

Curriculum Vitae

Ms. Sagipa Djusaeva

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Profile

A highly motivated professional with an extensive UN (UN Women and UNDP) experience in the areas of governance and poverty reduction, and proven competencies in the areas of gender mainstreaming in national development strategies, women economic empowerment, social mobilization, participatory planning and monitoring, community based development– who offers:

- Expertise in results based programme planning, management and reporting, including project budget management;
- Participatory monitoring and evaluation competence;
- Human resources management and personnel training in the subjects of results based management, gender responsive good governance;
- Excellent interpersonal communication and presentation skills;
- Computer knowledge – Windows packages; MS Power Point, MS Excel.

Strengths

- Accustomed to analytical work and leading the work on conceptualizing and drafting new strategies and programmes;
- Experienced in managing comprehensive programmes / projects to deadlines and within budgets;
- Good at networking, resource mobilization and partnership building: UN Women, UNDP, donors, Governments, Civil society, etc.
- Institutionalizing civil society participation in policy monitoring

Career Summary

International Consultant	UN Women Afghanistan	2016-2017	
Gender Specialist	UNDP Afghanistan	2013 - 2015	
Expert(training, consultancy)	Freelance	2012 - 2015	
Programme Specialist	UN Women EECA	2006	– March
2012			
Programme Manager	UNIFEM EECA	2004	-
2006			
International Local Governance Specialist	UNDP Albania	2001	–
2004			
Assistant Resident Representative	UNDP Kyrgyzstan	2000	– 2001
Director Gender in Development (GID) Bureau	UNDP Kyrgyzstan	1999	– 2000
Deputy Director GID Bureau	UNDP Kyrgyzstan	1998	– 1999
Training Manager – Adult Education Centre	Kyrgyzstan	1997	– 1998
Coordinator, Soros Foundation	Kyrgyzstan	1995	(January-June)
Coordinator, Kyrgyz Friendship Society	Kyrgyzstan	1992	– 1994
Guide – Museum	Kyrgyzstan	1991-	1992
Teacher – High school	Kyrgyzstan	1990	- 1991

Education

1984 – 1990 - Kyrgyz State University, History. Diploma, Distinction with Merit Award (equivalent to Master's Degree)

1993 – Institute for Public Administration, Malaysia, Kuala Lumpur

Languages

Career History**UN Women Afghanistan, May 2016 –December 2016****UN Women Afghanistan, February – November 2017**

Provide consultancy services for implementation of the component on community mobilisation for EVAW, UN Women Survivors Empowerment Journey (SEJ) programme, including:

- development of the Guide on SEJ component 1 operationalisation as a step-by-step guidelines on the implementation of village level work on community advocacy for VAW prevention;
- development of the training module on SEJ component 1 to the staff of the Ministry of rural rehabilitation and development (MRRD), implementing partner of UN Women ACO
- defining possibilities of partnership with private sector and development partners and designing partnership matrices and concept notes
- capacity development support to UN Women-MRRD team for implementation of SEJ programme

UNDP Afghanistan, June 2013 –June 2015**Gender Specialist**

- Technical assistance and guidance for effective functioning of UNDP Gender Cluster, operationalization of UNDP Afghanistan Gender Equality Strategy (GES), alignment of GES with UNDP Strategic Plan and Global GES, ensuring gender priorities in the new Country Programme Document (2015-2019) in line with government's commitments to gender mainstreaming in major national policies and strategies.
- Technical guidance to country programme team in strategic application of GES as the framework for streamlining coordination among projects and programme clusters to ensure linkages and synergies in the areas: EVAW (coordinated response to GBV cases); peace building, local governance (enhancing hands-on leadership skills of women leaders); women economic empowerment (linkages between innovative energy technologies/green technologies and women income generation opportunities, women access to markets and business development services).
- Technical assistance to programme units on gender mainstreaming of Subnational Governance and Development Strategy; Environment and Poverty Nexus Strategy; Legitimate and Inclusive Governance Strategy.
- Operationalization of GES by: leading UNDP Gender Focal Team; leading the team to promote the culture of zero tolerance to violence and abuse of authority at workplace; promoting the principles of gender parity; supporting initiatives for enhancing staff capacity for gender mainstreaming; guidance and support to Women Caucus.
- Leading the process of UNDP Afghanistan participation in Gender Equality Seal certification programme resulted in achieving a Bronze level certification (resulted in enhanced capacities of UNDP programme staff to practically apply gender mainstreaming in programming).
- Development of the Guidelines for Gender Responsive Planning and Monitoring – adaptation of gender planning and monitoring tools for programming.
- Capacity needs assessment for gender mainstreaming conducted among UNDP programme and project staff, the findings of the assessment laid the ground for capacity development plan on gender mainstreaming training sessions. Training sessions on gender mainstreaming into UNDP programming and project planning and monitoring conducted for the programme staff of UNDP, provincial level UNDP Gender Focal Teams.
- Participation and contribution to the work of UN Gender Working Group, contribution to UNDAF and CCA processes, contribution to the Integrated Work Plan for the Gender Pillar of UNDAF.

