### Catherine Squire

Tel: + 44 (0) 7742968071

[catherine@framework.org.uk](mailto:catherine@framework.org.uk) [www.framework.org.uk](http://www.framework.org.uk)

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| **Summary** | |
| **Current Role** | Member of Framework consultants’ collective since February 2011  Organisational Development and civil society Capacity Building Consultant with INTRAC |
| **Country Experience** | Burundi, Cyprus, Eritrea, Ethiopia, France, Haiti, India, Iran, Ireland, Jordan, Kenya, Liberia, Mali, 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 humanitarian 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 / CBOs * Facilitating participatory workshops and training courses * Management development and skills * Partnerships and working collaboratively (frameworks, communication and conflict resolution) * Extensive experience in French speaking countries and Middle East   **Languages**: Bilingual French, some Persian/Farsi   |  | | --- | | **Clients include** |   British Council • INTRAC • Comic Relief • Concern Worldwide • International Relief and Development • EU Decentralised Cooperation Programme, Mauritius • Save the Children• Bond • UNHCR • UNDP • Cambridge Council for Voluntary Service • UNICEF • UN Office for Drugs and Crime • 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 • Rakeen Foundation • Enabel (Agence Belge de Développement) • F3E | |

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| **Recent Consultancies** | |
| **Civil Society Capacity building** | Design of toolkit for multi-stakeholder CB programme, including developing training materials, M&E design and accompaniment for Enabel in Koulikoro region of Mali (2018-2019)  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)**  **and Organisational reviews** | 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 (cont.)** | Training courses developed and run 2004-2019 included:   * **Management and Leadership skills** (Mauritius NGOs, INTRAC Open Training for NGOs, Muslim community organisation Ethiopia, Concern Worldwide staff in Haiti, Burundi, Niger, Dubai, Kenya, 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** (Rakeen Saudi Arabia; Article 19 Kenya and Senegal; IRD Jordan; Swedish Mission Council; Save the Children Pakistan; Cyprus NGOs) * **Consultancy Skills** for consultants working in NGO capacity building (Rakeen, Saudi Arabia)   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 |
| **Online Facilitation** | Online facilitation of 4 month programme for developing consultancy skills (INTRAC) 2017-8 |
| **Training of Trainers** | Trained trainers for civil society 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) |
| **Partnerships** | Handbook/Guide for staff for Amnesty International (2011), Partnerships Training for community diaspora organisations in London (2012) |
| **Coaching and Support** | Coaching staff of BRC, Concern, NAMA and Australian Red Cross who are working in NGO management and Capacity Building (2012-present)  Facilitation and support for Board meetings and processes for CBM, Young Lives, Headway, and others (2005-2018) |

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 |
| 2010  2016 | 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

Feb 2019