

## Aninia Nadig

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## Profile

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I am an independent consultant specialising in humanitarian evaluations, trainings on humanitarian standards and support in developing new humanitarian standards, including adapting existing ones to national or organisational level. I have experience managing complex and drawn-out multi-stakeholder processes, such as the revision processes for humanitarian standards (Sphere and CHS). For all aspects of my work, have developed a strong focus on working in support of affected people and communities.

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 focused on internal displacement analysis, followed by humanitarian standards work with Sphere, the CHS Alliance and as senior auditor for HQAI (certification body of humanitarian organisations). I am an experienced trainer and have excellent writing skills and fluent in English, French, Spanish, Dutch and German.

## Professional Experience

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### Independent consultant

2023 to present

#### **Ongoing projects:**

Lead facilitator in Sphere online training course (Spanish)

Develop national humanitarian standards for a National Disaster Management Authority

### CHS Alliance, Geneva

Feb 2022 to Dec 2023

#### **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 2023

#### **Various – last position: Head of Policy and Practice**

- Intimate knowledge of humanitarian standards and a people-centred approach to humanitarian work
- 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. Supported the development of new standards wishing to join the HSP

Produce **implementation guidance** for the Sphere Standards in various contexts

**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:** Active trainer for Sphere 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, African Union IDP Convention)
- Research and Country Reports writing
- Fact-finding missions including FGDs with affected communities (Somalia, Ethiopia)

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). Updated country profiles for **Bosnia and Herzegovina**, **Philippines**, **Rwanda** and **Angola**

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

2000 to 2005

- Policy and research
- Coordination 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 and conferences, regular exchange with Dutch government officials. Regular attendance of the UNHCR Standing Committee meetings in Geneva, wrote and presented the Europe NGO statement in February 2005

## 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

## Trainings

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### **Trainings facilitated:**

#### Sphere ToTs:

- Online ToT (2021)
- Sphere ToT in Cuba (Spanish, 2018)
- Humanitarian Standards ToT, Bangkok (2019)

#### Technical Sphere trainings:

- Lead facilitator in Spanish Sphere MOOC (2024)
- Lead facilitator Sphere training for Ukrainian NGOs, Warsaw (2023)
- Co-facilitator in online Sphere training for South-Eastern European Civil Protection Agents (2020)
- Co-facilitator for Introduction to Sphere, Dublin (2018)
- Numerous in-person and online introductions to Sphere

### **Trainings received:**

- CHS ToT, online (2021)
- Swiss FSEA Certificate for Adult Trainer Module1 (2020-2021)
- HQAI auditor training, Vevey (2019)
- Monitoring and evaluation of the NGO sector, HREA (2011)
- Sphere ToT, Bangkok (2009)

## Selected Publications

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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=CLqIP77RUUpUC&redir\\_esc=y](https://books.google.fr/books/about/The_Refugee_Convention_at_Fifty.html?id=CLqIP77RUUpUC&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>

## Association Membership

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### 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

Various functions, including conference rapporteur, vice president and treasurer.

2003 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

## References

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References are furnished upon request