

CV: Perry Seymour

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Areas of expertise

Learning and Development Specialist

Over twenty years of experience in organisational development, training and project/programme implementation, largely on behalf of aid and development organisations. A training professional, fully versed and experienced in all aspects of training and learning, from conceptualisation to development and delivery. Expertise in managing multiple, complex programmes and projects concurrently, involving multiple countries and partners, with a recognised ability to effectively confront issues and implement change.

Strategic organisational approaches to learning and development, including competency assessments and staff development:

Nutrition Cluster/UNICEF (2020):

- In partnership with RedR, developing, piloting, evaluating and rolling out a mentoring training programme for Nutrition Cluster staff worldwide.
- Development of competency self-assessment tools for Nutrition Cluster Coordinators and Information Management Officers.

Red Cross/Red Crescent Movement (2019): L&D Specialist for the development and delivery of the Movement's first three-day training programme for a new global role called "Movement Coordination Officer".

World Health Organisation/Health Cluster: Learning & Development Specialist for the *Capacity Building Within the Health Cluster's* global mentoring programme (2014 to 2018):

- Developed and piloted a structured global mentoring programme for Health Cluster Coordinators and Information Management Officers that was based on pre-identified individual learning needs and clearly defined learning and performance development priorities.
- Developed a Health Cluster/WHO professional development strategy

Design, delivery and evaluation of humanitarian learning programmes

I have a wide range of training products and skills regarding project/programme management across the entire humanitarian project cycle (also a certified PMD Pro trainer), including:

- Designing projects (including logframes and theories of change)
- Managing projects (both in an operational sense and a managerial/leadership sense)
- Monitoring and evaluating projects
- Risk management
- Project reporting
- Coordinating projects

World Foundation for Democracy (2017): Lead consultant on global management development programme. Key activities included:

- Advising senior working group on the development of the WFD Programme Management Framework and completing the Political Party Programme Manual
- Finalising the WFD Programme Cycle
- Developing and delivering training on Theories of Change and Logframes to WFD staff.

UK Department for International Development (DFID), worldwide (in partnership with RedR): Programme Management training suite (2014 - 2020): *Delivering Effective Aid Programmes, Commercial Capability Masterclass, Risk and Controls Masterclass*

- Lead consultant on the design, revision and delivery of a global training programme for Programme Managers
- Lead trainer for delivery in Afghanistan, Ghana, UK, Bangladesh, Tanzania, Mozambique, Pakistan, Zambia, Malawi and others.

Organisation for the Coordination of Humanitarian Affairs, UNOCHA, Afghanistan (2017 - 2018): Developed and facilitated a specialised learning project on Monitoring and Reporting for Humanitarian Affairs Officers who manage projects funded by the Common Humanitarian Fund.

Strategic Approaches to Capacity Building and Organisational Development

UK Emergency Medical Team/DFID (2018 – 2020): Primary facilitator for three strategy development workshops aimed at the development of common strategic objectives and plan.

Oxfam and RedR, Context Programme, Jordan, (2017 - 2018): Lead facilitator for the Context Leadership and Management Skills Development Programme for managers of NGO programmes in the Syrian refugee camps in Jordan.

- The programme aimed to build humanitarian leadership effectiveness and performance through learning and applying skills and techniques and judging how best to manage resources, systems and practices for effective humanitarian action.

CHS Alliance, Helsinki (2018): Lead facilitator for the CHS Alliance’s HR Europe conference, aimed at promoting convergence on the ‘localisation’ agenda for approximately 25 different NGOs

WASH Cluster/UNICEF, Geneva (2017): Developed and facilitated a five-day strategic planning workshop for the WASH Cluster’s Field Services Team

Training of Trainers

Global Interagency Security Forum: Developed and delivered a multi-day Training of Virtual Security Trainers, aimed at helping security managers turn their face-to-face security trainings into effective online, virtual security trainings (2020).

International Federation of the Red Cross: Conducted three trainings of trainers in the regional offices in Malaysia and Panama (2019 – 2020).

Catholic Relief Services (Dubai and Nairobi): Developed a competency self-assessment tool and using results to design and deliver two *Training of Trainers*, one for security managers and one for finance managers (2018).

Education and Qualifications

2020	Certified VoicePrint Consultant
2019	Group Facilitation Methods, ICA:UK
2014	E-facilitation skills
2013	Project Management for Development Professionals (PMD Pro) Levels 1 & 2 certifications
2012	Prince2 Project Management Foundation & Practitioner Certification
2009	Leadership for Values-Based Organisations, Impact Beyond
2006	Certificate in Personal Coaching, The Coaching Academy
2005	Certified French language level B2, Bordeaux Language School
1996	Master of Arts in Sociology, University of Louisville, 1996

Employment History

- 2007 – 2013 *RedR London, UK
 Training & Consultancies Manager: developed and managed the RedR consultancy service, aimed at meeting specific demand for tailored training and consultancy services to humanitarian organisations worldwide.
- 2006 – 2007 *The National Council of Voluntary Organisations/London, UK
 The Third Sector Leadership Centre Programme Manager: Charged with managing the development and delivery of a programme of work to promote and develop leadership in UK voluntary organisations.
- 2004 – 2006 *Habitat for Humanity International Budapest, Hungary
 Programme Development Director: Managed the implementation of the national and affiliate poverty and post-disaster housing programmes in Armenia, Bulgaria, Ireland, Poland, Portugal, Russia, Turkey and the UK.
- 2003 – 2004 *International Confederation of Free Trade Unions, Brussels, Belgium
 Central and Eastern European Coordinator: Managed Central and Eastern European civil society development programmes and trade union rights campaigns.
- 1999 - 2003 *American Center for International Labor Solidarity/ Sofia, Bulgaria; Pristina, Kosovo; ALF/CIO; Podgorica, Montenegro
 Balkan Regional Representative: Developed and managed a new programme of work involving organisational development programmes and campaigns for trade unions in the former Yugoslavia, Romania, Bulgaria and Albania.

Clients

International Red Cross/Red Crescent Movement | UNICEF | World Health Organisation | Global Interagency Security Forum | DFID | RedR | CHS Alliance | Catholic Relief Services | The Sphere Project | UNOCHA | British Red Cross | Westminster Foundation for Democracy | Scotland's International Development Alliance | Swedish International Development Cooperation Agency |

Collaborations, memberships & networks

- Member of the Framework collective (www.framework.org.uk)
 - Qualified Sphere trainer (<https://spherestandards.org>)
 - Member and Associate Trainer, RedR (<https://www.redr.org.uk>)
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Languages

French Basic

Countries worked in

- Lived in several countries across Southeastern Europe and Central Asia.
- Worked in over 100 countries worldwide, particularly in Easter Europe, Africa and the Middle East.

Sample publications

Learning to Lead: 10 Ways to Develop Your Leadership Skills. Written by Felicity Dwyer and Perry Seymour. 2007: NCVO Publications.