

# ANNA SHOTTON

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British & Norwegian

## PROFILE

I am a UK-based consultant providing programme design, evaluation, guidance development, and training services, to international organizations, governments and NGOs. Over 22 years in peacekeeping, peacebuilding, humanitarian assistance and human rights, primarily with the UN and EC. Experience in Africa (including 5 years working in East Africa), Asia, Haiti, Russia, Eastern Europe. Expertise in peacekeeping, political dialogue, rule of law, mine action, gender mainstreaming, humanitarian assistance.

Recent clients/work:

- **Evaluations and audits** using non-experimental design and mixed-method approaches (evaluation of DFID's multi-year Global Mine Action Programme; review of UK Government Overseas Territories programme; conflict sensitivity review for UK Government programmes in East Africa; mid-term evaluation of a British NGO's support to the peace process in Burma; evaluation of the Clingendael Institute's political negotiations training programme; impact assessment for UN-DPA of preventive diplomacy and support to political dialogue in Malawi; gender audit of the UN Mission in Liberia; adviser to OIOS evaluation on sexual exploitation and abuse)
- **Design of monitoring and evaluation systems and tools** (M&E framework for the UK Government's Russia counter disinformation programme; M&E system and tools for a British political mediation NGO)
- **Programme design/planning** (scoping study for UK DFID for their mine action programme in Sri Lanka; facilitation of strategic planning for RWI and for IOM)
- **Training design** (co-design of M&E for Stabilisation course (UK Government); 2.5 days UN peacekeeping planning course; two e-learning courses for UN on prevention of sexual exploitation and abuse; 5-day project management course for East Africa Court of Justice (RWI))
- **Guidance-development** (UN peacekeeping [risk management toolkit on sexual exploitation and abuse](#) (2018); UK Government guide on integrating gender into Conflict, Security and Stability programming (2015); UN DPKO Planning Toolkit (2012))

## PEACE AND SECURITY EXPERIENCE

**UN PEACEKEEPING (UN Department of Peacekeeping Operations (DPKO), New York, USA and UN Stabilization Mission in Haiti (MINUSTAH), Port-au-Prince, Haiti)**

**Various strategic planning, policy and management positions**

**Oct. 2003-June 2012**

**UN Development Fund for Women (UNIFEM), New York, USA**

**Consultant, Peace and Security Section**

**July 2003- Sept. 2003**

Planning, monitoring & evaluation and management

- Developed a practical how-to-guide on planning for UN peacekeeping ("[Planning Toolkit](#)")
- Provided strategic planning support to peacekeeping operations (Darfur, South Sudan, Haiti, Côte d'Ivoire, Western Sahara) including design of monitoring systems and indicators for mine action
- Conducted planning to establish gender units in new peacekeeping operations: strategy development, identification of gender issues in needs assessments, staffing and budget design
- Conducted planning to establish new units to address misconduct in UN peacekeeping
- Produced a mid-point, internal review of UNIFEM's Peace and Security programming
- Managed two teams in the peacekeeping training section; consultants, support staff and interns

Policy development, how-to-guides and drafting

- Elevated the issue of sexual exploitation and abuse by UN peacekeepers to become one of DPKO's main priorities and a key aspect of the UN's reform agenda; co-wrote the [Prince Zeid report](#) containing a roadmap on sexual exploitation and abuse reforms for UN peacekeeping; developed inter-agency UN Action Plan to implement reforms
- Led a multi-agency planning team and organized a High-level Conference on Eliminating Sexual Exploitation and Abuse by UN and NGO Personnel (Dec. 2006) in under three months, attended

by 140 UN and non-UN senior leaders and opened by the UN Secretary-General; led the development of a political statement endorsed by close to 50 UN and non-UN leaders

- Led the development of, and co-wrote, DPKO's first gender manual for peacekeeping practitioners ("[A Gender Resource Package for Peacekeeping Operations](#)") and developed how-to-guides on drafting political correspondence (ranked amongst most frequently downloaded publications)
- Drafted speeches and briefing materials for use in the Security Council, General Assembly and Member States meetings as well as UN formal reports and grant proposals
- Regular presentations and briefings made to high-level UN committees of the General Assembly, senior management, heads of peacekeeping operations, think-tanks, NGOs etc.

#### Training

- Designed and delivered a training course on UN peacekeeping planning, with UNOPS (May 2012)
- Designed and delivered training courses for peacekeeping on drafting political correspondence, prevention of sexual exploitation and abuse (for senior leadership) and gender awareness-raising training, as well as three induction programmes (training; political affairs; rule of law and security)

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## HUMANITARIAN RESPONSE AND HUMAN RIGHTS EXPERIENCE

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### UN WORLD FOOD PROGRAMME (WFP)

Kenya/South Sudan/Sudan/Somalia/Zimbabwe

#### Various programme management positions

Nov. 1998-May 2003

- Management: managed an emergency food aid relief programme in the towns of Aweil and Wau, in the war-zone of South Sudan with 24 national staff, a budget of 11,000 MT of food aid per year (worth over USD 7.5 million), air and road operations and WFP warehouses
- Design, M&E: Designed food aid programmes in North-west of Somalia, South Sudan and Zimbabwe; managed inter-agency food security assessments; designed gender-sensitive monitoring and evaluation tools; established local food aid management committees with strong representation of women
- Drafting: Co-wrote a manual on gender sensitive food aid programming; produced situation reports, donor reports, analytical briefs, input into press releases, donor appeals, and public relations materials
- Training: designed training modules on gender awareness, gender analysis and gender-sensitive programme planning, monitoring and evaluation, and facilitated in WFP trainings from 2000-2003
- Co-ordinated food aid programmes with the UN, NGOs, local authorities and national military

### EUROPEAN COMMISSION

Brussels, Belgium

#### Human Rights Project Expert, Human Rights and Democratisation Unit of DG IA

1995-1997

- Grant administration: assessed human rights project proposals (worth USD 6.4 million);
- Monitoring and evaluation: designed project monitoring tools and conducted on-site monitoring and evaluation of over 80 projects world-wide in English, French and Spanish

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## EDUCATION AND OTHER SKILLS

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**London School of Economics (UK)**, MSc Social Policy and Planning in Developing Countries, 1997-1998. First Class Grade Obtained and Titmus Prize for Academic Excellence

**Cambridge University, Clare College (UK)**, BA (Hons.) Social and Political Sciences (Part I: Law), 1991-1994. First Class Grade Obtained

**European Baccalaureate**, European School of Brussels, Belgium. 1990

**Languages**: English (mother tongue), French (fluent), Spanish (proficient), Norwegian (basic)

**Project design and evaluation tools and methods**: gender analysis; conflict analysis; stakeholder analysis and mapping; problem and solutions tree; Merlin technique; SWOT; prioritization techniques; theory of change; results-based and logical framework approaches; MS Project; document review, semi-structured interviews, focus groups, participatory rapid appraisal techniques; basic survey design; Prince 2 Practitioner; P3M3 project management capacity assessment model; UK/NATO military planning process.

**Facilitation skills**: extensive experience in facilitating workshops, meetings and planning sessions.