- Technical assistance to programme and projects teams in defining the areas of cooperation between UNDP and UN agencies.
- Leading the process of building collaboration with UN Women resulted in the MOU on partnership between UNDP and UN Women.

Freelance Expert (training / consultancy), 2012-2015

- Develop and conduct training on Gender Mainstreaming in Development Programming, UN Women Multi-Country office, Almaty, Kazakhstan
- Develop of conduct training on Results Based Management, UN Women team in Georgia
- Technical Assistance to the UN Country team in Kyrgyzstan to develop a Joint Programme (UN Women-WFP-IFAD) on Promoting Economic Security of Rural Women in Kyrgyzstan

UN Women Eastern Europe and Central Asia (EECA) office, May 2006- March 2012

Programme Specialist

- Contribute to conceptualization, development and oversight of the EECA sub-regional strategies (2004-2007; 2008-2010; 2011-2013), in line with the corporate UN Women strategy,
- Support to the processes of Strategic Planning (SP) roll-out in the programming countries, including SP consultations, country strategic planning in line with national development priorities and UN Women strategic directions, alignment with regional and national development priorities in programming countries (Tajikistan, Uzbekistan, Moldova, Georgia, Kyrgyzstan);
- Focal point from EECA sub-region for RBM process
- Contribute to holistic programming resulted in the project development and resource mobilization: Economic Security Rights of Rural Women in Kyrgyzstan- \$1,2 mln., joint UNIFEM-FAO project on Gender responsive land management and monitoring in Tajikistan - \$1,7 mln., Women Economic Empowerment in Moldova-\$ 2,9 mln., joint IOM-UNIFEM programme on Labor Migration - \$2,1 mln. Women for Equality, Peace and Development in Georgia – \$1,2 mln., member of the global team for the global programme development on Gender and Aid effectiveness – Kyrgyzstan and Ukraine, Joint programme on Operationalization of Social Justice in Kyrgyzstan, EUR 202,638.78, Gender and Democratic Governance in Tajikistan \$1,4 mln.
- Operationalization of new programmes and projects, strategic planning support to country project teams in the areas of economic empowerment and governance, including to the partners under the projects of the Fund for Gender Equality (FGE), Ukraine, Kyrgyzstan, Russia. Strategic planning and RBM training for the FGE grantees in Kyrgyzstan, resulted in the development of a comprehensive planning and monitoring framework.
- Review and provide feedback to on-going projects, project-related strategies and documents, work-plans, case studies and related knowledge products and publications on Gender and Aid Effectiveness, Women's Land Rights, Engendering National Development Strategies and Poverty Reduction Strategies, Social Mobilization, etc.
- EECA sub-regional focal point for Results Based Management (RBM), including planning and annual reporting – technical guidance and oversight of countries/projects strategic planning and reporting processes. Facilitation of annual sub-regional retreats on RBM and planning/reporting.
- Regular (bi-annual) training sessions for strengthening capacities of EECA sub-regional office and country teams on RBM, gender responsive programming, strategic planning and monitoring.
- Facilitation of annual CIS Expert Group Meetings, including training sessions in the thematic areas – gender analysis, gender mainstreaming in national strategies, gender monitoring, social mobilization. Technical assistance for the development of the knowledge products on Gender Monitoring, Gender Mainstreaming into National Development Strategies, Social Mobilisation, Gender aspects of Aid Effectiveness.
- Capitalising successful experiences and achievements accumulated within previous years and support to knowledge base management at all stages of programming, starting from

the proposal developed and pursued in the course of project implementation. Ex. social mobilization approach for work at community level was successfully pilot tested in the number of Kyrgyzstan projects (Land Rights, Kumtor, Food Security, Labour Migration), and was used in programming of new projects in Georgia (Women for Equality Peace and Development); Moldova (Women Economic Empowerment); Tajikistan/Kyrgyzstan(Labour Migration); Uzbekistan (Women Economic Empowerment).

- Support to national partners by facilitating programming on gender responsive governance, economic development in general and by strategically linking to the work being done on national development and poverty reduction strategies, aligned with CEDAW, MDGs, BPFA, and Paris Declaration;
- Coached 14 members of regional and country teams in Kyrgyzstan, Tajikistan, Uzbekistan, Georgia, Moldova, Ukraine.

