

# AYA YAGAN ALNASET

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## PROFESSIONAL EXPERIENCE

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### Certified Sphere Trainer

Dec 2013 – Present

#### Sphere Geneva Office, Homebased – MENA region

- ✓ Lead Trainer for the Sphere Standards 2018 version in the MENA region in 2020.
- ✓ Member of the Syria Sphere core training team who is rolling out (Sphere 2018) in the region including Syria, Turkey, Jordan, Lebanon, and Iraq in 2020.
- ✓ Team leader for the Sphere training materials adaptation program (Sphere 2018) to the Syrian context in 2019.
- ✓ Contributed to the translation of Sphere training modules version 2018 to the Arabic language in 2019.
- ✓ Facilitated a Sphere 2018 version training to a group of NGO workers in Turkey in Feb 2019.
- ✓ Facilitated more than 20 Sphere training for NGOs and local organization staff in Turkey, Syria, Jordan, and online platforms in the period of 2014- 2019.
- ✓ Participated in the Sphere training program in collaboration with the Sphere project Geneva office, OCHA Geneva, and Turkey in 2015. The Program included customization of Sphere training modules to the Syrian context as well as the integration of field examples and a consultation workshop with the Inter-Cluster Coordination Group based in Turkey for the cross-border response. The program also included facilitation of multiple Sphere training and a TOT for almost six months targeting NGOs and CSOs staff.

### Independent Consultant

Jan 2020 – Present

#### ActionAid Arab Region, Jordan, May – Present

*M&E Advisor, Assessing the impact of a mobile information platform on the protection and well-being of women project.*

The baseline study aims to assess the extent to which a women-led and designed mobile platform enhanced women's protection and empowerment in Jordan.

The research will inform the AA team protection strategy and provide valuable data to advocate the government to prioritize gender-responsive public services.

#### The Center for International Private Enterprise (CIPE), Turkey, March 2020

*Evaluator and field researcher, Turkey Livelihoods Innovation through Food Entrepreneurship (LIFE) project.*

The evaluation used REAM methods and assessed the outcomes and impact of distinct approaches demonstrated by the LIFE project while providing durable solutions to build resilient livelihoods and social cohesion among refugee and host communities.

The study collected evidences around relevance, coherence, efficiency, effectiveness, and Identified early indications of the impact of the project on the economic development nexus continuum. It also provided recommendations to inform decision-making and future project design for similar projects which seek to increase self-reliance and resilience.

**Danish Refugee Council (DRC), Turkey, January – March 2020**

*Project Manager, Community-based protection strategies aimed at strengthening capacities and coping mechanisms for refugees and host communities project in Turkey.*

The final evaluation for this UNHCR-funded project aimed to assess the relevance, appropriateness, efficiency, impact, effectiveness, and sustainability of refugee protection activities in Turkey. As the Lead Evaluator, I designed the evaluation methodology, oversaw the data collection team, and facilitated KIIs. By the end of the data collection, I led the data analysis and final report writing.

**Welthungerhilfe, Turkey, February 2020**

*Sphere lead trainer*

I facilitated 2 Sphere training for Welthungerhilfe Turkey field staff, one in Hatay and one in Gaziantep.

The training enhanced the team knowledge in working in the humanitarian and development field for the Syrian/Turkish context. It introduced the Sphere core humanitarian and technical standards with relevant examples and case studies that helped participants smoothly link those standards with their field operations.

**Team Leader**

Mar 19 – Dec 19

**Independent Monitoring Agent (IMA), for Syria Recovery Trust Fund (SRTF)  
Homebased – Jordan/Syria**

- ✓ Managed the relationship with the client, project deliverables, and financial management.
- ✓ Oversaw the technical and analytical process and ensured the team is delivering within a rigorous methodological framework that is in direct alignment with client needs.
- ✓ Oversaw the operational management including tool development, field monitors training, administration of monitoring cycles, data processing, and development of technical inputs.
- ✓ Designed and adapted monitoring methodologies according to the areas of interventions, monitoring type, and field developments.
- ✓ Ensured the team is delivering project activities and deliverables on schedule and budget.
- ✓ Final review and responsibility for signing off all client deliverables and reports prior to client submission.

