

DR RICHARD BOWD, PhD

PERSONAL PROFILE

A conflict transformation and peacebuilding specialist with over 10 years programming, analysis and research experience in the areas of conflict, peace and security; I have an array of skills illustrative of my ability to deliver high level, practical solutions in conflict and post-conflict contexts. I am experienced in engaging with a wide-range of stakeholders from the grassroots level up to national government, Donors and UN officials, and have widespread regional knowledge/experience on the Balkans, the Great Lakes and East Africa, Asia Pacific, South Asia and the Middle East. A proven strategic planner, problem solver, connector and staff manager, I have the ability to strategically realign programmes and to motivate and develop teams.

SKILLS

- Conflict Transformation & Peacebuilding
- Conflict Analysis & Mapping
- Conflict Sensitivity & Do No Harm
- Needs and Impact Assessments
- Socioeconomic Analysis
- Political Economy Analysis
- Gender Sensitivity and Mainstreaming
- Child Rights Programming
- Research Design, Execution & Analysis
- Strategy Formulation
- Advocacy Development
- Programme Design & Development
- Project/Programme Management
- Capacity Building & Training-of-Trainers
- Monitoring and Evaluation
- Human Resource Management
- Fundraising & Grant Management
- Financial Management & Accountability

COUNTRY EXPERIENCE

Afghanistan, Zimbabwe, Ukraine, Pakistan, Kenya, Denmark, Lebanon, Iraq, Yemen, Jordan, Nepal, Bangladesh, India, Timor-Leste, Rwanda, DRC, Uganda, Kosovo, Macedonia, UK

SELECTED PROFESSIONAL EMPLOYMENT

Independent Consultant: Conflict Transformation & Peacebuilding (2007-Present)

I have engaged in various consultancies for Donors, INGOs and NGOs supporting the design and development of peace building and related programmes and projects with a range of value up to \$40m, and producing evaluations of existing programmes. Such work has included political economy and conflict analysis, project/programme design, advisory functions, capacity building and financial management. Interventions engaged on have worked with and across government ministries, Donors, youth, women, local leaders and communities, on areas including, among others: conflict sensitivity, social cohesion, violence prevention, armed violence reduction, human rights, gender, transitional justice, rule of law, justice sector reform, local governance, community driven peace building, migration, SGBV reduction, civil society strengthening, peace education, mediation and reconciliation and research design and execution.

Key achievements:

Peacebuilding Specialist, Asian Development Bank (ADB), Afghanistan, 2016-Present

- Embedded in the Ministry of Finance, responsible for the development of peacebuilding tools to inform all ADB strategies, programmes and projects in and the mainstreaming of conflict sensitivity and Do No Harm across ADBs portfolio in Afghanistan
- Development and delivery of comprehensive training programmes to raise awareness of the sensitivities involved in programming in FCAS environments
- Collaboration with government officials, donors and ADB national and international specialists

Conflict Sensitivity and Social Inclusion Consultant, Palladium, Nepal, 2016-Present

- Responsible for the development and implementation of conflict sensitivity and social inclusion strategies for a 4.5 year, DfID-funded 'Economic Policy Incubator' programme aiming to support policy improvements in Nepal's economic governance
- Consultation and capacity building with Government of Nepal officials, Nepali business community members and civil society to ensure the mainstreaming of conflict sensitivity and social inclusion within the policy development process

Protection Consultant, Norwegian Red Cross, Home based, 2016

- Development of the protection component of NorCross' International Strategy including protection theory of change, protection indicators for M & E, annotated best practice analysis and resource database

Team Leader, EU Programme Design, Danish Red Cross, Ukraine, 2015

- Developed all aspects of an EU programme designed to strengthen social cohesion between communities in four conflict-affected regions of Ukraine (programme activities, logical framework, sustainability strategy, budget)
- Consulted with local government, local partners and branch staff to develop institutional relationships

Team Leader, Conflict Mitigation and Reconciliation Programme Design, Danish Red Cross, Ukraine, 2015

- Supervised the formulation of a USAID programme mitigating conflict between IDPs and host communities in eastern Ukraine, including development of theory of change, programme activities, logical framework and capacity building strategy
- Advised on the development of a comprehensive conflict analysis
- Provision of recommendations for further operationalisation of protection and social cohesion in Ukraine over the mid-term

Violence Prevention, Social Cohesion and Protection Consultant, Danish Red Cross, Global, 2014-2015

