

## CURRICULUM VITAE

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<b>Name</b>	Charlotte Bonnet
<b>Nationality</b>	Danish & French
<b>Date of Birth</b>	15.11.1992
<b>Residence</b>	Kenya
<b>Current Position</b>	Consultant
<b>Specialisation</b>	Governance, Human Rights, Forced displacement, Gender, Youth

## EDUCATION

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2015 – 2017	<b>MSc Global Development</b> , University of Copenhagen, Denmark
2011 – 2014	<b>BSc International Business and Politics</b> , Copenhagen Business School, Denmark

## KEY QUALIFICATIONS

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Charlotte is a consultant with significant experience in forced displacement, refugee rights, governance and accountability and cooperation between governmental, UN and INGO partners. She has taken part in several research, design, implementation and evaluation assignments in the East Africa region, and has conducted extensive fieldwork in Somalia, Tanzania and Denmark. She has conducted assignments advocating for the rights of refugees, IDPs and host communities within various regions of Somalia whilst participating formidably in policy development on durable solutions such as shelter provision, settlement management and governance. She has worked for clients including DFID, Danida, GIZ, UNHCR and Norad. She holds a Master's Degree in Global Development from the University of Copenhagen.

## LANGUAGES

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	Reading	Speaking	Writing
French	Mother tongue	Mother tongue	Mother tongue
Danish	Mother tongue	Mother tongue	Mother tongue
English	Excellent	Excellent	Excellent
Spanish	Average	Average	Average
Swahili	Beginner	Beginner	Beginner

## EMPLOYMENT RECORD

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2019 – Present	Lead Consultant and Business Development Lead, Tana Copenhagen Kenya Ltd, Kenya
2018 – 2019	Consultant, Tana Copenhagen Kenya Ltd, Kenya
2016 – 2017	Intern & Student Assistant, Tana Copenhagen, Denmark
Jan – July 2016	Student Assistant, Danish Ministry of Foreign Affairs, Denmark
Feb – Aug 2015	Intern, Commercial Section of Royal Danish Embassy in Paris, France
Aug – Dec 2014	Intern, COWI Consult, Denmark
June – Aug 2014	Intern, Regional Director's Office, World Health Organization, Denmark

**Countries worked in:** Kenya, Somalia and Tanzania

Date	Location	Client	Position	Description
July-August 2021	Mali (desk-based)	Danida	Project Manager and Research Assistant	<p><b>Review of project on peace-building and reconciliation through artistic expression in Mali</b></p> <p>The objective of the review is to assess the project's achievements and take stock of the progress made in terms of the results framework as set out in the development engagement document in order to benefit from lessons learned on relevance, fitness, effectiveness, efficiency and sustainability when providing strategic and operational recommendations for a possible next phase.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Document review and desk research</li> <li>– Data collection (interviews, focus group discussions)</li> <li>– Data analysis and inputs to final report</li> </ul>
July-September 2021	Global (desk-based)	PlanBørnefond en	Team Member	<p><b>Development of PlanBørnefond en's Youth Programme Framework</b></p> <p>To contribute to PlanBørnefond en's Programme Strategy 2020-2023, the team is developing the first version of a final and user-ready Youth Programme Framework (YPF). The YPF should contribute to further strengthening youth programming approaches, particularly with regards to engaging vulnerable youth in advocacy, influencing and leadership as well as more direct partnerships with youth-led groups and organisations. The intended users of the YPF are Plan staff, but also CSO partners and youth organisations; therefore, the YPF needs to be practical, engaging and easy to use for all these stakeholders, particularly youth.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Responsible for the data collection and analysis</li> <li>– Co-drafting the three outputs (Youth Programming Guidance, Youth Marker and Resource Directory) together</li> <li>– Producing recommendations for how to test the YPF to the client</li> </ul>
March – June 2021	Liberia (desk-based)	Swedish Embassy in Monrovia	Project Manager and Research Assistant	<p><b>Media Landscape Assessment in Liberia</b></p> <p>Within its new 5-year development cooperation strategy (2021- 2025) for Liberia, Sweden seeks to strengthen democracy, increase respect for human rights and rule of law along with a strong focus on reducing corruption, strengthening media and civil society. The assessment analyses how Sweden can add value to the ambitions to strengthen independent, professional media and its role in enhancing and protecting human rights, transparency and accountability, and how links and synergies between the media and civil society could play more effectively together in this.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Desk research for mapping of donor activities within media using a gender lens and Human Rights-Based Approach</li> <li>– Data collection and analysis</li> <li>– Inputs to final report</li> </ul>
November 2020	Somalia	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	Expert	<p><b>Integrated context and human rights analysis for the appraisal of the project "Support to agricultural production and quality assurance"</b></p> <p>GIZ commissioned an integrated Peace and Conflict Analysis to inform the design of its upcoming Support to agricultural production and quality assurance to be implemented in Mogadishu, Puntland and Somaliland. The project aims to support sustainable farming, qualitative and quantitative improvements of selected agricultural value chains and the establishment of quality standards for agricultural products. A special emphasis is placed on the conditions and challenges faced by female farmers and youth.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Project documentation review</li> <li>– Participation in Focus Group Discussion among stakeholders in Mogadishu/Benadir, Puntland and Somaliland to gain insight on local conflict dynamics, as well as with project teams</li> <li>– Analysed the conflict factors and human rights challenges in the PCA results matrix</li> <li>– Produced final report</li> <li>– Provided targeted recommendations for complementing the project with conflict-mitigating elements, taking into account the Covid-19 context factor's effects on the intervention</li> </ul>