**Lead Evaluator**

Dec 18 – April 19

**Christian Aid - Iraq**

- ✓ Led the four-year Iraq Appeal Programme evaluation design, including methodology development, data collection tools, and field operations.
- ✓ Led the data collection process at the management and field levels in Iraq, this included interviewing project beneficiaries, local authorities, implementing partners staff, and other stakeholders in 4 districts in Iraq.
- ✓ Led data analysis, interpretation of findings, and report writing processes.
- ✓ Facilitated a presentation of findings to the Christian Aid Humanitarian and Programme team.

**Head of Monitoring and  
Evaluation Department**

**RMTeam – MENA region**

Oct 2016 – Sep 2018

- ✓ Oversaw M&E projects and provided technical guidance and review of design and methodology.
- ✓ Led the technical design of different projects methodology including sampling, tool as well as final reporting.
- ✓ Led the strategic planning and MEAL system designing, development of assessments and evaluation strategies, and third party monitoring techniques.
- ✓ Contributed to M&E system improvements, including the development of quality assurance standards.
- ✓ Managed and strengthened the M&E team's technical capacity.
- ✓ Managed regional project evaluations, monitoring, and case studies.
- ✓ Led the design of M&E project proposals.

### **Monitoring and Evaluation Specialist**

Sep 2016 – Oct 2016

#### **Adam Smith International – Turkey/Syria**

- ✓ Led revenue-generating research funded by DFID. Findings were used to inform the women empowerment strategy in Syria.
- ✓ Supported the M&E team in reviewing and scoring Local Committees reports.

### **Monitoring Evaluation Accountability and Learning Manager**

June 2013 – Aug 2016

#### **Save The Children International – Turkey/Syria**

- ✓ Designed the MEAL framework in harmony with the country office strategy as well as the regional office framework.
- ✓ Build the capacity of SCI MEAL team as well as the implementing partners team in MEAL, specifically the design of accountability system , MEAL budgeting, set up and management of resources.
- ✓ Contributed to donor proposal development and reporting, planned, and managed the MEAL budget.
- ✓ Led the MEAL unit for the North West Syria programme and Turkey programme, providing technical guidance for SCI staff and partners.
- ✓ Developed verification SOPs and tools to support the CO in evidence-based decisions also to meet donor requirements.
- ✓ Managed third-party monitoring activities and contracts.
- ✓ Led the design and management of a Multi-Sector Need Assessment MSNA with SCI partners across all non-government control areas inside Syria in 2015.
- ✓ Contributed to the design of different types of assessments and evaluations for different thematic areas such as WASH, education, child protection, nutrition, and others.
- ✓ Managed the Syria Programme accountability system and supported SCI partners in establishing their accountability mechanism.

### **First Aid Trainer and Field Rescuer**

Jan 2008 – Oct 2012

#### **Syrian Arab Red Crescent – Syria**

- ✓ Engaged in the first aid field for four years, providing basic and advanced first aid training to volunteers and aid workers.
- ✓ A member of the rescue team who responded to emergency cases and injuries in conflict areas.



## EDUCATION

### Bachelor of Economics and Management

Oct 2005 – Oct 2010

Aleppo University – Syria

Finance and Banking, with a total score of 63,21%



## TECHNICAL SKILLS

### Skills

Training and Coaching  
 M&E  
 Research & Strategy  
 Project Management  
 Team Management



### Languages

Arabic  
 English  
 Turkish



## Key Training

- ✓ Evaluation and the 2030 agenda, UNITAR, E-learning course, 2019
- ✓ Mid-level Humanitarian Response Training for Professionals, Save the Children UK, 2015
- ✓ MFHP Management for High Performance, Save the Children International, 2014
- ✓ HOP Humanitarian Operations Programme Training, Save the Children UK, 2014
- ✓ Sphere TOT, Sphere Project, and the United Nations Office in Dubai, 2013
- ✓ EMMA Emergency Market Mapping and Analysis training, International Rescue Committee in Istanbul, 2013
- ✓ Workshop in leadership, conflict resolution and electronic advocacy campaigns, Menapolis-Istanbul, 2013
- ✓ International Humanitarian Law Training, Syrian Red Crescent, Aleppo 2012
- ✓ Disaster Management Training, Syrian Red Crescent, Aleppo 2012
- ✓ Psychological Support Principals Training, Syrian Red Crescent, Aleppo 2012
- ✓ First Aid Principals– Advanced level Training, Syrian Red Crescent, Aleppo 2011
- ✓ Financial Investments, vocational training, Global One Company, Aleppo 2011
- ✓ Sales & Marketing, vocational training, A Textile Company, Aleppo 2011