

COMPETENCIES

- **Public Health, Global Health & Environment:** Specialized in public health with an integrated approach to environmental and social determinants of health.
- **M&E of Sexual & Reproductive Health Programs:** Expertise in evaluating projects focused on sexual and reproductive health (SRH), with a strong emphasis on gender equality and youth empowerment.
- **M&E Framework Design:** Proven experience in developing and managing monitoring and evaluation systems that incorporate qualitative and quantitative approaches, including the design of Theory of Change & Logical models.
- **Education, Community & Civil Society Engagement:** Expertise in youth empowerment through participatory approaches and capacity-building of local stakeholders for contextually adapted solutions.
- **Digitalization & AI:** Proficient in digital tools and AI solutions to enhance access to health services.
- **Multi-Stakeholder Collaboration:** Strong ability to work with donors, NGOs, governments, and local communities for successful project implementation. Collective Intelligence Workshops.
- **Gender & Gender-Based Violence (GBV):** Extensive experience in GBV prevention and the empowerment of adolescent girls and women.
- **Data Analysis & Reporting:** Strong analytical skills with the ability to produce strategic reports, supported by excellent writing capabilities.
- **UN Systems Knowledge:** Familiarity with the procedures and protocols of UN agencies.
- **Digital Tools Proficiency:** Skilled in Google Workspace, MS Office 365, Kobo Collect, Power BI, and Excel.

LANGUAGES

French (Native)

English (Fluent: IELTS 7.5)

Wolof (Conversational)

German (Good Notions)

Moore (Good Notions)

PROFILE

Independent Monitoring & Evaluation (M&E) Consultant with over 20 years of experience driving social change through **public health, youth engagement, sexual and reproductive health (SRHR), gender equality, and sustainable development.** Demonstrated expertise in multi-country evaluations and the development of robust M&E frameworks. Skilled in project management, **capacity building** and stakeholder collaboration. Proficient in **digital tools and AI solutions** to enhance health interventions and support data-driven decision-making. Recognized for **excellent writing skills** in developing strategic recommendations for donors and NGOs. **Bilingual in French and English**, with extensive field experience.

PROFESSIONAL EXPERIENCE

Monitoring & Evaluation Consultant Community Health and Women & Girls' Empowerment Senegal – Since 2023

- **Co-led the development of strategic recommendations for the Beijing+30 West and Central Africa Girls Policy Agenda, collaborating with adolescent girls and stakeholders through extensive consultations.** Literature Review. Data Collection Design. Advocated for girls' empowerment by facilitating the establishment of a Regional Advisory Council for Young Girls, ensuring their voices are represented in decision-making processes. (UNICEF WCARO, 2025, In progress).
- **Designed the M&E system for the Waste and Methane project** across Saint-Louis, Kolda, and Dakar, working closely with local stakeholders. Assessed the impact of biodigesters on women's economic empowerment, with a focus on reducing energy costs and enhancing agricultural productivity. (Association Zéro Déchet Sénégal, 2024).
- **Evaluation of Participatory Natural Resource Management Initiatives within the Marine Protected Areas (MPAs) of Sine-Saloum** for European and Canadian donors. Analyzed the initiatives' contributions to ecosystem conservation and their role in empowering women and children through community dialogues and social mobilization efforts. (Nébeday, 2023).

Regional Evaluator Global Sexual Health, Gender, and Adolescent Sexual and Reproductive Health (ASRH) Sénégal - Depuis 2023

