

## Aninia Nadig

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## Profile

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20 years' experience in the field of forced migration, refugee protection and humanitarian response  
Expert in managing complex and drawn-out multi-stakeholder processes, such as Sphere Handbook revisions  
Expert in Sphere standards; HQAI Auditor for NGO certification against the Core Humanitarian Standard  
Experienced Adult Trainer  
Excellent writing skills  
Strong inter-personal skills: training, advising, networking, creating synergies between people and processes  
Fluent in English, French, Spanish, Dutch and German

## Professional Experience

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### Sphere, Geneva

October 2008 to present

#### **Senior Officer Policy and Practice**

- Intimate knowledge of humanitarian standards
- Strong training skills
- Active engagement at the international humanitarian policy level (Geneva and global)

**Coordinator of the Sphere-led Humanitarian Standards Partnership (HSP)** which includes the Sphere standards, the Core Humanitarian Standard and standards for camp management, child protection, economic recovery, education, inclusion, livestock/livelihoods and market analysis

Produce practical **implementation guidance** for the Sphere Standards in various contexts, always including a strong focus on AAP, community engagement and inclusion

**Advisor** to third parties on using Sphere standards in practice and in various contexts

De-facto **coordinator** of large sections of the **Sphere Handbook revision process 2016-2018**, producing the 2018 Sphere Handbook. Managed the consultation and drafting processes, worked with authors on their drafts, oversaw the production processes, managed the full revision budget

**Advocacy** for the use of humanitarian standards, including topical videos

**Sphere Trainer** (technical standards trainings and ToTs)

### Humanitarian Quality Assurance Initiative (HQAI), Geneva

July 2019 to present

#### **Senior Auditor for NGO certification and verification along the Core Humanitarian Standard (CHS)**

- Deep understanding of the benefits and challenges of integrating and operationalising the CHS
- Good programme and organisational evaluation skills, based on the CHS

### Internal Displacement Monitoring Centre (IDMC), Geneva

June 2005 to July 2008

#### **Country Analyst for internal displacement situations in the Horn of Africa (Somalia, Ethiopia, Eritrea)**

- Advocacy
- Research
- Fact-finding missions including FGDs with affected communities

Monitored and documented the internal displacement situations and general humanitarian and political developments in the **Horn of Africa** (Eritrea, Ethiopia and Somalia), **Sri Lanka** and **Afghanistan**, with fact finding missions to Somalia (2005 and 2006) and Ethiopia (2007). In 2008, updated the country profiles for **Bosnia and Herzegovina**, **Philippines**, **Rwanda** and **Angola**. Advocacy examples: 2007 NGO report on Ethiopia to the Committee on the Elimination of Racial Discrimination (CERD); contributed to the Draft African Union IDP Convention, Addis Ababa, May 2007.

Yearly regional overviews; special country reports on Somalia and Ethiopia; regular country updates and briefs; advocacy activities; IDMC focal point for **health** and **nutrition**, including **psycho-social health**.

### Dutch Council for Refugees (DCR), Amsterdam, NL

May 2000 to April 2005

- Policy and research
- Coordination skills
- Interpersonal skills

**November 2004 to April 2005: Project leader:** set up the International Project for the DCR, developed focus areas for its international engagement, establishing contacts with relevant international organisations.

**May 2000 to November 2004: Coordinator** of the Dutch **Working Group on International Refugee Policy**.

Coordination of seven Dutch NGOs regarding a joint position on Dutch and EU asylum policy (focus on regional protection schemes and the “asylum-migration nexus”). Organised seminars, conferences and campaigns on forced migration, with participation of international forced migration experts.

Regular attendance of the UNHCR Standing Committee meetings in Geneva, wrote and presented the Europe NGO statement for the February 2005 Standing Committee; regular contact with relevant Dutch government officials.

1998-1999: Worked in the **Refugee Department of Amnesty International Netherlands**.

### Federal Office for Refugees, Bern, Switzerland

Oct 1996 to Dec 1997

- Interview skills
- Trained to conduct interviews with traumatised women

Carried out **Refugee Status Determination** for asylum seekers from Bosnia and Herzegovina, Kosovo and Turkey, including interviews with applicants.

