

Humanitarian leader, academic, and coach with more than 25 years of international experience in armed conflict, humanitarian diplomacy, field operations, international humanitarian law, and team leadership. Adjunct Professor at IE University and PhD researcher in International Relations at Universidad Complutense de Madrid.

PROFESSIONAL EXPERIENCE

Self-employed

- Board Member and Executive Committee Member, Movimiento por la Paz (MPDL).
- Adjunct Professor of International Relations at IE University, Madrid.
- Volunteer, International Humanitarian Law Center of the Spanish Red Cross.
- Member, EMCC (European Mentoring and Coaching Council).
- Editorial Board Member, Tiempo de Paz.
- Individual and internal coaching with United World Coaches.

International Committee of the Red Cross (ICRC)

www.icrc.org

Head of Mission

Bishkek, Kyrgyzstan | January 2020 - January 2023

- Represented the ICRC in Kyrgyzstan and managed relations with authorities and the diplomatic corps.
- Oversaw prison programs, restoring family contacts, and standard ICRC activities.
- Cooperated with the Kyrgyz Red Crescent, partner National Societies, the IFRC, and the international community.
- Led a team of 45 staff.

Head of Sub-Delegation

Goma, Democratic Republic of Congo | February 2019 - November 2019

- Managed the North Kivu office and engagement with national political and security actors.
- Led approximately 300 people, including 46 expatriates.
- Designed and executed operations in a highly volatile security environment and expanded access to hard-to-reach areas.

Head of Mission

Aden, Yemen | June 2017 - November 2018

- Managed the ICRC Mission in Aden and relations with political and security actors.
- Led around 100 staff, including 16 expatriates, in an extremely volatile security environment.
- Expanded networks with authorities, political/security groups, non-state actors, and others to improve and secure operations.
- Realigned mission systems, processes, and strategies amid growth in political importance, staffing, and operations.

Project Lead, International Assignment Planning (HR)

Geneva | 2014 - 2017

- Implemented a new process for managing international assignments.
- Integrated best practices and lessons learned into HR assignment frameworks and policies.
- Conducted four compendiums covering about 300 positions and 600 applicants, and implemented streamlined guidance for Track 1.

Deputy Head of Delegation

Amman | 2013 - 2014

- Supervised Assistance and Cooperation departments and operations on the eastern border with Syria, including opening a sub-delegation in Rwayshid.
- Supported budget extension to respond to the Syria crisis.
- Led field coordination and served as focal point for security and networking with the UN and diplomatic corps.

Head of Office, Iraq

Based in Amman | 2011 - 2013

- Managed an office with 20 expatriates and 40 national staff supporting ICRC activities inside Iraq; closed the office in 2013.
- Managed human resources for the Iraq delegation, including around 100 expatriates.
- Represented the ICRC with external contacts in Amman.

Head of Mission

Guatemala | 2009 - 2011

- Re-evaluated ICRC relevance and status in Guatemala and managed an office in a sensitive political context.
- Implemented a missing persons project and advocated with civil society and authorities for parliamentary approval of a missing persons law.
- Launched youth violence prevention and migration programs, worked with police and military on Use of Force, and cooperated with the Guatemalan Red Cross.

PROFESSIONAL EXPERIENCE CONTINUED

Deputy Head of Operations

ICRC Headquarters, Geneva | 2006 - 2009

- Reorganised Balkan operations and rationalised ICRC presence in Central Europe by closing the Budapest delegation.
- Managed operations in Western and Central Europe across seven country delegations.
- Negotiated authorities' acceptance of ICRC activities in Turkey and conducted regional political analysis.

Deputy Head of Delegation

Israel, Occupied and Autonomous Territories | 2004 - 2006

- Held general responsibility for delegation activities, maintained political and military contacts, and networked with the diplomatic community.
- Oversaw security issues and supervised approximately 70 expatriate staff and 300 local staff.
- Served three months as Head of Delegation a.i.

Deputy Head of Delegation

Bosnia and Herzegovina | 2002 - 2004

- Re-motivated a 15-person team and rebuilt internal bridges to improve delegation functionality.
- Oversaw 60 expatriate and local staff.
- Persuaded authorities, civil society, and media to support missing persons work and reorient the Republika Srpska Red Cross.

Head of Mission

Namibia | 2000 - 2002

- Secured authorities' agreement to open a new ICRC office and carried out political lobbying with authorities, civil society, and diplomatic corps.
- Negotiated access to security detainees, launched assistance programs, promoted IHL among police and military, and cooperated with the Namibian Red Cross.

Head of Sub-Delegation

Huambo, Angola | 1998 - 1999

- Developed and implemented food aid and agricultural programs for 300,000 people.
- Networked with military and civilian authorities and led 21 expatriates and 400 local employees.

Field Delegate

Colombia, Democratic Republic of Congo, and Rwanda | 1996 - 1998

- Engaged non-structured armed groups to promote respect for IHL and networked with military, civilian authorities, and civil society.
- Visited security detainees, disseminated IHL, supported humanitarian assistance for internally displaced persons, and managed teams of 5 to 20 local employees.

International Programmes Coordinator

Movimiento por la Paz, el Desarme y la Libertad (MPDL), Spain | 1991 - 1996

- Established the organisation's Humanitarian Department.
- Organised seminars and civil society meetings, and drafted, managed, and evaluated ECHO and UN programs.

EDUCATION AND CERTIFICATIONS

- EMCC Senior Practitioner (December 2023); ICF ACC (September 2022).
- Licensed Ikigai Coach, Ikigai Coaching Institute (October 2022).
- Master in Strategic Human Resources Management, Universidad Camilo Jose Cela, Madrid (July 2013).
- Advanced Management Program, Instituto de Empresa Business School, Madrid (April 2006); Improving Negotiation Skills (2007); Team Management (2008).
- Bachelor's and doctoral studies in Political Science and Sociology, specializing in International Relations and Political Science, Universidad Complutense de Madrid (1985 - 1989).

LANGUAGE SKILLS

Spanish: Native; English: Fluent - working language; French: Fluent - working language; Russian: A2; Portuguese: Basic.