- **Independent Expert – Evaluation of the Belgian Approach to SRHR:** Provided qualitative expertise for the evaluation of Belgium's SRHR approach, ensuring cultural sensitivity and actionable recommendations. (SEO – Belgian Development Cooperation, MFA Belgium, on-going: 2025–2026).
- **Strategic Evaluation Consultant – MSF WaCA:** Contributed to the mid-term evaluation of the 2021–2025 Strategic Plan, focusing on mental health, humanitarian, and migration priorities. (MSF, on-going: september 2025).
- **National Research Lead – HCA II Deep Dive Senegal (Fort Pour le Futur / Ecorys):** Led national evaluation of an adolescent well-being program (SRHR & road safety); Trained and coordinated Youth Evaluation Teams in partnership with government stakeholders. (Fondation Botnar, on-going: october 2025).
- **National Evaluator – Childhood Hearing Impairment Project:** Assessed screening and care systems for childhood hearing impairment; Worked with health authorities to strengthen integration into national health services. (CDEL / MFA Luxembourg, 2025).
- **Regional Evaluator – IDRC Programs:** Conducted multi-country evaluation on sustainable and inclusive economies; Applied gender, climate, and inclusion lenses to assess program effectiveness. (IDRC, on-going: 2025–2026).
- **Co-Lead Evaluator – AGILS Project :** Final evaluation of a multi-sectoral program on health, sports, and social inclusion of children and youth with disabilities, within an inclusive territorial approach. (Essentiel / AFD, on-going: september 2025).
- **Co-Lead Evaluator – SANSAS Project :** Evaluation of an integrated adolescent SRHR program, addressing community dynamics, social taboos, youth advocacy, and empowerment. (Solthis / AFD, on-going: september 2025).

EDUCATION

- **October 2025 (ongoing): Climate Change & Health** Certificate Program, Yale School of Public Health
- **August 2025:** SSPH+ Summer School in **Public Health Policy, Economics, and Management**, jointly organized by the Swiss School of Public Health, ICPP at USI, DEASS at SUPSI, and Swiss TPH, Lugano, Switzerland.
- **June 2025:** Short Course in **Scientific Writing on Sexual and Reproductive Health using DHS data**, Institute of Tropical Medicine (ITM), Antwerp, Belgium.
- **February 2025 & October 2024: Evaluation Capacity Development (ECD)** – Strengthening national monitoring and evaluation capacities, IOB, University of Antwerp, Belgium.
- **July 2024: IPDET Evaluation Certification** – Core Course and Environment/Climate Change Evaluation, University of Bern, Switzerland.
- **2006–2011: former Ph.D. Candidate in Decision Sciences, Organizational Behavior**, and Human Resources, HEC Paris, France.
- **2005–2006: Master's Degree in Social Sciences** and Applied Organizational Management, University Paris 1 Panthéon-Sorbonne, France.

