### Catherine Squire

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| **Personal Details** |
| **Current Employment**  | INTRAC Organisational Development ConsultantMember of Framework consultants’ collective from February 2011 |
| **Country Experience** | Burundi, Cyprus, Eritrea, Ethiopia, France, Haiti, India, Iran, Ireland, Jordan, Kenya, Liberia, Mauritius, Mozambique, Niger, Nigeria, Pakistan, Rwanda, Saudi Arabia, Sierra Leone, Slovenia, South Africa, Sudan, Sweden, Tanzania, Thailand, Turkey, Uganda, UK, Zambia, Zimbabwe |
| **Disciplines** | NGO Management; Civil Society Strengthening; Evaluating capacity building; Programming and M&E; Partnerships; Training and Facilitation. |
| **Area of Experience** |
| 1. Thirty five years’ experience of international development and relief work, 20 years in capacity-building programmes; 15 years as consultant.
2. Key areas of expertise:
* NGO Management, Project Cycle, and M&E
* Organisational assessment and capacity building strategies, processes and methods.
* Evaluation of capacity building programmes
* Capacity building with smaller civil society organisations
* Facilitating participatory workshops and training courses
* Management development and skills
* Partnerships and working collaboratively (frameworks, communication and conflict resolution)
* Extensive Middle East experience (Iran, Afghanistan and Iraq) with civil society and refugees

Languages: Bilingual French, some Persian/Farsi

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| **Clients**  |

British Council • INTRAC • Comic Relief • Concern Worldwide • International Relief and Development • EU Decentralised Cooperation Programme, Mauritius • Save the Children• Bond • International Service • UNHCR • Headway • UNDP • Young Lives • Cambridge Council for Voluntary Service • UNICEF • UN Office for Drugs and Crime • D-Talk • The Humanitarian Centre • Amnesty International • Swedish Mission Council • Article 19 • Transparency International • Fight for Peace International • World Association of Muslim Youth • Management Centre Cyprus • Sisters of St Louis • STARS Foundation • CNVOS/Min. Public Admin. Slovenia • European Bank for Reconstruction and Development • British Red Cross • CBM • NAMA • IM/Swedish Development Partner |
| **Recent Consultancies** |
| **Evaluation of capacity building and Organisational reviews**  | Participatory Review of British Red Cross’s partner capacity building approach; production of detailed tailor-made guidance for programme staff (2017)Formative and summative evaluation of the impact of Fight for Peace’s Global Alumni Programme during 2014-2016 covering outcomes of the OD support given to 4 cohorts of organisations in Kenya, South Africa, UK and Jamaica (total of about 20 organisations), including case studies of 6 organisations.Evaluation of outcomes and impact of Concern Worldwide’s management development programme (2015)5-year evaluation of KHFSP (Cambridge, UK) programmes and organisation for Big Lottery Fund (2009) |
| **Organisational Assessments (OA)** | Review of Rakeen Foundation’s Organization Capacity Assessent Tool and design of participatory process with stakeholders (2018)Review of British Red Cross’s partner capacity building approach including detailed guidelines on the use of OA tools (2017)Design of OA tool for Bond UK (2011), and assessment process with Methodist Relief and Development and other UK charities.OA process with AI Mauritius chapter (2009); various small UK charities (2007-11). Participatory assessment process leading to capacity building or change strategy.  |
| **Training for NGO staff** | Training courses developed and run 2004-2017 included:* Management and Leadership skills (Mauritius NGOs, INTRAC Open Training for NGOs, Muslim community organisation Ethiopia, Concern Worldwide staff in Haiti, Burundi, Niger, Dublin and Sisters of Saint Louis in Nigeria).
* Organisational Assessment and Capacity Building (Rakeen Foundation, Mauritius CBOs, DTalk Irish NGOs, STARS Foundation, CNVOS Slovenia, EBRD, Swedish Development Partner, NAMA Foundation)
* Partnerships (Mauritius CBOs, D-Talk Irish NGOs, Iran activists and CBOs, Comic Relief Peer Learning Programme)
* Participatory methods (Ethiopia community groups, CNVOS Slovenia)
* Project Cycle and M&E (Article 19 Kenya and Senegal; IRD Jordan; Swedish Mission Council; Save the Children Pakistan; Cyprus NGOs)

Part of award winning team of trainers on Concern Worldwide’s Management Development programme ‘Pathway’: Best Training Programme 2015 in the National Training Awards, IMD, Ireland |
| **Training of Trainers**  | Trained trainers for CSO development work in Cyprus (2007), Iran (2000-3) and Mauritius (2008-10), Afghanistan (2013). Curriculum development, training skills, ToT handbooks. |
| **Strategic Planning** | Strategic planning process and report for CBM’s multi-million dollar worldwide Eye Care programmes (2016) |
| **Partnership Guides** | Handbook/Guide for staff for Amnesty International (2011), Training for community diaspora organisations in London (2012) |

Education & Qualifications

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| 1981 | B.Sc.(Econ) International Trade & Development, London School of Economics |
| 1985 | M.Sc. Human Nutrition, London School of Hygiene and Tropical Medicine |
| 20102016 | Certificate in Community Mediation and Workplace Mediation (2014)Online Facilitation Skills (Adobe Connect) |

Employment History

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| Iran | Noavaran Pars, Co-Founder and Board Member of an indigenous NGO support organisations in Iran (2000-03) |
| Iran | Representative: International Consortium for Refugees in Iran (1996-2000) including organising conference for 150+ participants from government, NGOs and other stakeholders.  |
| UK | Disaster Response Officer**:** HelpAge International (1987-93) |
| Sudan & Thailand | Training Coordinator / Field Officer, CARE International (1983-85) |

Publications

*Building Organisational Capacity in Iranian Civil Society: Mapping the Progress of CSOs,* Praxis Paper No 8, INTRAC, 20