Date	Location	Client	Position	Description
June 2020 – May 2021	Global	Sida	Junior Evaluator	<p><b>Evaluability Study of Sida’s Approach to Democratization in Different Contexts</b></p> <p>The purpose of the evaluability study is ‘to assess the evaluability of Sida’s approach to democracy support and to development cooperation in other thematic areas and sectors supporting democratization’. In addition to assessing evaluability, the study will also provide recommendations on evaluation criteria and questions and methodology and methods to be used in a possible evaluation.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Conduct research and document review</li> <li>– Assist with mapping-related activities on all project outputs</li> </ul>
June 2020 – June 2021	Global (case studies Liberia, Colombia, DRC)	The Expert Group for Aid Studies (EBA)	Research Assistant	<p><b>Evaluation of the Folke Bernadotte Academy</b></p> <p>The purpose of the evaluation is to investigate whether, and if so in what way, the FBA’s initiatives and operations have 1) contributed to the agency’s overarching long-term objectives and 2) in their broader context are coordinated effectively with relevant actors in Sweden and internationally, including in conflict and post-conflict countries.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Review of documentation</li> <li>– Development of methodology and contribution to inception report</li> <li>– Coordination of fieldwork</li> <li>– Data collection and analysis of survey in English, French and Spanish</li> <li>– Interviews with FBA staff and grant-receiving organisations</li> <li>– Contribution to evaluation report</li> </ul>
June – October 2020	Somalia	Danish Immigration Services	Project Manager and Research Lead	<p><b>Medical Country of Origin Information (MedCOI) for Somalia</b></p> <p>The purpose of this assignment is to collect medical background information on Somalia through the European Asylum Support Service (EASO)’s mechanism to provide reliable and up-to-date information for the Danish Immigration Services, who process asylum and humanitarian cases. A comprehensive survey was deployed in several health facilities in five different locations throughout Somalia, to collect detailed data on the availability and accessibility of a large number of medications and treatments. Additionally, information on the health facilities.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Design of survey and data collection methods</li> <li>– Managed team of 5 enumerators deployed in 5 different locations across Somalia</li> <li>– Analysed data and presented it in reader-friendly manner</li> <li>– Wrote reports for each location, including local context and security assessment sections</li> </ul>
February – November 2020	Burkina Faso (desk-based)	Royal Danish Embassy in Ouagadougou	Project Manager	<p><b>Conception et formulation d’engagements bilatéraux au Burkina Faso (2021-2025) – Autonomisation des femmes et maîtrise de la croissance démographique</b></p> <p>The aim of the assignment is to support the Danish Embassy in the initial design, formulation and finalization of the documentation required for its new bilateral cooperation commitments for the Strategic Framework for Denmark’s Engagement in Burkina Faso (2021-2025) in the field of women’s empowerment. Denmark is providing support through the Common Gender Fund, which the team was asked to analyse and propose adjustments to the themes and modalities. The outputs were two Development Engagement Documents (DEDs) on, respectively, women’s empowerment and sexual and reproductive health.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Coordination of consultant team and Quality Assurance team</li> <li>– Liaison with client</li> <li>– Coordination of field mission with local consultants</li> <li>– Analysis of documentation</li> <li>– Inputs to the two DEDs</li> </ul>