- **National Evaluator – LE CHEILE Project:** Conducted qualitative evaluation (Most Significant Change, Theory of Change) of a project promoting inclusive political participation of persons with disabilities, youth advocacy, and anti-stigma initiatives. (Sightsavers / ICSP, september 2025).
- **National Consultant – GEDSI Analysis, OCPP Programme:** Contributed to the Gender Equality, Disability and Social Inclusion (GEDSI) analysis of the ocean sector in Senegal; Conducted stakeholder interviews (institutions, CSOs, technical agencies), supported data analysis, validation, reporting, and capitalization tools (coding matrix, PPT synthesis); Focus on intersecting vulnerabilities, SEAH risks, and inclusive dynamics in biodiversity, pollution, and fisheries. (SDDirect / CEFAS, april 2025).
- **Evaluation of the “Break The Cycle” Project:** Evaluated a multi-channel menstrual health and SRHR awareness programme in partnership with the Ministry of Health and local health structures; Conducted Key Informant Interviews (KIIs) and analysis of programme results; Assessed adoption of the WeerWi digital tools, improvements in adolescent girls’ access to SRH services (urban and rural), and the impact of participatory workshops on behavioural change, well-being, and empowerment. (Fondation Botnar, 2024).
- **Evaluation Consultant – GHM/SRH/GBV Programme:** Evaluated the capacity-building programme for 150 young girls’ club leaders and peer educators across six regions (Saint-Louis, Louga, Matam, Ziguinchor, Kaffrine, Fatick); Assessed the impact of training on Menstrual Hygiene Management (MHM), Sexual and Reproductive Health (SRH), and Gender-Based Violence (GBV) prevention; Conducted Key Informant Interviews (KIIs) with institutional partners (DSPJ, CDEPS, CCA) to validate outcomes and integration into youth structures. (UNFPA / Ministry of Youth, 2024).
- **Evaluation of the IMBIZO Project:** Conducted in-depth interviews with **Country Coordinating Mechanisms (CCMs) and Principal Recipients (PRs) to gather strategic feedback on funding cycles NFM2, NFM3, and GC7.** Analysis of challenges and best practices to enhance the effectiveness of financing and implementation mechanisms for programs targeting HIV/AIDS, tuberculosis, and malaria in Senegal. (Global Fund, 2024).
- **Evaluation of the JEV Project by EQUIPOP in Senegal and Burkina Faso:** Key Informants Interviews (KIIs); Analysis of **adolescent girls' and young women's empowerment**, capacity building of healthcare providers, and social and political mobilization to improve **access to SRH services.** (Expertise France, AFD Initiative, 2023-2024).
- **Evaluation of the ENPRISE3 Project in Senegal:** Strengthening the **decentralized care services for children** living with HIV in Senegal. (Expertise France, AFD Initiative, 2023).
- **Evaluation of the SIDACTION Project in 3 countries:** Training and **empowerment for enhanced support to adolescents and young girls** infected or affected by HIV, including engagements with key partners. (Expertise France, AFD Initiative, 2023).

E-Health/Digital Health Consultant Sexual, Reproductive, Maternal, Newborn, Child, and Adolescent Health (SRMNCAH)

Senegal, Zimbabwe, Tanzania – Since 2023

- **Optimization of the WeerWi Chatbot for Sexual and Reproductive Health:** Conducted user interviews and engagement data analysis to refine content and improve conversational flow. **Integrated AI solutions to enhance intent recognition and optimize the user experience for adolescent girls.** (Grand Canada Challenge, 2024-2025).
- **Evaluation of the Neotree Project:** Assessed the impact, sustainability, and scalability of a **digital health initiative for neonatal care in Zimbabwe and Malawi.** Evaluated its integration into **national health data systems using DHIS2.** (ODESS – Fondation Pierre Fabre, 2024).
- **Evaluation of the “Jamii ni Afya” Project by D-Tree:** Analyzed the impact, sustainability, and **community outreach of the initiative in Zanzibar and Pemba, with a focus on improving maternal and child healthcare.** Assessed the adoption of digital tools by health workers and their integration into **national health policies via DHIS2.** (ODESS – Fondation Pierre Fabre, 2023).

SOFT SKILLS

- **Emotional Intelligence:** Empathetic leader with active listening skills
- **Intercultural Communication:** Strong ability to engage diverse audiences with diplomacy and cultural sensitivity.
- **Data-Driven Decision Making:** Skilled in leveraging data to inform strategic decisions and drive impactful organizational change.
- **Creativity & Adaptability:** Flexible and innovative approach to tackling complex challenges.

PROFESSIONAL AFFILIATIONS

- **President, Thematic Group "Evaluation, Childhood, Youth"** (GT EEJ) – SENEVAL, (Senegalese National Evaluation Association - VOPE): Advocating for meaningful youth participation in evaluation.
- **Active Member of:**
 - American Evaluation Association (AEA)
 - European Evaluation Society (EES)
 - Canadian Evaluation Society (CES)

