
March – May 2009	<p>Researcher, Emergency and Post Crises (EPC) Division, International Organisation for Migration</p> <ul style="list-style-type: none"> • Analysed IOM's operational responses to IDPs in Georgia and Afghanistan; drafted reports for IOM HQ to reflect on responses and lessons learned • Collected primary data on humanitarian assistance to IDPs and coordination of Shelter Cluster in Georgia during August war of 2008

Education, awards and qualifications:

Date	Title
Sep – Dec 2009	London School of Economics and Political Science; Level 7 Postgraduate on Democracy and public policy
Oct 2008 – Sep 2009	University of York, York, UK; MA in Post-war Recovery Studies Award: The OSI/Chevening/University of York Scholarships
Sep 2007 – Oct 2008	OSCE Academy in Bishkek, Kyrgyzstan; MA in Political Science
Aug 2003 – June 2007	American University of Central Asia, Bishkek, Kyrgyzstan; BA in American Studies; Graduated with Magna Cum Laude

Name: SOTIEVA, Larissa

Languages: Ossetian (native); Russian (fluent); Georgian (professional); English (professional)

Key areas of expertise:

- Humanitarian, development and peacebuilding programme management
- **Dialogue facilitation**
- Training and strategic planning
- Analysis, research and management of psychosocial issues for conflict-affected persons

Country experience: 25 years' experience in the North and **South Caucasus**

Relevant employment history:

<i>Dates</i>	<i>Employer, key responsibilities and achievements</i>
2007 – present	Senior Adviser, International Alert <ul style="list-style-type: none"> • Facilitating multi-track dialogue processes and training workshops (10 years on the Georgia-Abkhazia-South Ossetia conflicts) • Providing strategic and methodological support to programmes • Developing relationships and facilitating partner networking • Advising programme strategy development and project implementation
2007 – 2008	Caucasus Programme Associate, Conciliation Resources <ul style="list-style-type: none"> • Facilitated dialogue between civil society in Georgia and Abkhazia, including workshops, training and strategic planning • Researched problems in Gal/i district
1999 – 2006	Director/Founder, Caucasian Refugee Council <ul style="list-style-type: none"> • Organised and coordinated legal assistance, rehabilitation, psychosocial support, and integration projects for IDPs from Chechnya, North and South Ossetia, Ingushetia, and Georgia • Conducted research on IDPs in the Russia-Chechnya context
2000 – 2006	Consultant Coordinator, International Alert <ul style="list-style-type: none"> • Developed civil society in Georgia and Abkhazia and facilitated dialogue • Managed projects in the “ceasefire” areas • Coordinated the Caucasian NGO network (28 NGOs) • Coordinated peacebuilding projects across the South Caucasus • Organised training on civil society development and maintenance • Provided a shared informational space for Caucasian civil society
1997 – 1999	Psychologist Counsellor, Norwegian Refugee Council <ul style="list-style-type: none"> • Facilitated voluntary repatriation from Russia to Georgia

Education, awards and qualifications:

<i>Date</i>	<i>Title</i>
1991-1995	North Ossetian State University/Leningrad university; MSc in Social Psychology
1990-1991	North Ossetian State University; Certificate in Social Psychology
1979-1983	South Ossetian Pedagogical Institute; BA Russian Language and Literature

Other relevant information: Blog author for International Alert (<http://www.international-alert.org/users/larisa-sotieva>), with peacebuilding articles widely published, e.g. Huffington Post

Name: MIRIMANOVA, Natalia

Languages: Georgian (mother tongue); Russian (mother tongue); English (fluent); French (good)

Key areas of expertise:

- Conflict analysis and resolution, **multi-track dialogue facilitation**, democracy building
- Research, **advocacy**, monitoring and evaluation

Country experience: 20+ years' peacebuilding in the former Soviet Union, 15 of which concentrating on the **Georgia-Abkhazia** and **Georgia-South Ossetia** conflicts

Relevant employment history:

<i>Dates</i>	<i>Employer, key responsibilities and achievements</i>
2004 – present	Senior adviser, International Alert <ul style="list-style-type: none"> • Facilitating peace dialogue between South Caucasian and Central Asian stakeholders at the political, governmental, private sector and civil society level • Researching economic aspects of South Caucasus conflicts, including authoring publications on Georgia-Abkhazia trade and trans-regional rail networks • Designing and implementing advocacy strategies for authorities at all levels to promote innovative thematic and process dimensions of conflict transformation
2014 – present	Adviser, Centre for Humanitarian Dialogue (Ukraine) <ul style="list-style-type: none"> • Track 1.5 dialogue facilitation and Economic connectivity policy research
Jun 2014	Senior expert ,ERMES <ul style="list-style-type: none"> • Led and facilitated multi-track dialogue on decentralisation in Ukraine
2012	Consultant, European External Action Service, Crisis Management Initiative <ul style="list-style-type: none"> • Supported high-level dialogue on climate change and water in Central Asia
2009-2015	Co-Director, Crimea Policy Dialogue, PATRIR <ul style="list-style-type: none"> • Designed and facilitated 1.5 policy dialogue platform for conflict prevention
Aug 2012 – Mar 2013	Researcher, High Commissioner for National Minorities, OSCE <ul style="list-style-type: none"> • Conducted needs assessments of formerly deported people in Crimea, Ukraine
Nov – Dec 2010	Researcher, Nonviolent Peace Force <ul style="list-style-type: none"> • Assessed security and fear-influencing factors of civilians from 18 communities on both sides of Abkhaz-Georgian boundary line
Jun – Aug 1999, 2000	Trainer, Academy for Educational Development and Youth for Understanding <ul style="list-style-type: none"> • Trained Georgian and Abkhaz youth on conflict sensitivity and peacebuilding
1997-1998	Consultant, Internews Network <ul style="list-style-type: none"> • Trained North and South Caucasian stakeholders on media and conflict
1995-1996	Trainer, OSCE <ul style="list-style-type: none"> • Trained activists on interethnic dialogue, project and campaign planning and implementation, and citizen participation in policy formation in Georgia

