

JACQUELINE OGEGA

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Citizenship: USA

EMPLOYMENT HISTORY

World Vision Inc., Washington DC: May 2018 to Present

Senior Director, Gender Equality and Social Inclusion
World Vision, Washington DC
Promotion

October 10, 2021, to Present
Full-Time

Director, Gender Equality and Social Inclusion
World Vision, Washington DC

May 29, 2018, to October 9, 2021
Full-Time

Leads a team of technical experts in efforts to integrate and institutionalize gender equality and social inclusion (GESI) in all the agency's work including organizational strategy, sector-specific business plans, resource acquisition, programming quality, and impact. Has developed a gender equality and social inclusion strategic approach and theory of change (<https://reliefweb.int/report/world/gender-equality-and-social-inclusion-world-vision-approach-and-theory-change>), GESI and safeguarding policies, and related training. Secures critical funding resources for GESI-specific programming from multi-sector donors including U.S. Government, private donors, and foundations. Leads external engagement and technical branding efforts. Strengthens partnerships with donors and other agencies. Leads the team in developing capacity-building tools to strengthen program quality assurance, data collection, evidence, research, and learning. Has led the team to develop a GESI toolkit and technical reference guides. Coordinates across the agency for resource acquisition and program quality implementation with different sectors of health, child protection, education, food security and livelihoods, economic empowerment, WASH, and humanitarian emergency assistance. Coordinates GESI technical support for a portfolio of GESI-specific projects on all sectors of humanitarian emergency response and development, including education, child protection, economic empowerment, health, WASH, food security, and livelihoods with the goal to promote gender equality and social inclusion of all. Represents World Vision externally and globally to major public and private donors, corporations, NGOs, universities, and other professional organizations. Represents World Vision at the USAID-funded Global TAG on putting survivors at the center project, in collaboration with Georgetown University and Women for Women international. Has served as a mentor of the USAID AGILE gender training. Leads agency-wide thought leadership, collaborative learning, and documentation of promising practices. Ensures ongoing collaboration with the evidence and learning team in developing and implementing indicators, learning agendas, and DME tools.

Creative Associates International, Washington DC: May 2016 to July 2018

Consultant, Gender Training Curriculum Review Creative Associates, Washington DC

**June 13, 2018, to July 13, 2018
Full-Time**

Reviewed a gender training curriculum for Creative Associates International headquarters (HQ) staff and those involved in the project cycle. Drafted guidance on how to integrate gender best practices into HQ and project processes. Finalized the development of the gender training curriculum materials.

Senior Associate, Gender in Development Creative Associates, Washington DC

**October 3, 2016, to May 28, 2018
Full-Time**

Provided strategic guidance and strengthened technical capacity for gender integration and female empowerment. Formulated gender-focused interventions as part of proposals and projects. Developed Creative's gender in development approach and theory of change and contributed to thought leadership, evidence-building, and knowledge management. Conducted gender assessments and provided ongoing technical support for quality assurance in project development, implementation and management. Provided technical support for gender integration in the USAID-funded Afghanistan workforce development program, and the USAID-funded Nicaragua TVET Say program, both of which increased job placements and wages for women, adolescent girls and youth and by improving access to quality technical and business training and job placement services in non-traditional STEAM sectors. At the regional multi-lateral level, led efforts under USAID-funded REWARD project in West Africa that build the capacity of ECOWAS in identifying gender-responsive early warning for violence prevention, including countering violent extremism in the region and preventing and responding to GBV. Under the USAID-funded GREAT project in Tanzania, coordinated with the team in examining gender norms relating to violent extremism and addressing GBV. Under the USAID-funded Community, Family, and Youth Resilience (CFYR) program in Guyana, led GBV prevention efforts, conducted gender analyses, and provided technical advice on interventions that worked with youth on economic empowerment as an alternative to criminal justice systems and gang-related violence. Provided technical support to USAID's BUILD project in Somalia that strengthened women's engagement in political processes and addressed violence against them; provided technical support to USAID's Peace for Peace project in G5 Sahel region in Africa that focused on countering violent extremism and related GBV. Represented Creative Associates externally and delivered strategic communication on the organizational [gender transformative strategy to end violence and engage men](#), incorporating my personal narrative.