Monitoring, Evaluation, Research, and Learning (MERL) Consultant

Subsaharian Africa - Depuis 2023

- **MERL Consultant – "Parcours" Podcast:** Designed the project's logical framework and monitoring system (SIA); Led data collection and analysis to assess impact and performance; Produced reports on outcomes of a women's and youth entrepreneurship promotion initiative. (*SEW / Expertise France – IYBA SEED, 2025–2026*).
- **Capitalisation Consultant – Adolescent Advocacy and Health Democracy:** Authored a strategic document on youth advocacy as a lever for health democracy, building on the "JEV" project for integration into C'est la vie 2; Documented and valorised good practices, verbatim accounts, and empowerment dynamics of adolescents. (*Equipop / SANSAS Project, 2025*).
- **Capitalization Support for the "Strengthening Good Governance for Better Child Protection" Project:** Led a field mission in Sédhiou, conducting interviews with community stakeholders, **focus groups with youth from Children's Committees, the municipal youth committee, and the Departmental Advisory Councils for Children and Youth. Provided best practices and recommendations to strengthen local governance in child protection.** (*SENEVAL/UNICEF, 2024-2025*).
- **Online Training on M&E System Design and Implementation:** Delivered a 2-month online training for professionals under CLEAR FA (Center for Learning on Evaluation and Results for Francophone Africa), aimed at enhancing their skills in participatory approaches and results-based management. (*CLEAR CESAG, 2024*).
- **MERL Consultant for the International Olympic Committee (IOC):** Designed the Monitoring, Evaluation, Research, and Learning (MERL) **framework for the O!YES program, focused on youth development through sports across 40 countries.** Conducted **stakeholder consultations** for the co-development of the **Theory of Change**. Facilitated **capacity-building workshops** in French and English for 40 community agents and stakeholders, **emphasizing child safeguarding policies and gender-sensitive approaches.** (*IOC, 2023-2024*).

Program Officer (Youth Sexual and Reproductive Health and Rights)

Senegal – 2021 to 2023

- **Co-ordination of the Multi-Stakeholder Program "Break The Cycle":** Led the multi-partner initiative funded by Fondation Botnar, in collaboration with ApiAfrique, DIT, IDInsight, YUX, and IT4LIFE, **aimed at raising awareness on menstrual health through digital solutions among girls.**
- Co-designed and supervised the development of digital **tools tailored to the needs of adolescent girls using a Human-Centered Design (HCD) and Youth-Centered Design approach.**
- Oversaw the implementation and continuous improvement of the mobile application, chatbot, and social media dashboards, ensuring ongoing data analysis and periodic reporting in alignment with donor requirements.
- **Content Development and AI Integration:** Designed contextualized and **inclusive content** for the mobile app, educational booklet, and chatbot, incorporating AI solutions
- Established the program's **Theory of Change and a comprehensive Monitoring & Evaluation (M&E) system** with SMART indicators to measure the effectiveness of interventions in **improving the health and well-being of adolescent girls.**
- **Capacity Building and Community Mobilization:** Facilitated **interactive workshops on menstrual health using participatory methods to promote girls' empowerment and gender equality.**
- **Partnership Development:** Established partnerships with the **Ministry of Health and Social Action (MSAS), the Directorate of Maternal and Child Health (DSME), regional medical offices, community actors (e.g., Bajenu Gox), and local and international civil society organizations (CSOs and NGOs).**
- **Scalability Study:** Conducted an assessment on the scalability potential of the program

CERTIFICATIONS

- **AFIDEP, June 2024:** Training on **Evidence-Informed Policy Making**, Kenya.
- **INTRAC, October 2022:** Certificate in **Monitoring, Evaluation, Accountability, and Learning (MEAL)**, Oxford, United Kingdom.
- **BIOFORCE, June 2022:** Capacity in **Monitoring, Evaluation, Accountability, and Learning (MEAL)**, France.
- **ITC-ILO, May 2022:** Certificate in **Monitoring and Evaluation**, United Nations, Italy.

