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*Fourteen years’ experience in social research and evaluation in international development; PhD from the School of Oriental and African Studies (SOAS), University of London in the social sciences with a focus on international development and social change. Vast experience in mixed-methods research toolkit development, training and management (remote and in-person) of field teams. Subject-matter expertise in poverty reduction and livelihoods, resilience, education, gender, child protection, and micro/small businesses development, in particular in fragile and conflict-affected states.*

***EMERGENCIES / HUMANTIARIAN RESPONSE RESEARCH AND M&E EXPERINCE***

CARE Syria / CARE UK (2018 – present): Syria: **Team Leader/Project Manager**

* **­**Qualitative research on resilience among Syrians affected by ongoing conflict and displacement, managing international team of 3 and virtually hiring and managing 16-person field team inside Syria conducting 9-month study to inform CARE’s resilience conceptual framework and subsequent programming; additional similar research to be conducted on refugees in Jordan, Turkey, Lebanon during 2019 with additional field teams. .

USAID Education in Crisis and Conflict Network (2014 – Present): Global. **Research Manager**

* Led multiple research tasks including development of rapid qualitative toolkit for use in humanitarian settings to measure safety of learning spaces and risks to schools and students as a result of conflict (worked virtually with piloting teams in Jordan, Lebanon both working with Syrian refugees), Honduras, El Salvador, Philippines, Somalia); led (virtual) piloting activity for Rapid Education and Risks Assessment tool in Afghanistan, El Salvador, and Mali.

ATR Consulting for Unicef Afghanistan (2018 – 2019): Home-based. **Technical Advisor**

* Providing inputs on tool development, and leading on analysis and reporting of qualitative and quantitative data collected as part of Unicef’s Third Party Monitoring (TPM) of a polio-eradication program

Norwegian Church Aid (2014, 2016, 2019): Democratic Republic of Congo: **Team Leader & Project Manager**

* Baseline, Midline, and Endline Evaluation (mixed methods) of Youth-focused Peacebuilding and Gender Based Violence reduction program in North and South Kivu regions in DRC; supervising local team leader (virtually); leading on all quantitative work and oversight of qualitative data coding and analysis; leading report writing

Save the Children (2018). Global: **Rapid Assessment Toolkit Specialist**

* Leading global review of Child Protection Rapid Assessment, a toolkit designed for use within protection clusters in humanitarian contexts; examining use of toolkit in 30+ countries / emergencies

Save the Children (2015). Liberia: **Evaluation** **Project Manager**

* Evaluation (mixed methods) of Ebola Community Care Centers in Liberia. Managing two international experts and field team conducting research with patients, community members, staff and volunteers

The World Bank (2013).Great Lakes Region (home-based): **Gender Expert**

* Background research and analysis of gender issues in forced displacement in emergency situations in the Great Lakes Region (Rwanda, Burundi, DRC, Uganda); recommendations on future field research

***EDUCATION and CHILD SERVICES PROTECTION MONITORING AND EVALUATION EXPERIENCE***

Plan UK (2014 - Present). Global: **Lead Global Evaluation Consultant**

* Baseline, Midline and Endline Evaluations (qualitative and quantitative) and Thought Leadership thematic research (funded by Credit Suisse) programme on Financial and Life Skills Education for adolescent girls and boys in India, Rwanda, China and Brazil.  Led each wave of quantitative and qualitative research design, analysis and global reporting (and at midline, including leading deep dive study in each country on contextual factors related to girls’ economic empowerment. Virtually training and providing QA for four in-country field teams, checking / cleaning data, leading on all analysis and reporting.

IMPAQ for USDA / Save the Children (2018). Liberia / Home-based. **Subject Matter and Regional Expert**

* Providing technical support on development, analysis and reporting of qualitative baseline evaluation of food for education (FFE)) LEARN program; assisting in mobilization of field teams for quantitative and qualitative portions of evaluation.

Dexis for USAID (2018 – Present). Bangladesh / Home-based. **Technical Advisor**

* Providing inputs to tool development and analysis of USAID’s qualitative Rapid Education and Risks Analysis (RERA) among host communities impacted by Rohingya influx and other contextual risks in Bangladesh.

