

CURRICULUM VITAE

Name	P. Ashanut Okille
Nationality	Ugandan
Date of Birth	25th December 1973
Residence	Uganda
Present Position	National expert
Specialisation	Civil Society and democratic governance

EDUCATION

1998 - 2000	Masters in Law, University of Victoria, Wellington - New Zealand
1996 - 1997	Diploma in Legal Practice, Law Development Centre, Kampala - Uganda
1994 - 1996	Bachelor of Laws, Law Development Centre, Kampala - Uganda

Key Qualifications

Ashanut is a lawyer and development practitioner with over fifteen years' experience of supporting interventions that promote human rights, governance, gender equality, and institutional/organizational strengthening in Africa. Ashanut holds an LL.M, and is trained in Organization Development (OD), which gives her the unique ability to have both a sound understanding of the content of human rights and social justice issues, and the skills to facilitate interventions that lead to growing consciousness, challenge perspectives and enables individuals and organizations that enable organizations/institutions function better. Driven by a passion and commitment to support development interventions that promote human rights, gender equality, foster cohesiveness and contribute to social justice, Ashanut has worked with National CSOs, UN Agencies, International development agencies, UN agencies, the World Bank and Government agencies in Uganda, Rwanda, Kenya, Tanzania, Ethiopia, Mozambique, Burundi, Senegal, Zimbabwe, Sierra Leone, Somaliland, South Sudan, and Nigeria.

Languages

	Speaking	Reading	Writing
English	Good	Good	Good
Kiswahili	Good	Fair	Fair
Luganda	Good	Fair	Fair
English	Good	Good	Good

Employment Record

2014 - present	Managing Director , Akijul (Enabling Change Ltd)
2004 - present	Consultant , Development Consultant
2003 - 2004	Programme Coordinator , Democratization, Civil and Political Rights Danida HUGGO (Human Rights and Good Governance Program, Uganda)
2002 - 2003	NGO Liaison Officer , Danida Human Rights and Democratization Program, Uganda
2001 - 2002	Acting Regional Coordinator FECCLAHA, Fellowship of Christian Councils and Churches in the Great Lakes and Horn of Africa (FECCLAHA)
2001	Deputy Director and Deputy National Coordinator , UJCC (Uganda Joint Christian Council), and NEMGROUP-U (NGO Election Monitoring Group- Uganda)
2000	Coordinator and Deputy National Coordinator , Justice and Peace Desk, UJCC, and Referendum 2000 NGO Monitoring Cluster
1997 - 1999	Legal Officer , ACFODE (Action for Development, a leading Ugandan women's NGO)
1996 - 1997	Legal Assistant , M/s Odere, Kabyesiza & Co Advocates, and M/s Ladwar, Oneka & Co. Advocates

Countries Worked in: Burundi, Ethiopia, Kenya, Mozambique, Nigeria, South Sudan, Tanzania, Uganda, Zambia and Zimbabwe.

Professional experience:

Date	Location	Client	Position	Description
On going	Uganda	Danida	Consultant	Mid-term Review of Democratic Governance Facility (DGF) Uganda Assessing DGF's achievements and progress and its overall relevance, efficiency, effectiveness and sustainability. The assignment also provides a value for money (VFM) assessment.
2019	Uganda, Kenya and Tanzania	Capacity Building and Leadership Institute (CBLI)	Consultant	Mid-term review of CBLI interventions in Uganda, Kenya and Tanzania
2019	Uganda, Kenya and Nigeria	Ford Foundation	Consultant	Organization capacity assessments (OCA) Organization capacity assessments (OCA) under the BUILD programme for 3 NGOs promoting human rights and good governance in Uganda, Kenya and Nigeria.
2019	Uganda	Wellsprings Philanthropic Fund and the Public Interest Law Clinic (PILAC)	Lead researcher	Tracer study to assess the impact of the PILAC continuing legal aid program on former law students of Makerere University.
2019	Uganda	The CivFund	Consultant	Conducted consultations and leading the design and establishment of the CivFund , an independent funding agency for CSOs working on human rights and social justice in Uganda.
2019	Uganda	UN Women, UNICEF and the Uganda Police Force (UPF)	Consultant	Developing Standard Operating Procedures (SOPs) for managing sexual and gender based violence (SGBV) and violence against children.
2018	Uganda	CivSource Africa	Consultant	Drafted CivSource's Strategic plan 2019-2022 that promotes more responsive and accountable philanthropy
2018	Uganda	World Bank	Consultant	Conducted a rapid assessment of sexual harassment occurrences and response in China Railway Seventh Groups' (CRSG) Workforce
2018 - 2019	Uganda	Inspectorate of Government	Team Leader	Reviewed and developed a training manual for community monitors that are leading the process of ensuring transparent and accountable use of resources under the Northern Uganda Social Action Fund (NUSAF) project funded by the World Bank. Developed a similar training manual for the Development Response to Displacement Impacts Project (DRDIP).
2017	Uganda, Kenya, Tanzania and Nigeria	Ford Foundation	Consultant	Organization capacity assessments (OCA) Conducted organization capacity assessments (OCA) under the BUILD programme for 7 NGOs promoting human rights and good governance in Uganda, Kenya, Tanzania and Nigeria.
2017 - 2018	Uganda	DFID	Consultant	Strengthening Uganda Governance and Accountability Response (SUGAR) Assessment and documentation of processes and initial impacts of the Prime Ministers' Delivery Unit (PMDU). Specific emphasis on the Coffee delivery lab process, and education sector.
2016	Uganda	International Development and Law Organisation (IDLO)/SIDA	National consultant	Support to development of Community Justice Workers Project, Uganda Designing a national programme that promotes access to justice in Uganda. The programme will focus on strengthening access to justice at community level through support to community justice workers. Programme includes a sub-granting component. Activities performed: <ul style="list-style-type: none"> • Document review • Analysis of documents • Facilitating workshops/meetings • Drafting programme documents
2016	Uganda	Met en Mensen(MM), Netherlands	National consultant	Support to development of Uganda Country Programme Drawing on a review of the MM country programme in 2015, facilitate a process of developing a new country programme. Partners are mainly faith-based organisations that work on the Teso, Karamoja and Acholi sub-regions. Activities performed: <ul style="list-style-type: none"> • Document review • Analysis of documents • Facilitating workshops/meetings • Drafting programme documents
2016	Uganda	Austrian Development Cooperation, Uganda Office	National consultant	Gender Mapping for the Justice Law and Order Sector (JLOS) Develop the tool and conduct a gender mapping for the JLOS sector in Uganda. Also use the findings to develop a draft Gender strategy for the sector. Activities performed: <ul style="list-style-type: none"> • Document review

				<ul style="list-style-type: none"> • Analysis of documents • Interview • Drafting report
2015	Uganda	Danish Embassy (DANIDA)	Consultant	<p>Review of the DANIDA Uganda Good Governance (UGOGO)</p> <p>Part of a team that conducted a review of the DANIDA Uganda Good Governance (UGOGO) program-bridging phase for mid 2016-mid 2018. Programme focuses on democracy, justice & peace, public sector reforms and anti-corruption. Also carried out a political economy analysis of Uganda to inform this process.</p>
2015	Uganda	Austrian Development Cooperation, Uganda Office	National consultant	<p>Political Economy Analysis of Uganda for the Danish Embassy, Kampala</p> <p>Conduct a political economy analysis of Uganda and prepared a report to inform Danish Embassy programming and strategy in Uganda over the next few years. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Analysis of documents • Interview • Drafting report
2014 - 2015	Uganda	USAID, Freedom House Rights and Rule of Law Project	Consultant	<p>Organisation Capacity Assessment for 3 CSOs</p> <p>Conducted Organisation Capacity Assessments (OCAs) and developed Institutional Strengthening Plans for three national CSOs engaged in human rights and media work in Uganda. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Development of tools • Facilitation of OCA • Drafting report
2014 - 2015	Uganda	Wellsprings Advisors	Consultant	<p>OCAs and organization development support for 9 human rights CSOs</p> <p>Comprehensive Organisational Assessment for 9 CSOs working on issues related to human rights and discrimination in Uganda. Also provided follow up support like reviewing strategic plans, developing advocacy strategies, board training, among others. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Development of tools • Facilitation of training workshops and meeting • Drafting report
2014 - 2015	Uganda	SHUM and NUDIPU Youth	Consultant	<p>Review and Strategic Thinking for NUDIPU Youth</p> <p>Facilitated a process of review and reflection about options for strengthening of the organisation of young people with disabilities in Uganda (including the establishment of an organisation). Process also included a strategic thinking session. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Development of tools • Facilitation of training workshops and meeting • Drafting report
2014	Uganda	Action Aid Denmark & Action Aid Uganda	Consultant	<p>Final evaluation of the Gender Social Accountability Project</p> <p>Final evaluation of the Gender Social Accountability Project that was implemented in 8 districts in Uganda and aimed to empower women to play a more active role in monitoring the quality of service delivery in education and health facilities in their districts, and holding duty bearers accountable for the same. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Interview • Contributing to drafting evaluation report
2014	Uganda	Democratic Governance Facility (DGF)	Team Leader	<p>Team Leader of National Gender Experts providing support to gender mainstreaming for DGF CSO partners</p> <p>Provided support to gender mainstreaming for DGF CSO partners. Support includes gender audit/assessment, gender analysis of programme and organizational documents and capacity building. Key focus on Gender and Governance. Activities performed:</p> <ul style="list-style-type: none"> • Gender Analysis • Tool development • Training • Report Writing • And overall responsible for the quality of the assignment.
2013 - 2014	Uganda	Wellsprings Advisors	Consultant	<p>OCAs and Organisation development support</p> <p>Comprehensive Organisational Development and Coaching support (focusing on institutional and programmatic support like strategic thinking and planning, developing monitoring and evaluation frameworks, proposal writing, team building, Board support and leadership development) to selected (5) CSO partners in Uganda. Activities performed:</p> <ul style="list-style-type: none"> • Document review