Consultant, Gender in Development Creative Associates, Washington DC

**May 25, 2016, to October 3, 2016
Full-Time**

Provided gender input to program designs and proposal development in Creative's key issue areas: countering violent extremism; peace and conflict; education; democracy and governance; elections; workforce development. Conducted research, participated in team design sessions, conducted gender analysis, and wrote technical sessions of proposals. Provided gender input across the entire project cycle and provided recommendations and tools for programmatic solutions to gender issues. Supported quality monitoring and evaluation and gender-specific indicators. Provided strategic guidance to field-based programs and input into development of gender strategies and action plans, in consultation with field-based gender specialists. Identified gender issues across Creative's key thematic areas and in multiple countries, and provided staff technical capacity-building for gender.

Project Concern International, Washington DC: February 2016 to September 2016

Technical Advisor, Gender Integration.

June 13, 2016, to September 30, 2016

Project Concern International, Washington DC.

Full-Time

Developed the PCI's gender equity integration strategy for the Women Empowered Initiative to promote women's economic empowerment that incorporated GBV prevention and response. Developed and piloted in the field a male engagement strategy targeted at PCI's Southern Africa programming on Women Empowered Initiative, building on promising practices globally including from CARE's VCLA and IRCs EASE models. Reviewed the Women Empowered manual and methodology, and provided recommendations on how gender equality and GBV prevention can be more thoughtfully integrated in the methodology. Developed a gender equity training of trainers' curriculum targeted for southern Africa programming. Developed a male engagement strategy and training curriculum and conducted a training of trainers on the new modules with the USAID-funded Njira food security and livelihoods program team in Malawi.

Consultant, Lead Writer Proposal Development

February 10, 2016, to May 1, 2016

Project Concern International, Washington DC

Full-Time

As a lead technical consultant, developed a winning proposal in response to USAID/Botswana Request for Applications on comprehensive orphans and vulnerable children care, integrating gender and protection. Provided guidance to PCI's proposal preparation team on design and presentation, and competitive theory of change. Provided technical input in OVC support and HIV/AIDS prevention, care and support, and sub-specialty areas such as GBV prevention, protection, bi-direction referral systems, and gender integration. Managed technical-level coordination between PCI's team (San Diego, Washington DC, and Botswana). Established a timeline and detailed plan of proposal preparation/reviewing/editing/submission process. Provided facilitative leadership for program design, partner coordination, and budget planning. Ensured smooth and efficient editing, overall quality, compilation and timely submission of deliverables.

Catholic Relief Services (CRS), Baltimore, MD: November 2012 to October 2015

Protection Specialist II.

November 1, 2012, to October 31, 2015

Catholic Relief Services, Baltimore, MD

Full-Time

Provided program management and strategic leadership for the implementation of the policy on protection of children and vulnerable adults from abuse and exploitation. Wrote the protection policy, and worked collaboratively with the executive leadership team, country representatives and protection focal points for the release and implementation of the policy, strategy and workplan. Developed a policy on anti-trafficking in persons, in accordance with the United States trafficking in persons policy. Developed protection policy training curriculum for staff and conducted agency-wide training for over 4000 staff in headquarters and country/field level, coordinating with country representatives, managers, and protection focal points in the field. Established protection systems including reporting and investigation procedures, and victim assistance. Coordinated protection focal points in 55 countries for knowledge management and learning. Worked with the team to integrate protection into various CRS projects on GBV, micro-finance, and education. Coordinated with civil society and donor agencies including InterAction, IASC, USAID, PRM, OFDA, DFID, and UNICEF on specific safeguarding, SGBV protection standards, and provided written guidance to country programs. Developed technical protection guidance tools on protection, prevention, and victim assistance. Designed and maintained a site for information sharing and access to resources.

Religions For Peace: February 2003 to November 2012

**Director, Women's Mobilization Program.
Consultant, Women's Mobilization Program
Religions for Peace, New York, NY.**

**September 13, 2006, to June 30, 2012
July 1, 2012, to November 1, 2012
Full-Time**

Oversaw a team of project staff, ensuring clear roles and responsibilities, providing in-country training, and maintaining communication among team members. Provided strategic direction and management of the global gender and development program across Africa, Asia, Latin America & the Caribbean, Europe, and North America. Increased funding for the program and maintained relations with different multi-sector and international donors. In collaboration with UN Women UNITE Campaign to end violence against women, developed the restoring dignity toolkit to eliminate violence against women and girls. Worked with the team to develop US PEPFAR-funded breaking barriers project, awarded over \$11 million. Program quality addressed complex gender-based violence prevention and OVC needs including food and nutrition, shelter, education and protection. Worked closely with the team to design and implement the Hope for African Children Initiative (HACI), awarded over \$200 million to provide HIV services in the continuum of care and build economic and social resilience. Worked with the team to design the women's leadership, violence prevention and response, economic empowerment and peacebuilding projects, awarded over \$2 million from Ford Foundation and other partners.