**UNIFEM CIS Sub-regional office
2006**

November 2004 –April

Programme Manager

- Guidance and technical support within the programme portfolio including projects in Kyrgyzstan (Land Rights, Gender and MDGs), Tajikistan (Land Rights), Russia (Gender Responsive Budgeting), and regional project on Gender aspects of Early Warning (Tajikistan, Kyrgyzstan)
- Technical and substantive guidance and training support to national programme managers on programme planning, monitoring and evaluation, ensuring that project activities aim at fulfilling the requirements of the logical framework and work plan
- Development of effective and systematic monitoring and reporting system ensuring documented lessons learned and knowledge management.
- Focal point for Results Based Management (RBM) (member of global team on RBM), strategic planning, and annual reporting
- Programme development resulted in mobilization of \$1,2 mln. for Economic Security Rights of Rural Women in Kyrgyzstan

Coached 13 programme and operation staff members of regional and country teams.

**UNDP Albania, Local Governance Programme
2004**

October 2001 – May

International Local Governance Specialist

- Ensured continuous evolvement of programme activities, programme alignment with overall global and national Albanian development objectives - in the framework of MDGs, PRSP, etc;
- Provided technical advisory support to the teams of: Local Governance Programme; Poverty Monitoring project; Clean and Green project; Support to Civil Society Organizations project; Women in Leadership project and Capacity Building for Gender Mainstreaming project.
- Training to UNDP programme staff and project teams on RBM, gender mainstreaming, gender responsive planning and monitoring.
- Technical assistance on the development of a training programme on Women Leadership.
- Contribution to UNDP Strategic Results Frameworks and Reports emphasising on projects' results and lessons learned;
- Monitored the progress of projects' activities vis-a vis indicators and outputs
- Ensured mainstreaming of gender issues to the cluster projects,
- Provided assistance to national counterparts in gender mainstreaming of policies and programmes
- Formulated the terms of references for activities, responding to the needs emerging in the course of projects' implementation.

- Established projects' implementing mechanisms/procedures/management information-communication systems
- Managed/coached and supervised 9 central programme management unit staff members and 34 field based staff members
- Prepared project documents for new pipelines as per the emerged programme needs, a total of \$1.3 million was raised through the submission of 4 pipeline projects to the donors such as: Sida, NORAD, Soros Foundation and UNDP Poverty Trust Fund.
- Conducted training to the national staff and key beneficiaries on relevant issues such as: strategic planning, gender, leadership, poverty monitoring, community development, etc.

In addition, the overall responsibilities included:

- Review worldwide experience on governance, gender issues and participatory approaches and adapt it for applying within relevant project activities;
- Established partnership relationships with relevant counterparts including government, civil society organizations and international organizations;
- Extensive consultations with project counterparts concerning the relevance of proposed project activities and identifying additional priority issues that needed to be addressed;
- Liaison with donor community to ensure effective coordination of interventions in relevant areas;

UNDP Kyrgyzstan

July 2000 – September 2001

Assistant Resident Representative

- Overall management of UNDP Country Office Programme Unit activities, supervised 8 staff members of the Programme Unit and 10 cluster project managers;
- Ensured involvement of key stakeholders in the process of development and implementation of UNDP Programme framework;
- Prepared Annual UNDP Kyrgyzstan Strategic Results Framework;
- Ensured systematic dialogue with key counterparts on the progress of programme implementation through conducting regular quarterly Programme Coordination Meetings
- Provided policy advice and support to the project staff in implementation of programme activities
- Facilitated capacity building, knowledge sharing and effective communication culture between the country office staff members and the projects of UNDP.
- Provided technical advice to government counterparts and other partners concerning UNDP Programme

Gender in Development Bureau, UNDP Kyrgyzstan

May 1999 – July 2000

Director of Gender in Development Bureau

Overall management of 3 projects, implemented by the UNDP Gender in Development (GID) Bureau:

- 'Participatory Poverty Alleviation Programme' - capacity development (capacity needs assessment, training, monitoring) of local communities for participatory poverty reduction measures, support in mobilizing communities to form Self-help groups. Technical support to the members of Self-help groups to apply for microcredits and successful implementation of small scale business plans, with the special emphasis on women's participation in microcredit schemes leading to improved family livelihoods.
- 'Promoting Women in Leadership' - worked with the Council on Gender Policy under the President's Administration and the State Commission for Youth, Family and Women Affairs. Liaised with the Prime-Minister's Office on the issues of Women Empowerment and Gender Equality, strengthened the capacities of the State Commission;