- **Gender and Inclusion Certification** – REMA.
- **Sexual and Reproductive Health (SRH) Certification** - Columbia University, London School of Hygiene and Tropical Medicine
- **Youth Inclusion, Safe Spaces, and Women's Leadership** – GIRL Center, Population Council & SWEDD, CLEAR Francophone Africa, International Organization of La Francophonie (OIF).
- **Social Impact, Sustainability, and Youth Well-being** – Acumen Academy, School for Social Entrepreneurs, NEF Consulting.
- **Qualitative Research** – World Bank DIME, USAID.
- **Impact Evaluation** – CLEAR-FA.
- **Workshop Facilitation** – AFD Campus
- **Agile Project Management** – École Centrale Lille.
- **B-Leader Certification** – Certified consultant for B Corp certification support (CSR and Impact Measurement).

Educator & Social Behavior Researcher Specialist in Youth Development and Adolescents Europe & Africa – Since 2003

- **Research Focus on Adolescent Girls:** Strong interest in research on adolescent girls, particularly in the areas of child marriage and sexual and reproductive health (SRH)
- **Academic and Pedagogic Tutoring (CNED): Tutor for adolescents,** developing tailored educational content based on psycho-pedagogical approaches for middle school, high school, and higher education levels since 2002.
- **Experiential Learning Instructor & Outdoor Educator: Developed curricula integrating leadership, socio-emotional well-being,** and academic learning for institutions such as Princeton University, **including community engagement workshops with Where There Be Dragons since 2023**.
- **Human Resources Operations Management:** Managed HR operations for international staff with a focus on recruitment and talent management at UNDP Senegal (2014).
- **Teaching and Research Assistance:** Contributed to research and taught **quantitative and qualitative research methodologies**, organizational behavior, and report writing at HEC Paris (2007-2011).

Corporate Social Responsibility (CSR), Climate, and Sustainable Development Specialist Europe, Africa, and Online – Since 2005

- **CSR Evaluation** – Fonio SMEs in Guinea (CBI / Netherlands Enterprise Agency – RVO, 2025); Applied the CSR Company Assessment Tool (CCAT) to diagnose CSR practices of local SMEs; Facilitated a sensitization workshop and developed tailored roadmaps with recommendations for more responsible and sustainable entrepreneurship. (CBI / Netherlands Enterprise Agency – RVO, 2025).
- **Sustainability and ESG Support:** Assisted organizations in obtaining certifications, improving Environmental, Social, and Governance (ESG) practices, and developing strategies to reduce environmental impact, including conducting B Corp impact assessments. (ITC United Nations, 2023).
- **Facilitation of Climate Change and Sustainable Business Workshops:** Led participatory seminars and workshops on climate change, sustainable and inclusive business practices, and carbon footprint reduction, including sessions such as “La Fresque du Climat” and “Ateliers 2 Tonnes.”
- **Impact Evaluation Framework Design & Environmental Initiatives Leadership:** Designed impact evaluation frameworks and spearheaded environmental initiatives while contributing to the development of national sustainable development plans. (Groupe La Poste, 2004 & United Nations Office at Geneva, 2005).
- **Strategic Collective Intelligence Facilitation:** Facilitated a participatory planning workshop using the Future Search methodology, focused on the sustainable and inclusive growth of Senegalese SMEs specializing in IT outsourcing. Ensured the validation of a shared vision and co-creation of actionable plans. (CBI Netherlands, 2024).

INTERESTS

- **Community Engagement:** Active volunteer in **sustainability and climate action** initiatives with organizations such as Zéro Déchet Sénégal, Surfrider Foundation, and Nebeday. Engaged in **feminist initiatives** as a volunteer at the KIMPA VITA festival.
- **Active Lifestyle:** Passionate **solo traveler and enthusiast** of SUP paddleboarding, scuba diving (PADI I), hiking, **yoga**, and cross-training.
- **Personal Development:** Certified **holistic coach** with a focus on integrative well-being.

REFERENCES

- **Ian Hopwood** – Honorary President, SenEval; Lecturer at UCAD; Former Chief of Evaluation, UNICEF HQ.
- **Amos Menard** – Deputy Director, CLEAR FA, CESAG.
- **Elsa Goujon** – Evaluation Unit Coordinator, AFD Expertise France, L'Initiative.

