

CURRICULUM VITAE

OF

Sindie FREDERIC

6, Carlstroem, John Brown Avenue
Phone : (509) 3844-3243/3667-8278
E-mail : poursindie@yahoo.fr

Sindie FREDERIC

6, Carlstroem, John Brown Avenue

Phone : (509) 3667-8278 / 3844-3243

E-mail : poursindie@yahoo.fr

PROFESSIONAL PROFIL

- **World Vision Haiti (May 2011- by now) : Capacity Building Officer**

Task :

1. Capacity Building Officer for this organization in Humanitarian Accountability and Protection, providing trainings and making follow-up for implementation.
2. Trainer in Humanitarian Accountability Partnership (HAP), Good Enough Guide (GEG), Sphere Project, Do no harm, Minimum standard for Education, Protection
3. Resource library person for Humanitarian initiatives in World Vision Haiti.
4. Responsible to make mapping of training needs by sectors via assessment.
5. Design and deliver accurate trainings based on the needs. Make action plan at different level to train the staff.
6. Design a system which can facilitate follow-up of training for implementation.
7. Protection and Gender Based Violence Focal Point

- **International Organization for Migrations, IOM (January 2010 to March 2011) : Training Team Leader in Camp Coordination Camp Management, Protection, Gender Based Violence, Disabilities, Community Based Approach and Accountability**

Task :

1. *Provide training to IOM members, partners, Haitian Government and its institutions, Camp Committees, based on the agenda, in English, French and Creole; in camp management, protection, disaster risk reduction, Gender Based Violence and other related topics.*
2. *Train new trainers in CCCM.*
3. *Manage the team of trainers and provide technical support if necessary.*
4. *Prepare training and training materials for target participant based on the needs,*
5. *Design and review the content of the training material.*
6. *Work jointly with the other unit in CCCM on evaluation and monitoring on camps,*
7. *Design and update reference materials for the unit.*
8. *Assist and implement trainings at Port-au-Prince and other area affected by the earthquake of January 12 in Haiti.*
9. *Participate in all other activities within the unit.*

10. Supervise three CCCM trainers.

- **CAPPA-SOURDS-HAITI (Centre d'Aide aux Personnes à Problèmes Auditifs)** (Juin 2005 - Janvier 2010) : Direction Secretary, Sign Language Teacher, Administrative

Task :

1. *Receive communication from national and international partners.*
2. *Liaise between Administration and Deaf people.*
3. *Capacity Building of deaf people and their family.*
4. *Make counseling about HIV and early pregnancy.*
5. *Monthly inventory of the needs that the national office and regional offices are facing.*
6. *Design and update database of deaf people registered in the organization.*
7. *Supervize the organization staff.*
8. *Design monthly timeframe for staff.*

- **Fondation of YMCA of Haiti** (May 2000 - ...): Young leader - Responsible of youth Club.

Task :

1. *Responsible of Reading Club.*
2. *Sign Language Teacher.*
3. *Accompagnatrice scolaire.*
4. *Teacher in summer camps for young leader.*

TRAININGS

- Training in Camp Coordination and Camp Management
 1. Introduction to Camp Management
 2. Coordination
 3. Registration in camps
 4. Site Planning
 5. Psychosocial Aspects in camps
 6. Protection
- Sphere and UNHCR Standards
- Humanitarian Accountability (HAP-I, Sphere Project, Good Enough Guide, Do no Harm, IASC, Code of Conduct of Red Cross and Red Crescent)
- Gender Based Violence (GBV)
- Security on the field
- Accessibility and Inclusion of People living with disabilities
- Leadership
- Disaster Risk Reduction
- Anger management
- Training of trainers (CCCM, Humanitarian Accountability)

- Community Approach
- Protection training

COMPUTER SKILLS

- Word
- Excel
- PowerPoint
- Intranet
- Internet

ACADEMIC TRAINING

Faculté des Sciences Humaines (2008 - ...) : Social Communication

Lycée Marie-Jeanne (1998 - 2005) : Bac I & Bac II

LINGUISTIC SKILLS

Languages	Spoken	Read	Written
Haitien Creole	Advance	Advance	Advance
French	Advance	Advance	Advance
English	Advance	Advance	Advance
Spanish	Basic	Basic	Basic

PROFESIONAL APTITUDES

- Have a great sense of responsibility and leadership
- Fluency in teamwork, can work with minimum supervision
- Ability to take setbacks with flexibility, creativity and wisdom
- Have a proactive attitude.
- Available to travel both within and outside the country.

REFERENCES

1-Astrid Sophie Arne: CCCM trainer (Norwegian Refugee Council)

astrids_arne@yahoo.no

2-Lars Tore Kjerland: Norwegian Refugee Council

lkjerland@hotmail.com

3-Eric Beaubrun: Community Information Officer (World Vision Haiti)

beaubrun.eric@gmail.com

Sindie FREDERIC

***6, Carlstroem Street, John Brown Avenue
Phone: (509) 3667-8278 / 3844-3243***

E-mail : poursindie@yahoo.fr

Madam, Sir,

I'm introducing myself as a trainer in the humanitarian context. Dynamic, dedicated and motivated, I made my studies in social communication but it still ongoing. I've worked with Center of Death of Haiti where I was a Sign language trainer and translator. I had a few duties in this organization as receptionist, administration assistant. I left this organization to join, after the earthquake of January 2010, the International Organization for Migration as a Camp Coordination and Camp Management (CCCM) trainer. My contract came to an end then I joined World Vision Haiti in order to train their staff in Humanitarian accountability and Protection as Capacity Building Officer. In my job, I always show my professionalism and nobody never had any complaints about me.