				<ul style="list-style-type: none"> • Development of tools • Facilitation of training workshops and meeting • Drafting report
2012	Uganda	Democratic Governance Facility and African Parliamentarians Network Against Corruption-Uganda (APNAC-U).	Consultant	<p>Develop strategic plan for African Parliamentarian network Against Corruption, Uganda chapter</p> <p>Developed a strategic plan and Monitoring and evaluation framework for 2012-2016. Activities performed:</p> <ul style="list-style-type: none"> • Literature Review • Interviews • Facilitation • Report writing
2012	Uganda	Action Aid Denmark and Action Aid Uganda	Consultant	<p>Review and development of Baseline Survey Report and M&E framework</p> <p>Support to review and development of Baseline Survey and M&E framework for specific Governance projects in the Action Aid Uganda country programme. Data on a number of key social, human rights and gender indicators was collected. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Data collection and analysis • Drafting of findings • Report writing
2012	Uganda	Democratic Governance Facility and African Parliamentarians Network Against Corruption-Uganda (APNAC-U).	Consultant	<p>Develop Gender Policy for the Judiciary</p> <p>Developed a Gender Policy and Strategy for the Ugandan Judiciary. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Analysis • Drafting of gender policy and strategy document
2012	Uganda	Democratic Governance Facility	Consultant/Team Leader	<p>Review of the Movement for Political Accountability Project</p> <p>Review of a project supported by the Democratic Governance Facility.</p>
2012	Uganda	Stromme Foundation	Consultant/facilitator	<p>Workshop on Rights Based Approach to Development</p> <p>Facilitating workshops for staff and CSO partners in HRBA in Development. Activities performed:</p> <ul style="list-style-type: none"> • Developed training curriculum • Facilitated workshop.
2012	Uganda	Danida Support to the Judiciary	Consultant	<p>Develop Gender Policy for the Judiciary</p> <p>Developed a Gender Policy and Strategy for the Ugandan Judiciary. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Analysis • Drafting of gender policy and strategy document
2011	Uganda	Oxfam, Uganda Office	National consultant	<p>Context Analysis for The Voice Programme</p> <p>Conduct a context analysis that focuses on the status of some of the most marginalized groups in Uganda. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Analysis of documents • Interview • Drafting report
2011	Uganda, Northern and Eastern Uganda	ICCO	Consultant	<p>In-depth assessment of the Conflict Transformation and Democratisation (CT&D) Programme and development of strategic plan</p> <p>An in-depth assessment of the CT&D Programme that has over 20 partners. Partners have grassroots structures and aim at promoting peacebuilding, governance and gender equality in northern Uganda. Specific focus on promoting accountability for use of public resources, and transparent processes for addressing issues related to land rights. Activities performed:</p> <ul style="list-style-type: none"> • Document review • Analysis • Data analysis • Report Writing
2011	Uganda	Danida HUGGO/DDP	Team member	<p>Final evaluation of the Deepening Democracy Programme in Uganda</p> <p>Activities performed:</p> <ul style="list-style-type: none"> • Document review • Analysis • Data analysis • Contributing to drafting evaluation report

2011	Tanzania, Uganda, South Sudan, Zimbabwe	ActionAid Denmark	Team Leader	Final Evaluation of Democratic Governance Programmes Evaluation of the Africa Governance programme. Activities performed: prepared final synthesis report that all also included Zambia, Mozambique and Kenya.
2010	Uganda and Nigeria	ActionAid Denmark	Team Leader	Evaluation of the Africa Governance programme Activities performed: <ul style="list-style-type: none"> • Literature Review • Interviews • Report Writing
2010	Tanzania	Danish Embassy in Dar es Salaam	Team member	Formulation and programme design of a Legal Aid Basket Fund Formulation and design of programme and institutional framework of Legal Aid Basket Fund for the Tanzania Governance Programme 2011-2015. Activities performed: desk study and field work
2007	Uganda	Uganda Amnesty Commission and the Government of Uganda	Facilitator and Consultant	Amnesty Commission and Government of Uganda delegation to the Juba Peace Talks Planned, managed and facilitated nation-wide consultation processes on behalf of the Government of Uganda delegation to the Juba Peace Talks, on Agenda item 3, on mechanisms for Accountability and Reconciliation.
2006	Uganda	Swedish International Development Agency	Consultant	Sida Viability Assessment Assessment of viability of Anti-Corruption and Legal Aid donor basket funding mechanism in Uganda. Activities performed: <ul style="list-style-type: none"> • Document analysis • Interviews • Report drafting
2005	Africa	British Council Interaction Leadership program	Team Member	Key member of a team of nine Pan African Facilitators for the British Councils' Interaction Leadership Training program (targeted youth) that covered 18 countries in Africa (South Africa, Zambia, Zimbabwe, Mozambique, Malawi, Namibia, Botswana, Uganda, Kenya, Tanzania, Sudan, Cameroon, Senegal, Ghana, Nigeria, Sierra Leone, Ethiopia, and Eritrea)

