

Aninia Nadig

Nadig Consulting
Chemin du Vallon 10
1260 Nyon, Switzerland

aninia@nadig.net
+33 685 266726

Profile

I have over 20 years' experience in the fields of forced migration, refugee and IDP protection and humanitarian response. My background is in forced migration studies and European asylum policy work. I later moved into IDP situation analysis with IDMC in Geneva, followed by humanitarian standards work with Sphere, the CHS Alliance and as senior auditor for HQAI (certification body of humanitarian organisations). I have experience in managing complex and drawn-out multi-stakeholder processes, such as the revision processes for humanitarian standards (Sphere and CHS). I am an experienced trainer and have excellent writing skills and fluent in English, French, Spanish, Dutch and German.

Professional Experience

CHS Alliance, Geneva

February 2022 to present

CHS Revision Manager

Plan and manage the consultation and revision process for the Core Humanitarian Standard (CHS). This multi-stakeholder process includes extensive stakeholder consultations, including with local actors and affected communities, analysis of learning and feedback, drafting of an updated standard based on that data.

Humanitarian Quality Assurance Initiative (HQAI), Geneva

2019 to present

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

Conduct audits for humanitarian and development organisations wishing to certify against the CHS. This includes in-depth interviews at various organisational levels and with partner organisations and affected communities.

Sphere, Geneva

2008 to 2022

Policy and Practice Manager

- Intimate knowledge of humanitarian standards
- Advocacy, policy work, training and promotion of Sphere Standards

Coordinator of the Sphere-led Humanitarian Standards Partnership (HSP) which includes the Sphere standards, the CHS and seven other standards Handbooks. Support for developing new standards wishing to join the HSP.

Produce **implementation guidance** for the Sphere Standards in various contexts, always following a people-centred approach.

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

Sphere Trainer: ToTs and technical trainings

Internal Displacement Monitoring Centre (IDMC - NRC), Geneva

2005 to 2008

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

- Advocacy (ex: CERD, AU IDP Convention, 2007)
- Research and Country Reports writing
- 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). 2008: Country profiles for **Bosnia and Herzegovina, Philippines, Rwanda and Angola**. IDMC focal point for **health and nutrition**, including **psycho-social health**.

Dutch Council for Refugees (DCR), Amsterdam, NL

2000 to 2005

- Policy and research
- Coordination skills
- Interpersonal skills

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

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

The WG included 7 Dutch humanitarian NGOs and positioned itself regarding 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 in February 2005; regular contact with relevant Dutch government officials.

Federal Office for Refugees, Bern, Switzerland

1996 to 1997

Asylum status determination officer for asylum seekers from Bosnia and Herzegovina, Kosovo and Turkey. Special training to conduct interviews with traumatised women.

Selected Publications

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

<https://www.routledge.com/The-Humanitarian-Machine-Reflections-from-Practice/Otegui-Yoder-Bontrager/p/book/9780367689759>

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

<https://odihpn.org/publication/the-sphere-project-taking-stock/>

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. <https://heinonline.org/HOL/LandingPage?handle=hein.journals/jrefst16&div=30&id=&page=>

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). Rowman and Littlefield, May 2003. https://books.google.fr/books/about/The_Refugee_Convention_at_Fifty.html?id=CLqIP77RUUC&redir_esc=y

Human Smuggling, National Security, and Refugee Protection, *Journal of Refugee Studies* 15/1, March 2002, pp. 1-25. <https://academic.oup.com/jrs/article-abstract/15/1/1/1540163>

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 <https://academic.oup.com/jrs/article-abstract/14/4/428/1559566>

Trainings

Trainings developed and facilitated

Sphere ToTs, including one for online Sphere trainings, organised by RedR UK, June 2021 (in Spanish); a Humanitarian Standards ToT, Bangkok, November 2019; and a ToT in Cuba, organised by ACT Alliance, September 2018 (in Spanish)

Technical Sphere trainings:

- Sphere training for South-Eastern European Civil Protection Agents (co-facilitator, online) 2020
- Introduction to the Sphere Handbook, 3 days, Dublin, September 2018
- Numerous in-person and online introductions to Sphere

French language course for adults: weekly language course for migrants, Geneva, Sept 2020 to present

Trainings received

- CHS ToT, online, Sept-Oct 2021
- Swiss FSEA Certificate for Adult Trainer (Module1), 2020-2021
- 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

Association Membership

International Humanitarian Studies Association (IHSA) **2014 to 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

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

Other interests

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

Training for teaching French classes to adult migrants, UOG, Geneva, 2020

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 (including 6-months training)

Treasurer for a local French organisation focusing on ecological transition

References

References are furnished upon request