Built capacity for gender mainstreaming and integration, research, project planning and performance, project indicators, and implementation of baseline, midterm, and end line assessments. Led technical reviews and gender audits of agency programs to ensure they included a gender focus and adhered to the organizational and international policies and standards on gender equality. Developed and maintained relevant gender-related tools, manuals, protocols, training materials and reports. Contributed to agency-wide work plans, quarterly and annual reports, financial reports, and other reports and papers summarizing project results and evidence. Convened complex and high-level events and represented the agency externally. Managed multiple project schedules, project narrative and financial reports, and program quality.

**African Women's Project Director
Religions for Peace Africa, Kenya.**

**February 3, 2004, to September 12, 2006
Full-Time**

Promotion

**Women's Network Coordinator, Africa
Religions for Peace Africa, Kenya**

**February 3, 2003, to February 2, 2004
Full-Time**

Led and directed gender-integration and women's empowerment programs regionally across 22 countries in Africa. Designed and directed the implementation of capacity building trainings on various fields including peacebuilding, women's empowerment, psychosocial support, and trauma healing. Designed micro-finance programs for women, including village savings and loans groups such as the women-led VICOBA (Village Community Banks) in Tanzania. Led field assessments and analyses for planning, monitoring, evaluation, and learning. Established a Pan-African Network of women and mainstreamed it to existing structures. Coordinated field-based staff in proposal development, knowledge sharing and served as liaison with headquarters.

World Learning, School for International Training, Vermont: June 2009 to May 2013

**Adjunct Faculty, Conflict Transformation
World Learning SIT, Vermont**

**June 1, 2012, to May 31, 2013
Intermittent**

**Consultancy, Conflict Transformation
World Learning SIT, Vermont**

**June 13, 2009, to June 17, 2011
Intermittent**

Designed and co-facilitated online training courses and face-to-face seminars on conflict transformation, gender, and peacebuilding for professionals from over 20 countries around the world. Advised and supported participants throughout course work, independent study, reflective practice, and final review of the synthesis papers. Utilized online tools and experiential adult-learning methods for training and worked as a team to build a vibrant online learning community.

University of Nairobi, Kenya: September 2005 to July 2006

**Lecturer, Gender and Development Studies.
University of Nairobi, Kenya**

**September 29, 2005, to July 31, 2006
Part-Time**

Developed and taught courses to undergraduate students on gender and development including theoretical perspectives in development studies, gender integration in development processes, violence against women and girls, and gender analysis in cross-cultural perspective.

Caritas, Kenya Episcopal Conference: January 2001 to January 2003

**Program Officer, Gender and Development.
Caritas, Kenya Episcopal Conference, Nairobi Kenya**

**February 6, 2001, to January 31, 2003
Full-Time**

Provided strategic leadership and technical support for the implementation of projects locally coordinating with field staff across the country. Designed and facilitated capacity building programs on women's leadership, peacebuilding, GBV, protection, HIV/AIDS and psychosocial support, relief and food security, income-generating activities and management skills. Conducted training of trainer's programs. Coordinated with donor agencies and Caritas confederations for project funding. Established monitoring and evaluation mechanisms for projects. Conducted field site visits and provided technical advice on gender integration and gender-responsive programming.

Teachers' Service Commission, Kenya: February 1989 to January 2001

**Teacher, High Schools
Teacher's Service Commission, Kenya**

**January 19, 1993, to January 31, 2001
Full-Time**

Taught high school students (Fasihi – Swahili literature, and Literature in English subjects) at Cardinal Otunga High School Mosocho in Kisii and Kikuyu Day High School in Nairobi Kenya. Gained extensive technical skills on education of young people, and on how to work with youth. Assisted in development of curriculum. Taught literature in English and Swahili languages. Worked with youth on extra-curricular activities in journalism, drama, netball coaching, and debating clubs. Mentored young adolescent boys and girls in the high schools.