Date	Location	Client	Position	Description
February – May 2020	Desk-based	Tana Copenhagen	Lead Author	<p><b>Emerging Lessons from the COVID-19 Response in Low- and Middle-Income African Countries</b></p> <p>Tana published a paper documenting lessons learned from the COVID-19 response from various Low- and Middle-Income Countries, predominantly in Africa. The paper is intended for development actors, to inform about emerging solutions and challenges, and to guide possible support decisions towards what works in specific contexts. Responses need to reflect local demographics, economic and social conditions, utilise the creativity of local innovation, optimise existing health systems, draw from existing and legitimate social structures, and reinforce the principles of effective governance. In particular, support is needed for local leaders, who are at the forefront of adapting and creating solutions with and for their communities in real time.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Conducted desk research of over 50 sources from think tanks, international organisations, local and international news outlets, government briefings, etc.</li> <li>– Compiled the findings and analysed trends</li> <li>– Wrote briefing paper summarising analysis</li> </ul>
March-April 2020	Somalia (desk-based)	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	Research Lead	<p><b>Integrated Peace and Conflict Analysis (PCA) for the TVET programme</b></p> <p>GIZ commissioned a PCA for the revitalization of its Technical and Vocational Education and Training programme in Kismayo, Garowe, Hargeisa and Mogadishu. The team used GIZ's peace and conflict analysis tools to present a nuanced, gender- and conflict-sensitive analysis of the current political context of Somalia, both at federal and member state level, and to outline what significant challenges in terms of human rights and gender Somalia is facing, focusing on its most vulnerable groups, incl. women and youth. Then, the team identified concrete actions through which the TVET programme could have a positive impact on the identified needs for peaceful and inclusive development, and proposes measures to manage external risks and avoid potential negative impacts on the context and human rights situation.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Led the document review and research process</li> <li>– Analysed the conflict factors in the PCA results matrix</li> <li>– Lead the human rights analysis</li> <li>– Co-drafted the final report</li> <li>– Provided targeted recommendations for complementing the project with conflict-mitigating elements</li> </ul>
December 2019- January 2020	Somalia	DFID	Research Assistant	<p><b>Development of DFID Somalia's Approach to Investment System Strengthening through the Strengthening Inclusive Growth in Somalia (SIGS) Programme</b></p> <p>DFID's SIGS programme aims to support interventions that tackle the key constraints to inclusive, climate-resilient growth, trade and investment, by strengthening SMEs as well as Somalia's financial sector, investment landscape and government capacity. The project consisted in developing a PEA and final theory of change for DFID to identify the most optimal engagement modalities. The scope covers three major areas of investment (i.e., financial markets, anchor projects and SMEs), while identifying modalities to guarantee greater inclusion of women, youth and social marginalised groups.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>– Coordination of field missions</li> <li>– Inputs to PEA and ToC</li> <li>– Desk research and development of infographics</li> </ul>

Date	Location	Client	Position	Description
September 2019-March 2020	Somalia and Kenya	Norad	Research Assistant	<p><b>Evaluation of Norwegian Engagement in Somalia</b></p> <p>The main purpose of the evaluation is to assess the Norwegian engagement in Somalia. It will cover the totality of the Norwegian engagement, including other policy areas than development, such as foreign policy, migration, security or commercial interests. The team's focus will be on Norwegian development aid – engagements funded or backed by the development aid budget - but other engagements will be assessed in relation to how these affect the operationalisation and implementation of Norwegian aid policies.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Assistance with desk research and structuring of documentation received from Norad and the Norwegian MFA</li> <li>- Analysis of key documentation and contribution to outputs</li> <li>- Field mission to Somalia to conduct Key Informant Interviews with government representatives and NGOs</li> </ul>
June-July 2019	Somalia (desk-based)	DFID	Research Assistant	<p><b>Review of Third Party Monitoring Approaches used in Somalia</b></p> <p>The aim of the review is, on the one hand, to Identify strengths, weaknesses, and lessons learned of TPM for different programmes and contexts based on DFID, CSSF, USAID and EU TPM; and on the other, to Identify potential for more joined up TPM across DFID and wider with emphasis on utility, appropriateness, and sufficient degree of robustness and consistency to allow for informing decisions on existing and upcoming programmes.</p> <p>Activities performed:</p>
April 2019	Somalia (desk-based)	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	Consultant (support)	<p><b>Appraisal of new project: Good Governance, Water Resource Management and Resource Sharing in Somalia</b></p> <p>The objective is to provide an appraisal of the context on peace, conflict and human rights issues that may impede on the development of an Integrated Water Resource Management (IWRM) system supporting agriculture and economic development in the Shabelle water basin.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Conducted the Human Rights Analysis (HRA) component of the appraisal: analysed the principal factors of violence and human rights violations</li> <li>- Provided recommendations on mainstreaming of human rights sensitivity in implementation of IWRM activities to ensure alignment with the principle of Do No Harm</li> </ul>
February – November 2019	South Sudan (desk-based)	Norad	Research Assistant	<p><b>Evaluation of Norwegian Engagement in South Sudan</b></p> <p>A longitudinal evaluation to assess effects of the total Norwegian engagement in South Sudan affecting development, including both financial and technical support, and diplomatic and political advocacy.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Assistance with desk research</li> <li>- Structuring of documentation received from Norad and the Norwegian MFA</li> </ul>
November 2018 – February 2019	Global (desk-based)	Global Affairs, Canada	Research Assistant	<p><b>Literature Review on the Stabilization-Development Nexus</b></p> <p>The review sought to compare different approaches to practical stabilization efforts of seven different countries/organizations and the findings, conclusions and lessons learned of evaluations of SDN implementations.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Assistance with desk research and mapping of other donors' evaluations related to stabilisation</li> <li>- Inputs to the draft report</li> </ul>