- 'Capacity Building of NGOs/CBOs in Social Sector' - facilitated the process of strengthening of NGOs/CBOs capacities through the series of training and providing grant facilities for small scale social projects, implemented by selected NGOs/CBOs;
- Building cooperation with national and international counterparts for promoting gender equality and women empowerment issues.
- Supervised 20 project teams members and the team of International and National Volunteers

Gender in Development Bureau, UNDP Kyrgyzstan **March 1998 – May 1999**

Deputy Director of Gender in Development Bureau

- Provided programme and operational assistance to the Director in day-to-day management of Gender in Development Bureau's activities;
- Building partnership with government and civil society counterparts and institutions;
- Preparation of concept notes and project documents
- Undertook responsibilities for developing of Bureau's Workplans, its implementation/monitoring and reporting.

Adult Education Centre **April 1997 – February 1998**

Training Manager

- Developed tools to identify clients needs; conducted training needs assessments,
- Prepared training plans according to the training needs;
- Liaised and negotiated with resource persons, trainers and institutions for organising and conducting training activities;
- Managed the programming and administrative issues in organising training courses.

Soros Foundation Kyrgyzstan **January – August 1995**

Programme Coordinator

- Implemented the Programme on the Reforms in School Education;
- Organised and conducted 'Transformation of School Leaders' Workshops – communicated with overseas experts, drafted letters and other documents as directed, liaised with the group of School Directors- programme participants.
- Supported the initiatives of school directors in organising the local follow-up workshops.

Friendship Society for Cooperation with Foreign Countries **September 1992 – December 1994**

Executive Secretary / Coordinator for Friendship Societies "Kyrgyzstan-USA", "Kyrgyzstan- India

- Undertook Coordinator's responsibilities for the Friendship Societies "Kyrgyzstan-USA", "Kyrgyzstan-India":
- Liaised with national and international counterparts for organising joint activities, exchange tours, joint cultural and business projects
- Fulfilled coordination responsibilities including office management, planning schedule of meetings, logistics support during the exchange visits, etc.

Museum named after Explorer Prjevalskiy **September 1991-January 1992**

Scientific Assistant

- Undertook design of museum exhibitions,
- Prepared lectures on the History of the region

- Conducted tours /excursions

School- Lyceum No 1.

September 1990 – August 1991

Teacher of History and Social Sciencies

- Teaching History and Social sciencies in 7-9 grades of the high school

Training / Key Workshops

- Training on Return on Investment (ROI) methodology on results based management, Almaty, Kazakhstan, 2012
- Training on 7 Principles of Effective Leadership, Almaty, Kazakhstan, 2007
- Training of Trainers on Results Based Management. Slovakia, Bratislava, 2005
- Training of Trainers on Local Government Leadership Partners 'Foundation for Local Development', USAID, Tirana Albania, 2002
- Training on Change Management and Communication skills UNDP Albania with the support from Consulting Psychologists Company-(USA), Tirana, Albania, 2001
- Training on Results Based Management system BDP NY and RBEC office in Bratislava, Slovakia, 2000
- Training on Logical Framework, organised for UNDP COs in Central Asia UNDP Uzbekistan, supported by BDP NY, Tashkent, Uzbekistan, 2000
- Training on Microcrediting for Poor Special Unit for Microcrediting, CDF, NY in cooperation with UNDP Bangladesh, Dhaka, Bangladesh, 1999

Other Key Workshops:

- Global Expert Meeting on Women's Land Rights, Geneva, 2012
- Regional and Global Strategic Planning Workshops, 2005 -2011 annually;
- High Level Global Meeting - Increasing Accountability and Development Effectiveness through Gender Responsive Planning and Budgeting, July 2011, Kigali, Rwanda;
- Leading Innovations on Gender Responsive Service Delivery, Dar es Salaam, Tanzania, June 2011
- High Level Meeting on Gender Equality and Rights Based Development Planning and Budgeting, May 2007;
- Regional ECIS Democratic Governance Community of Practice workshop, Zagreb, Croatia, 2003;
- Regional ECIS Civil Society Empowerment Community of Practice workshop, Bratislava, Slovakia, 2003;
- 4-th Global Forum on Reinventing Government - "Citizens, Businesses and Governments: Dialogue and Partnerships for Development and Democracy", Marrakesh, Morocco, 2002;
- Global Democratic Governance Community of Practice workshop, Marrakesh, Morocco, 2002;
- Poverty Community of Practice workshop, Moscow Russia, 2002;
- Regional ECIS Workshop on Effective CS Partnerships, Albania 2002;
- Workshop on RBM and Resource Mobilization, Tirana, Albania, 2002;
- Workshop on Linkages between Good Governace and Poverty Alleviation, Kyrgyzstan, 2001.