The Global Citizens Initiative (2016-2017). Liberia / Home-based. **Technical Advisor / Lead Researcher**

* Designing, planning, overseeing, analysis and reporting on baseline and endline impact study for intervention to increase citizen engagement along with reporting/ response to child rape cases using SMS technology in Liberia

The Khana Group for Coca-Cola, Mercy Corps, (2014 - 2015). Northern Nigeria: **Senior Technical Advisor – M&E**

* Coordinating the overall technical aspect of quantitative randomized control trial (RCT) evaluation of DFID-funded Girls' Education Challenge (GEC) programme in Northern Nigeria. Virtually training local staff on data management and quantitative analysis using available software (Excel); ensuring ethical protocols are in place to protect girls

Plan UK (2013 – 2014):Global: **Lead Global Consultant, Qualitative Research and Gender Specialist**

* Year 3 Formative Review (Mixed methods evaluation) of girls’ education / life skills programme in 9 countries (Cambodia, Pakistan, El Salvador, Malawi, Mali, Sierra Leone, Rwanda, Kenya, Zimbabwe). Virtually training nine in-country field teams and virtual management for duration; lead author and analyst for final report.

UNICEF (2013): Liberia. **Team leader and Qualitative Research Specialist**

* Baseline evaluation (mixed methods) for the four-year Peacebuilding, Education and Advocacy (PBEA) program in Liberia, designing overall M&E strategy and tools, baseline evaluation methodology and toolkits. In-country training of field team and virtually training (videos) in-country UNICEF staff on use of M&E tools and databases

Plan UK (2013): Sierra Leone. **Project Manager, Team Leader and Qualitative / Quantitative Research Lead**

* Baseline evaluation (mixed methods, quasi-experimental design) of Girls’ Education Challenge in Sierra Leone; 1400+ household surveys; 6500+ learning assessments. Hiring and training field team of 21 local staff, providing in-country and virtual management. Leading all research design (quasi-experimental), analysis and reporting.

***LIVELIHOODS AND SOCIAL SAFEGUARDS and SERVICES RESEARCH AND M&E EXPERIENCE***

The World Bank (2019 – Present). Mozambique. **Lead Researcher / Advisor**

* Designing and co-leading a qualitative study on youth and children’s access to social services (education, sexual and reproductive health, psychosocial support and networks; livelihood opportunities) in Mozambique to inform World Bank programming in the region and (likely) to produce a global toolkit to measure same themes.

Millennium Challenge Corporation (2013-2014 and 2017 – 2018). Liberia. **Social and Gender Specialist for Liberia**

* Leading mixed-methods assessment and designing evidence-based program to maximize productive use of electricity among marginalized micro-and small-businesses in soon-to-be electrified areas in Monrovia (e.g. access to finance subsidies for appliances; training on productive uses of electricity); inputs to social and gender integration plan (SGIP)

The World Bank (2016). Nigeria and Tanzania: **Senior** **Technical Advisor**

* Providing virtual training, virtual oversight and quality assurance of local field team conducting rapid qualitative assessment of agricultural and household (small and micro) enterprise livelihoods in Nigeria (2016) and Tanzania (2017); leading analysis and reporting of findings and recommendations

The World Bank (2014 - 2015). Liberia: **Lead Researcher**

* Development of qualitative toolkits and conducting research (desk and field) on Youth Employment in Liberia: Jobs and Job Creation (MSME) in Fragile and Conflict States; in-country training and management of local field team

Indevelop for UNWomen (2014 - 2015). Liberia: **Team Leader and Qualitative Expert**

* Baseline evaluation (mixed methods) for Peacebuilding Fund Program, to measure women’s economic, social and security status, business activities and entrepreneurship, quantitative survey of 1000 women in 23 communities.

Indevelop for UNWomen (2015). Papua New Guinea: **Team Leader and Qualitative Expert**

* Baseline evaluation (mixed methods) for Port Moresby Safe Cities Programme. Developing training materials and toolkits, overseeing baseline research (virtually), and leading on analysis and reporting

URS Infrastructure and Environment (2012) for ArcelorMittal: Liberia. **Cultural Specialist / Anthropologist**

* Qualitative research on impact of mining / land acquisition on communities’ cultural heritage developing social safeguards and livelihood enhancement mechanism to guide client on future projects following WB/IFC guidelines

The World Bank (2010-2011): Global. **Team Leader / Field Team Trainer / Technical Associate**