- Responsible for the operationalisation of Danish Red Cross' violence prevention, social cohesion and protection strategy to be implemented across national Red Cross societies
- Developed a programming guide for the integration of violence prevention, social cohesion and protection work in various sectors including Disaster Risk Reduction, Disaster Management, Health, Psychosocial Support and others, based on fieldwork in Pakistan, Lebanon and Kenya, and testing in Zimbabwe
- Creation of a violence prevention, social cohesion and protection toolbox to enable the development of stand-alone programming
- Development of PMER tools that effectively incorporate appropriate elements of the violence prevention, social cohesion and protection strategy
- Mainstreamed Do No Harm and protection sensitivity throughout DRC tools

Conflict Mapping Advisor, Saferworld, Nepal, 2014

- Design of targeted issue and context specific qualitative, participatory research tools specifically intended to bring together disparate groups to collaborate on common problems and provided a deeper understanding of the particular community problem within five VDCs of Nepal
- Managed the data analysis and validation and report production process

Migration Research Advisor, Saferworld, Nepal, 2014

- Led the design of a qualitative, participatory research project examining the ways in which migration affects family and community relationships, and relationships between migrants/communities and the State in three districts of Nepal
- Responsible for analysis of gender disaggregated data collected and the authoring of the research report

Project Design Advisor, International Alert, Nepal, 2013

- Shaped direction of a three-year, Norwegian funded project on 'Youth as Agents of Change in the reduction of Sexual and Gender-based Violence' through facilitation of the project's Theory of Change (ToC) as a result of in-depth political economy and conflict analysis
- Formulated innovative project methodologies designed to promote the role of youth as agents of change and create synergies between youth and communities and youth and the State

Programme Review Consultant, Embassy of Denmark, Nepal, 2013

- Influenced the Embassy of Denmark's \$10m, 2.5 year Peace Support Programme through the analysis of progress made against the programme goal, objective and log frame and the production of recommendations for programme development

Programme Design Consultant, ORBUS Consulting Ltd., UK & Nepal, 2013

- Contributed to the development of the strategic direction Danida HUGOU's \$40m, 4 year 'Peace, Rights and Governance' programme, with specific focus on alignment, ownership and harmonisation issues
- Designed a programme specific conflict transformation mainstreaming tool as a core function of the programme and the mainstreaming of the Human Rights Based Approach (HRBA) throughout the programme
- Developed programmatic sub-components on: peace dialogue and conflict transformation; strengthening state justice institutions to better fulfil their mandate; enhancing access to justice through legal aid and mediation; and, protection and promotion of human rights
- Advised in the development of programmatic sub-components on: development of inclusive democracy and elections; partnership management through strategic partnerships with CSOs; and, guidelines for technical assistance and the 'Governance Facility'

Conflict and Security Consultant, Saferworld, Nepal, 2010

- Coordinated all aspects of an applied research project into gendered perspectives of the integration of Maoist PLA into the Nepal security architecture and their rehabilitation into society

- Formulated gender-sensitive recommendations that fed into the formal government-led integration process and led to policy change as evidenced in Nepal's NAP 1325

Advisor (Pro-bono), Samrakshak Samuha Nepal (SASANE), Nepal 2010-11

- Improved conflict resolution, negotiation and communication skills of national staff of a Nepali-based NGO engaged in the counter-trafficking of women and children through a detailed training needs assessment and the design and delivery of capacity building training

Advisor (Pro-bono), Society for Education and Action (SEA), India, 2009

- Strengthened the capacity of a Tamil Nadu based NGO engaged in Tsunami recovery and children and women's formal and non-formal education through the provision of strategy development advice and proposal writing assistance for the next 5 year strategy cycle

Consultant, Norwegian Refugee Council (NRC), Home-based, 2009

- Conducted primary and secondary research into the achievement of durable solutions for the return and reintegration of IDPs in Timor-Leste
- Authored the 2009 Timor-Leste Country Overview for the Internal Displacement Monitoring Centre (IDMC)

Consultant, Institute for Security Studies (ISS), 2008-2010

- Produced 2 research monograph contributions, 2 policy briefings and occasional papers on, presented at an international conference and co-edited a published monograph on various conceptual areas (including DDR, criminal justice and reconciliation) with the purpose on informing debate and influencing policy development

Research Consultant, Post-war Reconstruction and Development Unit (PRDU), University of York, 2008

- Co-developed the IOM's Information, Counselling and Referral Service (ICRS) Handbook for Former Combatants for use in socioeconomic reintegration programming
- Contributed to the development of a 4-year collaborative working relationship between the PRDU and IOM based on the production of a training manual series and training-of-trainers provision

Advisor (Pro-bono), Africa for Peace (AfP), Home-based, 2007

- Strengthened the capacity of a Tanzanian-based (Dar-es-Salaam) NGO engaged in peace education through the provision of project development advice and proposal writing assistance for the next project cycle