**Teacher, Elementary School
Teacher's Service Commission, Kenya**

**February 15, 1989, to August 31, 1989
Full-Time**

Taught elementary school children at Mitengero primary school in Kisii, Kenya.

EDUCATION AND TRAINING

Doctor of Philosophy in Peace and Conflict Studies

December 5, 2014; University of Bradford – United Kingdom, School of Social and International Relations

Post-Graduate Diploma in Research Methods for the Social Sciences

December 2, 2010; University of Bradford – United Kingdom, Graduate School

Master of Arts in Gender and Development Studies

May 7, 2004; University of Nairobi – Kenya, Institute of Anthropology, Gender & African Studies

Post-Graduate Diploma in Gender and Development Studies

November 7, 2000; University of Nairobi – Kenya, Institute of Anthropology, Gender & African Studies

Bachelor of Education (Arts)

November 19, 1993; Kenyatta University – Kenya, School of Education

Pre-University Training Program

September 7, 1989; Kenya National Youth Service

Subjects covered: foot drills, first aid, camp craft, firefighting, lectures on national development issues and strategies.

Certificates and Awards

- Certificate, GenderPro Capacity Building Program, awarded by the George Washington University Global Women's Institute, 2022.
- Certificate, Executive Leadership, awarded by Cornell University New York, 2021.
- Champion of Human Rights Award for extraordinary efforts in promoting the human rights of women and children, awarded by the US Government Westchester County Human Rights Commission of New York, December 2010.
- Certificate, Global Leadership Academy on non-violent leadership and civic engagement for policy change and community mobilization, the University of Hawai'i, Political Science Honolulu, 2010
- Women Dedicated to Helping Others Award, awarded by Women in Islam New York, 2009.
- Certificate in Conflict Transformation, Global Relations, and Professional Practices in Peacebuilding, awarded by World Learning School for International Training in Vermont, 2005.
- Certificate in Peacebuilding in War Torn Societies foundation seminar, awarded by the Austrian Study Centre for Peace and Conflict Resolution, 2004.
- Certificate, Women in Leadership, awarded by Oasis Counselling Centre Nairobi, 2002.
- Certificate, Gender and Development, awarded by the Kenya Institute of Administration, 2001.
- Certificate in Dynamic Women in Management, the Kenya Institute of Business Training, 2001.
- Certificate in Effective Integration in the Teaching of English Literature, awarded by Macmillan Kenya Publishers LTD. Teachers Support Programme, 1997.
- Certificate in Basic Training in personal fitness, first aid, camp craft, firefighting with lectures on national development issues and strategies, awarded by the Government of Kenya National Youth Service, 1989.

CORE SKILLS

- Over 22 years of professional work experience in international development and humanitarian emergency assistance (national, regional, and global portfolios).
- Experience in strategic planning and management.
- Experience in managing teams, conducting behavior analysis, team building, inspiring motivation, mentorship and coaching, and facilitating staff development.
- Experience in coordinating with multi-stakeholder actors including civil society organizations, multi-lateral agencies, regional bodies, UN and governmental agencies.
- Ability to lead community mobilization of women, youth, faith and opinion leaders.
- Knowledge and experience with localization efforts and capacity building for local NGOs and local government.
- Capacity for resource mobilization and management.
- Ability for negotiation, peacebuilding, and conflict transformation.
- Leadership and technical skills in GESI analysis, GBV programming, research, and overall inclusive design monitoring evaluation (DME).
- Adaptiveness to complex, fragile, and diverse contexts.
- Knowledge and experience with multiple donors, including USG (including USAID, PRM, State Department, DOL, BHA), UN, Global Affairs Canada, FCDO, the World Bank, FAO, Australia Aid, Ford Foundation, Bill and Melinda Gates Foundation, GAVI, WFP, Global Fund, and others.
- Proficient in Microsoft Office Suite, NVivo, SPSS, Moodle, WorkDay, and other tools.
- Excellent training design and implementation skills
- Technical knowledge on how to integrate and implement age, gender, and diversity strategies.
- Passionate and personal commitment to eliminate all forms of GBV. Authored a memoir, Home Is Us - <https://www.jackieogega.com/books>, a survivor-centered narrative.