CONFERENCES , ACADEMIA & WORKSHOPS

- **2025 International Conference on Family Planning (ICFP)** in Bogotá, Colombia (upcoming)

Poster: Exploring the Intersection of Contraceptive Decision-Making, Norms, and Intimate Partner Violence Among Married AGYW in Burkina Faso

Communication: WeerWi, une approche numérique et communautaire intégrée pour améliorer l'autonomie menstruelle et l'accès aux services de SSR chez les adolescentes au Sénégal

- **Applying Monitoring and Evaluation in the Health Sector** - (Public and International, online MeetUp, September 2025) - Women in MERL Webinar.
- **Speaker on Gender and Inclusion:** "Improving the consideration of marginalized groups' needs in public policy evaluation." (Cotonou, 2025) Benin Evaluation Days, ministry of Develoement
- **6th International Francophone Evaluation Forum (FIFE, Yamoussoukro, June 2025):**

Presented a paper titled "Whose knowledge counts?", an exploratory review of data types used in community-based evaluations of SRHR;

Winner of the Evaluathon for the EvalRescue prototype – a hybrid evaluation platform for crisis settings (AI, serious game, OCR);

Presented a scientific poster: "Whose knowledge counts in evaluation?", a critical analysis of asymmetries in data valuation in SRHR evaluations.

- **Evaluation Capacity Development (ECD) Seminar – Tanzania, Feb. 2025**, "The Future of Evaluation: Strengthening National M&E Capacities"

Presented and participated in global seminar on cutting-edge evaluation practices and policy influence

Recipient of the COMMUNITOR 2025 Jury Award for poster on youth-led and participatory approaches in SRHR evaluation

- **Roundtable – SANSAS Project:** Panelist and evaluation expert on SRHR, youth-led approaches and health democracy, speaking on the topic "Youth empowerment: a transformative approach to improving access to adolescent SRHR services". (EQUIPOP, 2025)
- **gLOCAL Evaluation Week 2025** – Moderator of the panel "Challenges and Opportunities for Gender Integration in Public Policy Evaluation in Africa" (CLEAR FA CESAG, 2025)
- **Lead Trainer for a 2-month online course** on Monitoring & Evaluation system design and implementation for CLEAR FA (Center for Learning on Evaluation and Results for Francophone Africa), focusing on participatory approaches and results-based management. (CLEAR FA CESAG, 2024)
- **"Girls Not Brides" Webinar** – Expert panelist, sharing experiences on youth-led research methodologies in West Africa and participatory evaluation. (Online, December 2024)
- **American Evaluation Association (AEA) Annual Conference – Portland, Oregon, USA, October 2024:**

Proposal reviewer for the Youth Evaluation & Engagement (YEE TIG) thematic group.

Professional workshop: "Planning and Integrating Meaningful Youth Engagement," with Susan Igras PhD, Rugiyatu Kane, and Safyatou Diallo.

Skill-building workshop: "Enhancing Youth Participation in Data Analysis," with Julie Poncelet PhD and EvalYouth North America.

- **gLOCAL Evaluation Week 2024** – Presentations on:

"Balancing Ambition and Realism: The Journey of an Emerging Evaluator" with CLEAR FA.

"Rethinking Evaluation for Social and Behavioral Change" with RAES. (Online, June 2024)

- **5th International Francophone Forum on Evaluation (FIFE)** – Presented on "Digital Skills for the Evaluator of Tomorrow: Lessons from the WEERWI Case," focusing on integrating digital tools into youth program evaluation. (Luxembourg, July 2023)
- **CSR Webinar in Developing Countries** – Presented on "Communicating, Monitoring, and Evaluating CSR Strategies," with a focus on adapting M&E practices to the context of the Global South. (Online, November 2022)