Advisor (Pro-bono), Charity for the Needy, Uganda, 2007

- Oversaw the organisational restructuring of a Gulu-based NGO targeting Orphans and Vulnerable Children (OVC) and child protection
- Strengthened strategy development and proposal preparation for projects through advisory services

Youth & Conflict Technical Advisor (MENA Region), Mercy Corps, Lebanon (2013-2014)

Responsible for the development of strategies to advance Mercy Corps' conflict programming in the Middle East that builds upon Mercy Corps' and industry best practice for effective program design, implementation, innovation and learning and leads to the emergence of Mercy Corps' Middle East (ME) region as a center of excellence in the field of conflict management known for implementing high-quality programs, undertaking cutting edge research, and testing innovative approaches to crisis management and prevention.

Key Achievements:

- Designed and delivered country specific conflict sensitivity training for staff engaging in programme development in sectors including water, protection, local governance, community development, gender and economic recovery promoting the mainstreaming of conflict sensitivity within programme design and implementation
- Designed and delivered country specific conflict programming training building the capacity of conflict programme staff to design and implement smart conflict programming
- Delivered conflict sensitivity training for Lebanon's Social Cohesion Working Group members staff promoting the mainstreaming of conflict sensitivity within programme design and implementation including Government of Lebanon, UN, INGOs, NGOs
- Provided technical assistance to a number of programmes in sectors including water, protection, local governance, community development, gender and economic recovery to ensure programmes are aligned with conflict sensitivity principles
- Developed research partnerships for the delivery of detailed conflict analysis to inform conflict and non-conflict related programming design and implementation

Regional Conflict and Security Advisor (Asia), Saferworld Nepal (2011-2012)

Responsible for senior level contributions to the development and implementation of Saferworld's Nepal country strategy and other relevant Asia programme strategies, and the identification of new and emerging programme and funding opportunities and development of new projects. Management or advisory roles in eight projects in the Nepal programme, with contributions to other Asia programme projects. A key function of the position was the development of relationships with key

strategic partners in government, security service providers, civil society, media and the international community in Nepal with the provision of advisory services and the task management of Saferworld staff to ensure the effective integration of cross-cutting thematic issues and functions into the Nepal programme.

Key Achievements:

- Led the Saferworld development of UNDP Nepal's 5 year AVR strategy after leading the successful tender bid
- Managed a detailed electoral violence risk assessment of Timor-Leste as part of an ambitious 18 country EU-funded project and led advocacy activities in Brussels
- Technical support to the Government of Nepal in the development of a robust M & E framework for the NAP 1325 to be implemented across 17 government agencies
- Producer role in a docudrama highlighting the role of women in the police which has been attributed to improving public perceptions of women in the police
- Lead roles in the design and implementation of high-quality research that has been utilised in advocacy strategies targeting decision-makers and opinion-shapers in Nepal and amongst the wider international community
- Strengthening of national staff and partner research capacity through advanced research skill training and in situ mentoring
- Lead- and team authoring of Nepal-focused documents related to Saferworld's thematic issues including training manuals, policy briefs and research reports

Socioeconomic Support Strategy Senior Advisor, UNDP, Nepal (2010-2011)

Designed and launched the UN Interagency Rehabilitation Programme's (UNIRP) socioeconomic support strategy for rehabilitating Maoist PLA child combatants. This involved the identification and development of potential employment opportunities to address the needs of those rehabilitating, along with the enhancement of the capability of the caseload to be absorbed into employment. Liaison with partner UN agencies (UNICEF, UNFPA and ILO) for the promotion and development of holistic rehabilitation programming was a crucial function, as was the establishment of collaborative networks with potential partners in the creation of short/long-term employment and credit linkage for rehabilitating Maoist PLA combatants.

Key achievements:

- 60% employment/self-employment of training graduates (at time of leaving post)
- Development and launch of a dynamic socioeconomic mapping/employment opportunity development strategy creating potential and confirmed livelihood options and channels for accessing credit for rehabilitating Maoist PLA combatants
- Strengthened capacity of national counterparts (Rehabilitation Coordinator, Socioeconomic Mapping Liaison Officer and Careers Counsellors) for the operationalisation and implementation of the strategy
- Support in the development and implementation of the gender strategy
- Creation of an Information Management System (IMS) optimising livelihood option data to contribute to appropriate participant livelihood choices and a more robust M & E structure
- Contribution to programme development culminating in the implementation of innovative approaches to DDR programming

Peacebuilding Project Manager (Chief of Party), CARE International, Timor-Leste (2008-2009)

