

# CURRICULUM VITAE HAYLEY NICHOLLS

## Information and Qualifications:

### Profile:

Experienced project manager and facilitator, working with grassroots organisations, international NGO's and the UN. Has knowledge of participatory, rights based programming with children and adolescents, disability rights and partnership working. Has first-hand experience of working in remote field sites, challenging environments, working in multicultural teams and line management. Exceptional communication skills and organisational abilities.

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**Education:** Post Graduate Diploma in Social Sciences, Open University, 2009 - 2011  
MSc International Development – Human Rights, Humanitarianism and Refugees, Oxford Brookes, 2003 - 2004  
BA English Studies and Marketing Management, Oxford Brookes, 1998 – 2001

**Country Experience:** India, Pakistan, Burkina Faso, Hungary, Bosnia, Czech Republic, Chile.

**Roster:** Handicap International Roster

## Designing and Facilitating Participatory Training

- *'I want to be Involved – Including Disabled children and Young people in reviews and planning meetings'* The Children's Society, Disability Advocacy Programme (2011)
- *'Volunteer Training for Disability Befriending Scheme'* The Children's Society, Disability Advocacy Programme (2011)
- *Workshops on Disability Inclusion for CROA (Children's Rights and Advocacy)* The Children's Society (2009)
- *'Our Rights, Our Responsibility'* – World Association of Girl Guides and Girl Scouts (WAGGGS) – led on workshops and training from the toolkit to international participants (2005)

## Proposals and Document Writing

- Contributed to proposals for *Department of Health 'Sexual Health Project for disabled children and young people'*, *BIG Lottery funding Reaching Communities 'Sexual Exploitation and Disabilities'* (2009 – 2012)
- Edited donor and internal reports according to formats and requirements - Pakistan – DEC grant (2006)
- *Child Protection Policy* for grassroots charity Dream a Dream, India (2008)
- *Marketing Business Plan* for grassroots charity for a 'Cultural Centre for the Mapuche Tribe' (2005)

## Research

- *UNICEF REAP (Rights, Education and Protection) Project* (2012) – contributed to the design, distribution and analysis of a global online survey for a mapping and scoping exercise of inclusive education within teacher training on global scale (2012)
- *Academic post-graduate research on 'The Ethical Implications of conducting research with disabled children'* (2010)

## Resources

- *'Making it Happen' Department of Education*– production of a DVD resource guide - made by young people with disabilities - to advise stakeholders and local organisations on meaningful consultation (2010)
- *Independent Travel Training programme* - production of leaflets and a booklet resource for transport authorities and staff outlining principles and methodologies for the participation of children with disabilities (2012)

## International Leadership

- *Led a Cultural Exchange inter-generational residential field trip to the Czech Republic for disabled young people and parents to gain understanding of disability rights* (2010)
- *Led a three week field trip to Burkina Faso in conjunction with DFID's International Citizen Service initiative in partnership with International Service. Successful pilot scheme to empower disabled young people to volunteer alongside their non-disabled peers* (2012)

**Employment:**

<b>Pakistan 2012-2013</b>	<p><b>Consultant – United Nations World Food Programme (UNWFP)</b> WFP Pakistan conducted a staffing review to down size for the next 3-year-programme. As an international HR Consultant I worked to ensure this process was competitive, fair and transparent in collaboration with a locally recruited panel and hiring managers. I ensured the implementation of the change management process was completed according to WFP/UN selection rules and procedures and to an agreed time line – liaising remotely with sub offices and field hubs.</p>
<b>UK 2009-2012</b>	<p><b>Programme Manager - The Children's Society – Disability Advocacy Project</b> Designed participatory programming to include disabled youth and adolescents t including buddying, advocacy, sexual health and travel training. Led on work plans, preparing reports, and strategic planning - liaising with the Senior Management Team and adhering to reporting schedules. Coordinated Standard Operation Procedures and needs assessments to identify risks and vulnerabilities for child protection responses and facilitated implementation in line with national and international legislation. Monitored and evaluated programme quality by ensuring that adequate mechanisms for updating, monitoring, reviewing and evaluating the impact of programmes were in place. Developed and managed the recruitment, training and supervision of staff in accordance with The Children's Society's policies and performance management procedures. Represented The Children's Society in child protection, disability awareness and coordination meetings at local and national level with the local government, other agencies, and donors.</p> <p><b>Senior Practitioner - The Children's Society – Disability Advocacy Project</b> Participated and led in carrying out risk assessment for identifying and prioritizing needs in the context of child protection. Developed and facilitated training programmes on inclusion for partners, government and civil society to develop and demonstrate national and community-based models of inclusion.. Provided individual technical guidance and direction to external professionals on inclusion of youth in service provision to contribute to the positive development of adolescents Coordinated the referrals process and case management for those at heightened risk. Provided independent advocacy for on a case by case basis. Supported the participation of adolescent and youth in the formulation of resources, attendance in trustee meetings and on national forums</p>
<b>UK 2008 - 2009</b>	<p><b>Head of Teen Services - Body and Soul</b> Developed, delivered and coordinated a youth service for teenagers living with, or affected by, HIV through educational trainings and workshops that took into account the emotional, social, cognitive and physical needs. Facilitated and led group activities and workshops. Worked with parents/guardians/agencies to ensure vulnerability needs were managed in an effective and appropriate manner so enabling the empowerment and coping mechanisms of the young person.</p>
<b>India 2007 - 2008</b>	<p><b>Programme Manager - Dream a Dream</b> Designed, and implemented life skills programmes for vulnerable children living in slums, orphanages as well as street children in Bangalore – doubling output from 500 children to 1000 within a year. Introduced monitoring and evaluation systems to assess impact and efficiency of the programmes for donor reporting using sustainable techniques. Line managed the Programme Team. Built and maintained relationships with 16 NGO and service partners through networking, collaboration and communication.</p>
<b>Pakistan/ UK 2006-2007</b>	<p><b>Project Assistant - Merlin</b> Made regular trips to the field sites in the Kashmir valley, staying in tented facilities and researching how services were meeting the needs of the targeted population. Gained first-hand experience of field sites, IDPs, practical working environments and challenges in Pakistan. Assisted the Country Director with day to day tasks including HR, PR and administration, and attended external meetings with national and international NGOs, UN agencies and government bodies.</p>
<b>India 2005-2006</b>	<p><b>Assistant Programme Manager – Sangam World Centre</b> Prepared, planned and implemented residential training and self development programmes focusing on children's rights, advocacy and community development. Completed regular reviews and evaluations of all programmes. Assisted with the production of programme articles, newsletters and correspondence. Designed and implemented community development projects with local NGOs, built strong networks and reviewed programme development opportunities.</p>

References available on request.