* Planning and executing training events and providing in-country technical assistance on qualitative assessment of gender, poverty and livelihoods in S. Africa, Burkina Faso, Papua New Guinea and Fiji; led 3-month study in Liberia

***EMPLOYMENT RECORD***

2014 – Present: University of Massachusetts Amherst / USAID, Research Fellow / Research Manager. USAID Education in Crisis and Conflict Network (ECCN)

2012 – Present: GK Consulting LLC, Founder and Managing Director/ Project manager on all contracts; Technical work includes providing social research, training, project management; hiring expert consultants (local and international)

2007 – Present: Freelance Social Research Consultant (details provided on a project-by-project basis above)

***EDUCATION AND FELLOWSHIPS***

**School of Oriental and African Studies, University of London, London**, UK (2006-2011)

* ***PhD,*** *Department of the Study of Religions, with focus on Social Sciences and Conflict-Affected African States*

**Harvard University,** Cambridge, MA (2010)

* ***Graduate Fellow****, Department of Anthropology and Sociology*

**School of Oriental and African Studies, University of London**, London, UK (2004-2005)

* ***MA*** *(Merit), Department* ***of the Study of Religions*,** *with focus on African Studies and the Social Sciences*

**Smith College,** Northampton, MA (2000-2004)

* ***BA,*** *Major: Study of Religion; Minor: Life Sciences*

***SELECTED PUBLICATIONS***

* [‘Safer Learning Environments Qualitative Assessment Toolkit’. 2018. Education in Crisis and Conflict Network, Washington DC: USAID](https://eccnetwork.net/resources/sle-qualitative-toolkit/)
* [Chapman, Emily Weedon; Heaner, Gwendolyn K.. 2016. *Volume 1 – Report; Volume 2 – Annexes*. Social Protection and Labor Discussion Paper; No. 1608. Washington, D.C.: World Bank Group](http://documents.worldbank.org/curated/en/290071473330227922/Volume-1-Report)
* [‘”It was like we prepared for a battle that never came!’ Evaluation of Save the Children’s Community Care Centers in Dolo Town and Worhn”, *Save the Children International*, July 2015](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=5&cad=rja&uact=8&ved=0ahUKEwiW4fH8k4jZAhUhw4MKHeT-Dx8QFghCMAQ&url=https%3A%2F%2Fwww.alnap.org%2Fhelp-library%2Fevaluation-of-save-the-childrens-community-care-centers-in-dolo-town-and-worhn-margibi&usg=AOvVaw0poELoAwFUzA2FA1WvumC6)
* ‘[PPA2 / Building Skills 4 Life Year 3 Formative Review (Y3FR) Global Report’, *Plan UK*. June 2014](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0ahUKEwim3amelIjZAhWp5YMKHbVtC7UQFggpMAA&url=http%3A%2F%2Fwww.academia.edu%2F19913889%2FPlan_UK_Year_3_Formative_Review_-_PPA2_Building_Skills_for_Life_Programme&usg=AOvVaw0yABgzJl-W5WlGPie1Anw7)
* [‘Baseline Report on the Girls Education Challenge Project in Sierra Leone’, *Plan UK*. March 2014](https://www.academia.edu/28448074/Plan_International_UK_GEC_Baseline_Survey_Report)
* ‘[Cultural Heritage Assessment for Nimba Western Area Iron Ore Concentrator Mining Project’, *Phase II ESIA for URS/ArcelorMittal, Liberia*. March 2013](https://www.academia.edu/12249232/Cultural_Heritage_Assessment_of_West_Nimba_Liberia_for_Phase_2_ESIA)
* ‘[Pentecostals and Transitional Justice in Liberia’, *Journal of Religion, Conflict and Peace*, Fall 2013](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKEwiby8GflYjZAhUHbK0KHQM3C7oQFggpMAA&url=http%3A%2F%2Fwww.religionconflictpeace.org%2Fvolume-5-issue-1-and-2-fall-2011-spring-2012%2Fpentecostals-and-transitional-justice-liberia&usg=AOvVaw3cgS8q6Vee7K199ZxNJ-w2)
* ‘[Effectiveness Review: Raising poor and marginalised women’s voices, Liberia’, *Oxfam GB*, Nov 2012](https://policy-practice.oxfam.org.uk/publications/effectiveness-review-raising-poor-and-marginalised-womens-voices-liberia-253112)
* ‘[Fieldworking Religion in Liberian Pentecostal Churches’,](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&uact=8&ved=0ahUKEwi-7pngnIjZAhVQeawKHXHKALoQFggyMAE&url=http%3A%2F%2Fwww.academia.edu%2F12249194%2FFieldworking_Deliverance_Rituals_in_a_Liberian_Pentecostal_Ministry_The_Surprising_Benefits_of_Embracing_your_Otherness_While_Taking_Part_in_Religious_Performance&usg=AOvVaw1KyoZOYBbTB1YaJ8GcXW7g) *[Fieldwork in Religion](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&uact=8&ved=0ahUKEwi-7pngnIjZAhVQeawKHXHKALoQFggyMAE&url=http%3A%2F%2Fwww.academia.edu%2F12249194%2FFieldworking_Deliverance_Rituals_in_a_Liberian_Pentecostal_Ministry_The_Surprising_Benefits_of_Embracing_your_Otherness_While_Taking_Part_in_Religious_Performance&usg=AOvVaw1KyoZOYBbTB1YaJ8GcXW7g)*[, 5(2), 2011, 193-206](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&uact=8&ved=0ahUKEwi-7pngnIjZAhVQeawKHXHKALoQFggyMAE&url=http%3A%2F%2Fwww.academia.edu%2F12249194%2FFieldworking_Deliverance_Rituals_in_a_Liberian_Pentecostal_Ministry_The_Surprising_Benefits_of_Embracing_your_Otherness_While_Taking_Part_in_Religious_Performance&usg=AOvVaw1KyoZOYBbTB1YaJ8GcXW7g)
* [‘Religion, Law and Human Rights in Post-Conflict Liberia’, *African Human Rights Law Journal*, 8(2), 2008, 458-485](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=3&cad=rja&uact=8&ved=0ahUKEwiWh4W2lYjZAhUL74MKHWxxCU0QFgg3MAI&url=http%3A%2F%2Fwww.ahrlj.up.ac.za%2Fimages%2Fahrlj%2F2008%2Fahrlj_vol8_no2_2008_gwendolyn_heaner.pdf&usg=AOvVaw3UZdAF9AENhq4NSo-axy21)