Management of a \$500,000 USAID CMM-funded urban community peacebuilding project requiring the strategic planning and programming of implementation methodologies based on sound conflict analysis. This focussed on training and capacity building, community outreach and peacebuilding initiatives, conflict resolution and management and IDP return and reintegration, and contributed to the establishment of a community conflict mitigation model. A central function was the building and maintenance of relationships and networks with Government and INGO counterparts and civil society which supported through active membership of various coordinating bodies including the nationwide HHK Trust Building Working Group, Peacebuilding Working Group (PBWG) and the Early Recovery Cluster

Key achievements:

- Development of training manuals and administration of training to 594 beneficiaries in areas including conflict management, communication and peace education, with 83% reporting they had utilised the skills developed through the training
- Establishment of Local Leader Working Groups that function as a platform to better manage local conflict and support early warning measures, and Women's Working Groups as a platform to strengthen the opportunities and forums for women to be an active part of peacebuilding and development in the community
- High (100%) perception among local leaders that the project had increased social cohesion as a result of 674 social and cultural activities it has supported or implemented
- 685 IDP households (approximately 4200 people) supported in their return and reintegration into the community through various mechanisms including mediation

- Introduced the mainstreaming of conflict and gender sensitivity within all aspects of programming
- Strategic contributions to the shift from Project to Programmatic structure of Country Office, including the mainstreaming of conflict sensitivity and peacebuilding into the country strategy

Teaching Fellow, Department of Politics, University of York, UK (2006-2008)

Contracted as a teaching fellow and tasked with the design and administration of seminars as a key educating tool for 5 undergraduate course modules related to peace, conflict and development as part of PhD scholarship. Served as the Course Convenor for the Graduate Research Methods module, which included a heavy focus on the design of monitoring and evaluation systems.

Key achievements:

- High level of positive feedback from students. An average of 86% of students reported seminars I ran as being Excellent or Very Good over a 3 year period
- Co-designed the Graduate Research Methods module, a core module of the Master of Research programme

Research Associate/Principal Researcher, University of Salford, UK (2004-05)

Coordinated and managed all aspects of an EU-funded research project examining the role of intermediaries across various sectors. This included research methodology design, analysis and the production of various research outputs, as well as the development of future research priorities and proposals and the pursuit donor funding.

Key achievements:

- Produced 3 working papers and wrote and delivered one conference paper

Project Assistant, European Centre for Minority Issues (ECMI), Pristina, Kosovo (2004)

Assisted in the implementation and programming of a civil society strengthening project in Kosovo working in five strategic areas: human rights; returns and reintegration; youth and education; local governance; and, the economy. This specifically involved policy and advocacy development to bridge gaps between civil society and government.

Key achievements:

- Initiated and participated in strategy development workshops for ECMI-Kosovo
- Organised week-long training seminars for ECMI-Kosovo staff and associates on media and strategy development

RELATED EXPERIENCE

Academic & Professional Affiliations (2010-Present)

- **Advisor, Nepal Peacebuilding Initiative, Kathmandu, Nepal.** (2014-Ongoing)
- **Core Member, International Research Group on Reintegration, Centre for Peace Studies (CPS), University of Tromsø.** (2014-Ongoing)
- **Focal Point/Technical Advisor, 'Working with Armed Actors', Global Alliance on Armed Violence.** (2014-Ongoing)
- **Consultant, Experts Roster for Rapid Response, Bureau for Crisis Prevention and Recovery (BCPR), UNDP.** (2014-Ongoing)
- **Supervisor & Member of Panel of Experts, MSc Security, Conflict and International Development (SCID), University of Leicester.** (2013-Ongoing).
- **Mentor, Hiroshima Peacebuilders Centre.** (2012-Ongoing).
- **Member, Expert Review Panel, International Research Group on Reintegration (IRGR), Centre for Peace Studies (CPS), University of Tromsø.** (2011-2012).
- **Editorial Board Member, Global Journal of Political Science and International Relations.** (2012-Ongoing).
- **Deployable Civilian Expert, Stabilisation Unit, HMG.** (2010-Ongoing)
- **Editorial Board Member, Journal of Conflict Transformation and Security.** (2010-Ongoing)

Training Courses Attended (2007-Present)

- **Advanced Security Training** – UNDSS, March 2014
- **Stabilisation Practitioners Course** – Stabilisation Unit (HMG), July 2013
- **Negotiation and Conflict Management** – United States Institute for Peace (USIP), May 2011
- **Conflict Analysis** – United States Institute for Peace (USIP), November 2010
- **Hostile Environment Awareness Training (HEAT)**, Stabilisation Unit (HMG), August-September 2010
- **Child Rights Programming** – Human Rights Education Associates (HREA), April-June 2010
- **African Disarmament, Demobilisation & Reintegration (DDR) course – Participant & Syndicate Leader**, GTZ, Rwanda Military Academy, Rwanda, 14-25 May 2007