Publications, Research and Strategy Documents

Publications:

- 1) *Reinventing Development? Translating Rights-based Approaches from Theory into Practice* (P. Gready and J. Ensor (eds), Zed Books, London), (2005) 'Rights in Practice: Assessing the Impact of Rights Based Training in Uganda'
- 2) The Deepening Democracy Program in Uganda and Akijul (Enabling Change) (April 2010), 'Towards the Uganda 2011 Elections: An Assessment of Conflict Risks and Mitigating Mechanisms'
- 3) CARE International in Rwanda, (2010), 'Literacy and Basic rights Project; Results, Promising Practices and Lessons Learned'
- 4) Human Rights Center Uganda, (2017), Situation Analysis of Human Rights Defenders in Uganda, 2017
- 5) Inspector General of Government (2018), Training Manual on Strengthening Transparency, Accountability and Anti-Corruption (STACC) Training Manual
- 6) The Prime Ministers' Delivery Unit (2018), Translating Government Priorities into Action in the Coffee and Education sectors.

Research Reports:

1. Akijul (Enabling Change) (2007), Report of Nation-wide Consultations with Citizens on their Perspectives on Agenda Item 3, Juba Peace process
2. Akijul (Enabling Change) (2010), Report of Nation-wide Consultations with Citizen on their Perspectives on the Uganda Police Force

3. World Vision, Local Government Service Delivery Project (LOGOSEED), South Sudan and Akijul (Enabling Change), (2016) Baseline Survey Report, Warrap State(Gogrial West, Twic and Tonj North counties), and Western Equatoria State (Ezo, Nzara, Ibba, Maridi, Mvolo and Mundri East counties)
4. Chapter Four and PFLAG Uganda (2018), My Child is Different, Perspectives of parents, families and their lesbian, gay, bi-sexual, transgender and intersex (LGBTI) children in Uganda
5. Akijul (Enabling Change), Legal Assistance for Social and Economic Reform (LASER) and the Judiciary, (2017) Baseline Survey for the Small Claims Procedure
6. Akijul (Enabling Change) (2018), Rapid Assessment of Sexual Harassment Occurrences and Response in China Railway Seventh Groups' (CRSG) Workforce
7. Austrian Development Cooperation, Ministry of Water and Environment, (2017) Gender Analysis and Mapping of the Water and Environment Sector (WES)
8. Austrian Development Cooperation and the Justice Law and order Sector (2017), Gender Analysis and Mapping of the Justice, Law and Order Sector
9. Oxfam Uganda (2017), Voice Project, Baseline Context Analysis
10. Tana Consulting, Copenhagen, (2015) "The More it Changes, the More it Remains the Same' Situational Analysis to inform future Danish Development Cooperation with Uganda
11. Akijul (Enabling Change) (2014), Internal and External Analysis and Strategic Thinking Process for the Establishment of NUDIPU Youth

Strategy Documents:

1. The Uganda Judiciary, Gender Policy, 2012
2. The Gender Policy of the Uganda Police Force, 2017
3. 'Towards a More Gender Responsive and Effective Police Force'. The Gender strategy and Action Plan of the Uganda Police Force (2017-2020) Uganda Police Force
4. 'Women Driving Change', Strategic Plan for Forum for Women in Democracy (FOWODE), 2017-2027
5. Kenya Civil Society Platform on Oil and Gas (KCSPOG), Strategic Plan (2018-2024)
6. CivSource Africa, Strategic Plan (2018-2024)
7. The Prime Ministers' Delivery Unit (PMDU) (2018). Translating Government Priorities into Action in the Coffee and Education sectors.
8. 'Ours By Right Project' EU Proposal submitted by the Uganda Youth Network (UYONET) and the British Council, Uganda
9. 'The Human Rights Documentation Program (HRDP), a national program to document gross violations of human rights and serious violations of international human rights law during conflict situations in Uganda between 1987 and 2006'. (2015). Developed for the Uganda Human Rights Commission and the Uganda Office of the High Commissioner for Human Rights.