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Summary

Key Competencies:

- Process business analysis and organizational/financial audit. Business analysis and planning
- Monitoring & Evaluation of aid- development projects and public funds implementation.
- Analysis and reinforcement of administrative and financial capacities of organizations.
- Individual or organizational coaching, change facilitator, and trainer.
- Advisor in public management and policy.
- E-learning.
- Programme Management.
- Management Consulting- Coaching.

Experience

Bid Writer

IBF International Consulting

Dec 2022 - Present (9 months)

Political and socio-economic analysis of various countries situation

Research of information

Writing proposal , strategic workplan and LogFrame

Development of modules of e-learning on management

Financial Advisor

UNICEF Madagascar

Mar 2021 - Sep 2021 (7 months)

Expert in Budget Support

Support to three Malagasy ministries of education, beneficiaries of budgetary aid, in budget preparation and execution, financial reporting and internal audit and control

Co-development of training modules and financial guidelines

Organization of workshops

E-training

Budget Support Expert

AFD

Nov 2020 - Mar 2021 (5 months)

Financial expert, expert in Budget- support

Capitalization mission based on budget support files that AFD has granted to various countries

Data collection, interviews, and synthesis.

Presentation of the report in the context of a change in the organization's doctrine on budget support

Financial Expert

IDLO - International Development Law Organization

Sep 2020 - Dec 2020 (4 months)

Review and update IDLO Financial Rules & Regulations according to UN best practices

Update Finance Manual

Organize training of IDLO Staff



Expert in organizational evaluation and performance

European Commission Niger

Feb 2020 - Dec 2020 (11 months)

Organizational evaluation of the OPVN, a public enterprise working in the field of alimentary security

Assessment of the organizational structure and identification of room for improvement

Recommendations

Writing up a map for capacity building

Follow up the implementation of the plan after validation



Institutional development (PFM) Consultant Palestine

DCAF - Geneva Centre for Security Sector Governance

Apr 2019 - Feb 2020 (11 months)

To support the methodology development of Public Financial Management at the Ministry of Interior and all security services and commissions

Identification of gaps and problems at the level of policies, systems, and procedures and their implementation

Addressing gaps by tailored training and empowering staff of each security institution

Developing an intervention plan including outputs, activities, time frame, defining roles and responsibilities, risk plan



Financial Specialist on Sustainable Finance Development

UNOPS

Oct 2018 - Jul 2019 (10 months)

on Sustainable Finance Development for the YSLME Commission

Assessment report on the financial needs scenarios, suggested requirements with identification of relevant financial resources

Plan for sustainable financing for the sustaining the operation of YSLME Commission as an implementing mechanism.

Prepare documents that will structure the funding scheme of the YSLME Commission: o YSLME Trust Fund and financial management rules of Trust Fund; o Salary scale assessment of Secretariat Staff and TOR for the Audit Committee



Expert « Cost-efficiency analysis », capacity building and change management

European Commission

Nov 2018 - Apr 2019 (6 months)

Tunis- Tunisia

Expert « Cost-efficiency analysis », capacity building and change management

To support the Office of the Government Presidency in carrying out functional reviews of four entities: The Presidency of the Government, the Ministry of Development, Investment and International Cooperation, the Ministry of Commerce and the Ministry of Finance Agriculture, Water Resources

Expert in Ministry Functional review

European Commission

Jun 2017 - Jul 2017 (2 months)

Tunis- Tunisia

Expert in Ministry Functional review

Project funded by the European commission and requested by the IMF: Functional reviews of 4 ministries, including the ministry of finance; In charge of the evaluation of cost/efficacy.

Advisor in Business Processes and Financial Controller

Agricultural and Rural Cooperation Technical Centre

Jun 2014 - Mar 2015 (10 months)

Agricultural and Rural Cooperation Technical Centre, Wageningen- Netherlands,; in Business Processes and Financial Controller

Analysis of the financial processes and recommendations for improving the system.

Advisor in Change Management

Uniopss

Nov 2013 - Jan 2014 (3 months)

As part of internal restructuring, individual and collective coaching and change management.