***SELECTED CONFERENCE PRESENTATIONS***

* **Comparative and International Education Society,** Mexico City: Organizer and facilitator for training workshop and panel presentation “Using the safer learning environments qualitative assessment toolkit” (March 2018)
* **USAID Education in Crisis and Conflict Network,** Washington, DC: Facilitator for training workshop “Using the safer learning environments qualitative assessment toolkit” (December 2017)
* **Comparative and International Education Society,** Vancouver, BC, Organizer for panel “Identifying Data Gaps and Building Evidence for Theories of Change in Education in Conflict and Crisis Environments” and presenting on “Safer Learning Environments: Building Evidence for Context-Specific Theories of Change (March 2016)
* **USAID Education Summit**, Washington DC, Organizer and facilitator for panel: “Keep Learning Safe”, 2015
* **Comparative and International Education Society**, Washington, DC, ‘How can Alternative Education Programs reach those most in need?’, 2015
* **Liberian Studies Association,** New York, North Carolina, Pennsylvania, Liberia, annually from 2009-2012
* **The World Bank**, Bellagio, Italy: *Defining Gender in the 21st Century*, 2011
* **Liberian** **Ministry of Planning/ World Bank**, Conference on Poverty Reduction Strategy, 2011
* **SOAS**, London, UK: Delivered paper at conference: ‘Fieldworking Religion and Religionising Fieldwork’, 2008
* **Emory University Center for Law and Religion**, South Africa, ‘Religion, Law and Human Rights in Africa’, 2008

***OTHER***

**Language:** English (Mother tongue); Limited working proficiency in Portuguese and Spanish; Liberian English

**International experience:** Field-based primary research inLiberia, Sierra Leone, Ghana, Burkina Faso, Kenya, South Africa, Papua New Guinea, India, Fiji. Virtual management / oversight of local teams / consultants in, Democratic Republic of Congo, Brazil, China, Cambodia, El Salvador, Malawi, Mali, Nigeria, Pakistan, Rwanda, Zimbabwe, Syria, Jordan, Lebanon.