Published Author and Conference Presenter (2006-Present)

Various article and monograph contributions and conference presentations on conflict, peacebuilding and research

methodologies including:

- Bowd, R. & Hodgson, S (2014), *The Politics of Reconciliation: Amnesty, Impunity and the Prospects for Durable Peace in Nepal*, (in progress)
- Bowd, R. (2014), *Beyond the IDDRS: Expanding Socioeconomic Support in DDR Programming: Reflections from Experience in Nepal*, (in progress)
- Bowd, R, Shah, O, Onslow, C, Brethfeld, J & Dalrymple, S (2013), *Snapshot of Local Justice and Security Perceptions in Selected Districts of Nepal*, Saferworld, March 2013
- Bowd, R & Ozerdem, A. (2013), *How to Assess Social Reintegration of Ex-combatants*, Journal of Intervention and Statebuilding, (February 2013)
- Bowd, R (2012), *Assessing the Risks of Electoral Violence in Timor-Leste's 2012 Elections*, Peoples Peacemaking Perspectives Project, Saferworld & Conciliation Resources, April 2012
- Bowd, R (2011), *Burning the Bridges and Breaking the Bonds: Social Capital and its Transformative Influence in Relation to Violent Conflict*, Journal of Conflict Transformation and Security, Vol 1., No. 1, pp 37-62.
- Bowd, R & Chikwanha, A. B. (Eds) (2010), *Understanding Africa's Contemporary Conflicts: Origins, Challenges and Peacebuilding*, Institute for Security Studies (ISS) Monograph 173, September 2010
- Ozerdem, A & Bowd, R (Eds) (2010), *Participatory Research Methodologies, Development and Post-disaster/conflict Reconstruction*, Aldershot, Hants: Ashgate Publishing Ltd.
- Bowd, R (2009), *Timor-Leste: The IDPs have returned home, but the challenge of reintegration is just beginning*, Internal Displacement Monitoring Centre (IDMC), 9th December 2009
- Bowd, R (2009), *Access to Justice in Africa: Comparisons between Sierra Leone, Tanzania and Zambia*, Institute for Security Studies (ISS) Policy Briefing No. 13, October 2009
- Bowd, R (2009), *The Theory and Practice of Criminal Justice in Africa*, Institute for Security Studies (ISS) Policy Briefing No. 7, July 2009
- Bowd, R. (2009), *Status Quo or Revival of Tradition: What is best for Africa's Criminal Justice Systems?*, in the Theory and Practice of Criminal Justice in Africa, Institute for Security Studies (ISS) Monograph 161
- Bowd, R (2008), *From Combatant to Civilian: The Social Reintegration of ex-combatants in Rwanda and the Implications for Social Capital and Reconciliation*, Unpublished PhD Thesis (York: PRDU, University of York, 2008)
- Bowd, R. (2008), *When Combatants Become Judges: The Role of Ex-Combatants in Gacaca and its affect on the Reintegration and Reconciliation Processes in Rwanda*, Institute for Security Studies (ISS) International Conference on Peace and Security in Africa, Addis Ababa, 20-23 February 2008 (Plus in ISS Monograph 173)
- Bowd, R. (2007), *War on Terror or Religious Cold War? The New Crusades*, AHRC Postgraduate Conference 'Redefining Conflict in Post-Cold War Media', School of American and Canadian Studies, University of Nottingham, 29-30 March 2007
- Bowd, R. (2006), *The (non)Transformation of Identity of ex-Kosovo Liberation Army (KLA) Combatants through the Disarmament, Demobilisation and Reintegration (DDR) Programme*, ECPR Graduate Conference, University of Essex, 7-9 September 2006

EDUCATION

PhD in Post-war Recovery Studies (University Research Scholarship) (no corrections) (2005-2008)

Post-war Reconstruction and Development Unit (PRDU), University of York, England

Thesis Title, *From Combatant to Civilian: The Social Reintegration of ex-Combatants in Rwanda and the Implications for Social Capital and Reconciliation*

MRes in International Development (2003-2004)

Department of Economics and International Development, University of Bath, England

Dissertation Title: The (non)Transformation of Identity among ex-KLA Combatants (Kosovo Based)

MA (Hons) Economics (1999-2003)

Department of Economics, University of Glasgow, Scotland

Dissertation Title: Conditionality and Ownership in World Bank/IMF Programmes

REFERENCES AVAILABLE ON REQUEST