Date	Location	Client	Position	Description
January – December 2019	Mogadishu, Somalia	UNHCR	Project Manager and Consultant	<p><b>Development of Settlement Guidelines and Management Plan</b></p> <p>Designed a community-driven Settlement Guidelines and Management Plan for the Benadir Regional Administration in Mogadishu to formalise and create more coordination and accountability in the management of the City’s informal settlements. The Plan included a code of conduct for gatekeepers in IDP settlements to reduce abuse and exploitation of especially vulnerable groups incl. youth, and enhance the role of formal authorities, and minimum standards for settlements in terms of infrastructure, access to services, security etc.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Coordination of field research team</li> <li>- Field missions to Mogadishu</li> <li>- Co-designed interview guides</li> <li>- Analysis of qualitative and quantitative field data</li> <li>- Wrote settlement management guidelines and management plan, including minimum standards for settlements and accountability code of conduct for gatekeepers</li> <li>- Facilitated orientation session with Mogadishu’s 17 District Commissioners and other BRA staff</li> </ul>
June 2018 – January 2019	Mogadishu Somalia	DFID/Mott MacDonald /Tana	Consultant	<p><b>Formulation of IDP Policy and Consultations with Banadir Regional Administration staff, Mogadishu</b></p> <p>This is the first IDP Policy for the Benadir Regional Administration (BRA) developed to provide a coherent and coordinated response from the BRA to the current IDP crisis in the city of Mogadishu. It is an integral part of Pillar 6 of the BRA’s Strategic Plan of 2018-2023.<sup>1</sup> The policy is an immediate response aimed at the next four years of operations. It is a living document that will ideally be updated periodically based on lessons learned from its implementation.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Conducted background research and contributed to formulation of IDP Policy</li> <li>- Designed and implemented consultations package for 58 BRA staff</li> <li>- Co-facilitated consultations sessions in Mogadishu</li> <li>- Provided inputs to writing of IDP Policy</li> </ul>
May 2018 – February 2020	Kenya and Somalia	East African Research Fund (EARF) – UK aid	Project Manager and Consultant	<p><b>Shelter provision in East African Cities: Understanding Transformative Politics for Inclusive Cities, Copenhagen and Nairobi</b></p> <p>This research proposes a comparative analysis of systems of shelter provision in four East African cities (Nairobi, Addis Ababa, Hawassa, Mogadishu) in order to identify policy-relevant, locally-driven solutions for improving shelter at scale for low– income women, youth, men, and other vulnerable groups.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Research Management Lead: coordination of data collection with field officers</li> <li>- Field missions to Mogadishu</li> <li>- Co-designed interview guides</li> <li>- Analysis of qualitative and quantitative field data</li> <li>- Draft of milestone reports</li> <li>- Co-wrote final report</li> <li>- Wrote a number of policy briefings based on study results</li> <li>- Presented findings for various stakeholders (Benadir Regional Administration in Mogadishu, Danish Embassy in Kenya, Urbanisation in East African Cities conference in Nairobi, ReDSS network, etc.)</li> </ul>
May 2018	Copenhagen, Denmark	Danida Fellowship Centre	Course Coordinator	<p><b>Public Finance Management and Good Governance course, Copenhagen</b></p> <p>Tana was hired by DFC to facilitate the course. The overall learning objective of the course was to increase the knowledge and professional skills of the participants through an enhanced understanding of financial management work streams in the public sector, enabling the participants to craft an individual or team Action Plan based on real projects or issues relevant to their daily work.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Welcomed group of 20 participants from nine countries</li> <li>- Provided logistical and organisational support</li> <li>- Designed and implemented evaluation surveys</li> <li>- Contributed to the Course Completion Report</li> </ul>