Executive Director

CRETEIL SOLIDARITE

Sep 2011 - Nov 2013 (2 years 3 months)

Direction and management of two health NGOs working in the field of health: Care assess-HIV- Cancer.

Director of Administration

Union Latine

Jan 2011 - Jun 2011 (6 months)

Management of the organization's administration and finance.

Senior Economist

Aide à la Décision Economique

Sep 2010 - Jan 2011 (5 months)

Décision Économique, Louvain-la- Neuve- Belgium,; Expert in Public Finance

Creation and management of Public Policy and Finance Unit.

Senior Expert in organisational Evaluation

European Commission CAR

Oct 2010 - Nov 2010 (2 months)

African Rep.,; Expert in organisational Evaluation

To perform the organisational analysis of the Ministry of Economy and Planning in charge of implementing the European Development Funds.



Executive Director

Metys

Mar 2007 - May 2010 (3 years 3 months)

- Evaluation and Capacity Building

To evaluate and improve the institutional and organisational capacity of public health associations and other NGOs in charge of public policies.



Expert in Project Identification

European Commission Zambia

Nov 2009 - Present (13 years 10 months)

To identify an innovative response in support of the services of the Ministry of Finance and National Planning with regard to aid management.



Public Sector Accounting Expert

European Commission Cambodia

Jun 2009 - Aug 2009 (3 months)

To participate to the Fiduciary Assessment of the Public Finance Management Reform (PEFA assessment).



Project Administrator

European Commission Macedonia

Mar 2008 - Jul 2008 (5 months)

To develop and implement administrative procedures for allowing the deployment of a program of assistance to the Macedonian Police.



Executive Director

RSG4 LLC

Aug 2007 - Dec 2007 (5 months)

Management of a health association specialized in gerontology.



Monitoring And Evaluation Specialist

European Commission

May 2007 - Present (16 years 4 months)

To evaluate the program of Assistance of the ministry in charge of implementing the European Development Funds.



Monitoring And Evaluation Specialist

European Commission

Oct 2006 - Nov 2006 (2 months)

Assessment of the institutional capacity of the ministry in charge of implementing the European Development Funds.

 **Advisor in European Development Funds implementation**

European Commission

Jun 2005 - Jun 2006 (1 year 1 month)

Strengthening the institutional capacities of the specific Unit of the ministry in charge of the implementation of European Development Funds.

 **Financial Advisor**

European Commission

Mar 2005 - Jun 2005 (4 months)

Advisor to the Senior Financial Officer of the Higher Institute for Business Administration.

 **Senior Financial Advisor**

UNDP

Jun 2004 - Sep 2004 (4 months)

Reinforcement of the managerial capacity of seven political institutions including the Congolese Parliament.

 **Head of Finance**

Organisation for the Prohibition of Chemical Weapons (OPCW)

Aug 2000 - Nov 2003 (3 years 4 months)

Organization for Prohibition Chemical Weapons , The Hague- Netherlands,; Supervision of the financial branch including budget, accounts, payments, payroll and treasury as well as the financial management of the provident fund.

 **Head of Accounting**

OSCE

May 2000 - Jul 2000 (3 months)

Temporary assignment to the Secretariat for reviewing the accounting procedures, hence facilitating the consolidation of the financial information received from the missions and institutions- Provident Fund Secretary

 **OSCE**

Oct 1999 - Apr 2000 (7 months)

In charge of the financial management of the mission including the headquarter, 5 regional centers, and the police school

 **Certified Public Accountant**

Self Employed

Jan 1980 - Mar 1999 (19 years 3 months)

Audit and advice on corporate development and on financial, accounting, tax, social and legal organization.



Senior Auditor

Self Employed

Jan 1980 - Dec 1999 (20 years)

Education



Faculté des Sciences Aix-Marseille Université

Master's Degree, Economy



Institut d'Etudes Politiques

Higher National Diploma, Political Science and Government



INTEC

Higher National Diploma, Accounting and Finance

1982 - 1988

Chartered Public Accountant and Legal Auditor



The Open University

BSc, Psychology



SOAS University of London

Master, Public Management and Policy

Skills

business process • change management • coaching • Organizational Development • Nonprofit Organizations • Business Strategy • Financial Accounting • Public Administration • Bid Writing • International Project Management