### Selected Publications

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How Standards Contribute to the Humanitarian Sector, *The Humanitarian Machine*, Routledge, 2021.

The Sphere Project: Taking Stock, *HPN Humanitarian Exchange Magazine* Issue 53, March 2012.

The Future of European Security Concerns and Refugees' Access to Protection, *AWR Bulletin*, December 2004.

Forced Migration and Global Processes - Report of the Eighth Conference of the International Association for the Study of Forced Migration, Chiang Mai, Thailand, 5-9 January 2003. *Journal of Refugee Studies* 16/4, December 2003, pp. 361-375.

Human Smuggling and Refugee Protection in the European Union: Myths and Realities, A. Nadig and J. Morrison, in: *The Refugee Convention at 50: A View from Forced Migration Studies*. Van Selm (ed), Kamanga (ed), Morrison (ed), Nadig (ed), Spoljar Vrčina (ed), van Willigen (ed). Rowman and Littlefield, May 2003.

Human Smuggling, National Security, and Refugee Protection, *Journal of Refugee Studies* 15/1, March 2002, pp. 1-25.

The High Level Working Group on Asylum and Migration and its Action Plan for Afghanistan, Conference Report, *Journal of Refugee Studies* 14/4, December 2001, pp. 428-435

### Trainings

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#### **Trainings developed and facilitated**

Sphere ToTs (both in Spanish, as co-facilitator):

- ToT for online Sphere trainings, organised by RedR UK, June 2021
- ToT in Cuba, organised by ACT Alliance, September 2018

Technical Sphere trainings:

- Urban Sphere trainings: developing a training module with the German Red Cross and Save NL (ongoing)
- Sphere training for South-Eastern European Civil Protection Agents (co-facilitator, online) 2020
- Introduction to the Sphere Handbook, 3 days, Dublin, September 2018

French for adults: weekly language course for migrants, Geneva, 2020 – ongoing

## Trainings received

CHS ToT, online, Sept-Oct 2021

Adult Trainer's Certification (Swiss FSEA), Université Ouvrière de Genève (UOG), Geneva, 2020-2021

HQAI auditors training for certifying humanitarian NGOs against the CHS, HQAI, Geneva, 2019

Plan, monitor and evaluate conflict sensitivity, conflict prevention and peace building, Brussels, 2012

Monitoring and evaluation of the NGO sector, HREA, 2011

Sphere ToT, The Sphere Project, Bangkok, February 2009

Training for teaching French classes to adult migrants, 2020

## Association Membership

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### International Humanitarian Studies Association (IHSA)

2014 - present

Presented and organised panels at 4 IHSA Conferences.

### International Association for the Study of Forced Migration (IASFM)

2000 to 2007

2005-2007: **Vice President** and **Treasurer** of the IASFM Executive Committee

2003-2005: Executive Committee Officer for Programme Affairs and Innovation

2001-2003: **General Rapporteur** of the 2003 IASFM Conference in Thailand

Conference Report published in *Journal of Refugee Studies* 16/4

## Education

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University of Amsterdam, NL, 1998 – 1999

Master of International Relations, *cum laude*. Thesis *Human Smuggling – A National Security Issue?* published in *Journal of Refugee Studies* 15/1, March 2002

University of Lausanne, CH, 1992 – 1996

Bachelor of Political Science

Apprenticeship in book trade, Munich, D, 1989 – 1992

## Other interests

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French teacher for foreigners, in particular migrants (UOG, Geneva, 2020 to present)

Certificate for classic massage, Ecovie, Yverdon (CH), 2008

Certificate for the course *Anatomie, Physiologie, Pathologie*, ESSR, Geneva, 2016

Volunteer at *La Maison de Tara*, an end-of-life hospice in Geneva, since 2015

6-months training as a volunteer in palliative care, La Maison de Tara, Geneva, 2015

Treasurer for a local French association promoting local activities in support of ecological transition

## References

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References are furnished upon request