Education, awards and qualifications:

<i>Date</i>	<i>Title</i>
1997-2006	Institute for Conflict Analysis and Resolution, George Mason University; PhD
1987-1990	Cardiology Research Centre, Moscow Academy of Medical Science; PhD
1981-1987	Department of Medical Science, Second Moscow Medical Institute; MD

Other relevant information: Author of 15 publications on the South Caucasus (6 on **Georgia-Abkhazia** conflict)

Name: MOIR, Stuart

Languages: English (mother tongue); Russian (fluent); German (fluent); French (fluent); Farsi (basic)

Key areas of expertise:

- Development intervention design, monitoring and evaluation, and outreach
- Conflict prevention and gender-based violence in Central Asia and the **South Caucasus**
- Knowledge management, research and strategy development

Country experience: 6+ years working on development issues in the **South Caucasus**

Relevant employment history:

Dates	Employer, key responsibilities and achievements
Apr 2016 – present	Senior Programme Design & Assessment Officer (Eurasia), International Alert <ul style="list-style-type: none"> • Coordinating Eurasian project design and monitoring processes • Offering monitoring and evaluation support to projects ongoing in the South Caucasus and Central Asia, including Georgia-Abkhazia
Feb 2014 – Apr 2016	Proposal Manager, Development Alternatives Incorporated <ul style="list-style-type: none"> • Drafted, evaluated and submitted development interventions • Provided sectorial expertise on the South Caucasus and Central Asia • Provided knowledge management services on ongoing projects, such as evaluating monitoring results, drafting and reviewing reports, tailoring messages for a variety of audiences, and advising on communications and learning strategies • Reviewed interventions from a gender perspective
Jan 2014 – Mar 2016	Consultant, International Alert <ul style="list-style-type: none"> • Provided knowledge management services for various departments of International Alert, including editing, proofreading, publication management and communications, including Georgia-Abkhazia, Georgia-South Ossetia and Nagorny Karabakh
Nov 2011 – Apr 2012	Consultant Publications Officer, International Alert <ul style="list-style-type: none"> • Managed the publication process for the <i>Initiative for Peacebuilding – Early Warning</i> programme, the <i>Myths, Manipulation & Media</i> series, and online content, including knowledge management activities, editing and proofreading in both the English and Russian languages. • Reviewed research on the Georgia-Abkhazia and Georgia-South Ossetia conflicts during <i>Myths, Manipulation & Media</i>
Feb 2011 – present	Consultant Editor, United Nations and OSCE <ul style="list-style-type: none"> • Editing on long-term agreements for all UN agencies (particularly UN DPI, FAO, IOM and UNFCCC) and the Organisation for Security and Cooperation in Europe in Armenia

Education, awards and qualifications:

Date	Title
2010 – 2013	Open University; MSc in Development Management (merit)
2007 – 2008	University of Westminster; Certificate in Conference Interpreting
2003 – 2007	University College London; BA (joint hon) in Russian and German

Name: TRUSLER, Simon

Languages: English (mother tongue)

Key areas of expertise:

- INGO programme financial management
- Business analysis and financial and administrative training
- SUN Accounts, Q & A, Vision, Drupal, MS Office including Advanced Excel, Word, Outlook, Access, Business Objects, InfoView, Foxpro

Country experience: 6+ years' oversight of programme financial management in for **the Georgia-Abkhazia conflict**

Relevant employment history:

<i>Dates</i>	<i>Employer, key responsibilities and achievements</i>
Aug 2010 – present	Senior Programme Finance Officer, International Alert <ul style="list-style-type: none"> • Provides senior-level support and information to budget holders covering all aspects of restricted grant management. • Prepares programme budgets and links them to long-term programme strategy • Supports programme staff with donor compliance (EC/DFID/USAID) • Supports team members with local partnership management and governance, including risk assessment, contracts, financial reporting and capacity building • Provides financial management and capacity building training for all staff
Jan 2003 – Jul 2010	Finance and Business Support Manager, Community Service Volunteers <ul style="list-style-type: none"> • Reviewed all funding bids and tender applications for the division and advised on full cost recovery and areas of risk or inconsistency • Assisted regional teams with preparation of budgets, prepared all central budgets and reviewed all programme budgets, annually, quarterly and monthly to ensure they were being met and to address potential issues • Analysed financial information, prepared funder reports and ensured compliance with various reporting requirements
Apr 2000 – Nov 2001	Regional Support Officer, Voluntary Service Overseas <ul style="list-style-type: none"> • Provided administrative and personal support to VSO offices and volunteers in Southeast Asia • Provided cover, support and assistance to the Regional Programme Manager • Facilitated workshops and training courses on SUN Accounts and basic accounting procedures for VSO national staff in Ethiopia, Uganda, Thailand, Laos and Vietnam • Analysed and assessed the programme office accounts, including monthly reviews of management reports, assistance with budgets, monthly reconciliation, and management and payment of all grants to volunteers

Education, awards and qualifications:

<i>Date</i>	<i>Title</i>
2005-2007	London South Bank University; PgDip Voluntary Sector Management
1994-1996	King Alfred's College; BA (hons) in Business Administration
1991-1993	Bournemouth University; HND Business and Finance