Date	Location	Client	Position	Description
January – February 2018	Somalia (desk-based)	DFID/Mott MacDonald	Qualitative Data Analyst	<p><b>Implementation and Analysis in Action of Accountability Programme (IAAAP): Testing in Bossaso and Kismayo - Accountability in Informal Settlements in Somalia</b></p> <p>Based on the lessons learned from implementing the Accountability in Informal Settlements (AIS) project in Mogadishu, Tana tested the approach in Kismayo and Bossaso.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Conducted desk research and drafted context analyses of the IDP situations in Kismayo and Bossaso</li> <li>- Contributed to Political Economy Analysis (PEA) and Tana AIS Testing in New Areas report and recommendations</li> <li>- Coded and analysed 24 qualitative interviews of IDPs, ISMs and local authorities representatives gathered in Kismayo and Bossaso, Somalia</li> <li>- Wrote End-line synthesis report for Kismayo and Bossaso as part of the Project Milestone Report</li> </ul>
November 2016	Copenhagen, Denmark	Danida Fellowship Centre (DFC)	Assistant Course coordinator	<p><b>Assistance with Planning and Facilitation of a Study Visit from Pakistan</b></p> <p>Tana, on behalf of (DFC), facilitated a study visit to Copenhagen, in partnership with the Pakistan Institute of Legislative Development and Transparency (PILDAT). The visit was designed for a 14-member delegation representing the Youth Parliament of Pakistan, and the main aim was to expose the group to the best practices and mandate of Parliament in a healthy democracy like Denmark.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Assisted with the preparation of the visit: elaborated the programme, organized sessions with external actors, contacted organisations etc.</li> <li>- Welcomed the delegation and accompanied them throughout the visit</li> <li>- Contributed to Reflection Report for DFC</li> </ul>
November 2016	Somalia (desk-based)	DFID. For Tana in cooperation with Mott McDonald	Research Assistant	<p><b>Gender Equality and Social Inclusion Aspects of Accountability in Informal Settlements in Somalia, GESI (IAAAP)</b></p> <p>IAAAP is building a robust evidence base to support Somali citizens in their efforts to hold government to account. It aims to inform the Somali public, civil society, government and international development actors about accountability in Somalia, and to influence institutions and governance processes. It is a four-year UK Aid-funded programme managed by Mott MacDonald. Tana conducts action research and implements training sessions for the Informal Settlement Managers (ISMs) in how to be more accountable to the IDPs living in informal settlements in Mogadishu.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Analysis of key informant interviews collected among IDPs, ISMs, NGOs and local authorities working/living in informal settlements in Mogadishu</li> <li>- Formulation of a Concept Note aimed at mainstreaming Gender Equality and Social Inclusion in the interventions in the camp.</li> </ul>
March - April 2016	Arusha / Magugu, Tanzania	University of Copenhagen, Department of Social Sciences	Student Researcher	<p><b>Applied Research Methods course</b></p> <p>In a team of five Master students, conducted three weeks of fieldwork in Magugu (Northern Tanzania) on the topic of corruption in public service provision. The objective of the course was to apply quantitative and qualitative research methods in practice and to gain experience in fieldwork in a rural environment. Our team designed and carried out the research assignment and wrote a report of which the results was shared with the local community, including relevant stakeholders in local government, police force, and public service providers.</p> <p>Activities performed:</p> <ul style="list-style-type: none"> <li>- Desk research, context analysis, and planning of study prior to arrival in the field</li> <li>- Finalised research design and methodology in collaboration with local researchers and interpreters: selected population sample, developed a survey and qualitative interview guides, contacted local institutions and stakeholders to participate in study</li> <li>- Conducted Key Informant Interviews, collected and coded quantitative data, analysed findings</li> <li>- Wrote a report and disseminated findings to local community and participants</li> </ul>

## PUBLICATIONS

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- C. Bonnet, E. Bryld, C. Kamau and M. Mohamud (2019), *Accessing land and shelter in Mogadishu: a city governed by an uneven mix of formal and informal practices*. IIED and Tana Copenhagen
- C. Bonnet, E. Bryld, F. Farah, C. Kamau and M. Mohamoud (2019), *Shelter provision in Mogadishu: Understanding politics for a more inclusive city*. IIED, London.
- C. Bonnet, E. Bryld and C. Kamau (2019), *Shelter for all: towards more inclusive housing in Mogadishu*. IIED and Tana Copenhagen
- C. Bonnet, E. Bryld and C. Kamau (2019), *Finding shelter in Mogadishu – A challenge in particular for women, disabled, and young men*. Tana Copenhagen
- C. Bonnet, L. Riis Andersen, F. Skadkær Pedersen and K. Welham (2019), *Literature review: Stabilization-Development Nexus*. Tana Copenhagen