With my personal qualities : Rigor, Tenacity, Leadership, sense of Responsibility, team spirit ,capacity to work under pressure, and in difficult situation, I achieved various activities and face many challenges. Having also experiences in different NGOs where they really appreciate the quality of the services that I provided, I'm ready to put my skills and expertise in your institution. I'll be very happy to join your team.

My resume attached will give you more information on my skills and experiences.

I'm available in case you want to discuss further in order to explain to you my motivations.

Sincerely yours.

Sindie Frédéric

Humanitarian intervention is an opportunity to change lives

Since several decades, the world change from time to time and human learn to live with that fact while trying to enhance their way of living by creating appropriate tools and a better environment. Therefore, we created our own weak position by destroying our environment while we want to improve it. Our world and our action into it contribute to all the natural disasters that we've known in the past and that we will know in the future unfortunately as well as armed conflict and war within a country or between different countries. Both of these situations created death of people, misery but also opulence of other few people. So far, humanitarian action faces more difficult and complex challenges, this was the case after the earthquake in Haiti and also right now in Syria.

I started to be interested by humanitarian actions when my country has been stroked by this violent earthquake in 2010. I started working with the International Organization for Migration (IOM) to make a difference and bring my help to Haiti. In the Camp Coordination and Camp Management (CCCM) team, I had the privilege to work in a multicultural context where I learn so many things from them; I think that's another reason for me to work as humanitarian worker. My contribution begins in the Displacement Tracking Matrix (DTM) Team where we try to identify where the Internal Displacement Persons (IDPs) went after the earthquake; we made monitoring to know the realities in the ground. Ideally, I thought that I will work in the office when I join IOM but it was a really different thing when I go to the field to see how people were living in informal camps in an extremely difficult situation. Many lives have been saved during the response; humanitarian workers brought not only assistance but also love and hope to people affected by the earthquake. So many international NGOs were there to assist people affected by the earthquake, I participated in the cluster lead by IOM, and I tried to do my best to bring solutions together with the team while learning from their experiences. My duties allow me to coordinate the cluster meetings sometimes, establish an internal information flow system, procure and distribute resources to support the meetings. The absence of strong policies or processes for ensuring coherence of the aid initiatives had a negative impact on these efforts. All the NGOs want to help; some of them didn't provide the assistance in the good way, most of them didn't have an accountability system to beneficiaries or to the government. The source of complexity, the obstacles to coordination and the impact of incoherence decreased the effectiveness of the assistance. Many NGOs had challenges to work properly even if they had desire to do so (denial of humanitarian access, abuses of main principles by their staff, problem of coordination during the emergency and during the recovery period); all of these have many consequences on the achievement of programs and results. It is very crucial to raise these issues in order to solve them in the next interventions even if they are complex.

As I'm making my studies in Social communication, I was lucky to share my thoughts with different organization to make a little difference in these kinds of interventions while updating information in the CCCM website regarding to the humanitarian intervention in Haiti. I had opportunity as well to produce communication materials for Word Vision, development and dissemination of information provision tools jointly with other colleagues and activities tailored to each sector/program of the organization specifically for the organization and beneficiaries. We realized how little things like share information can change attitude and perception of beneficiaries.

During a trip in USA, I had the privilege to meet Christophe Lobry-Boulanger which he is an Advisor for IFRC in Greater New York who gave us a training in International humanitarian law in the office of Red Cross at New York, this training has been made in August 2012. Thus, this experience and learning show me how complex is the humanitarian situation, different challenges that they are facing and how difficult to find concrete solutions to specific problems.

Two months after the earthquake while doing my job in the DTM team, I started giving CCCM training to NGOs partners, to some US Army members, to the Haitian governments, to camp committees on how to manage a camp, roles and responsibilities of everyone. I had the opportunity to train more than a thousand people in Haiti during one year in Creole, French and English. I had many trainings of trainer that allow me to train people in Camp Coordination Camp Management (CCCM), disaster risk reduction, protection, gender based violence. During these trainings, I saw how some people could use badly their privilege while making benefit against real beneficiaries.

Since Haiti was already a vulnerable country with food issues, we experienced in urban and rural areas some cases relating to gender issues, violence against women in camps. Based on that, I realized how important that was for people to be informed about the criteria to be a beneficiary and services that they can receive freely. Nothing surprised me anymore when something bad happen like a mother who gave as gift her child for food or a camp committee leader who is selling food while this food has been freely given by NGOs. And indeed, humanitarian interventions affect an important dynamic in the country, perceptions towards NGOs has changed especially with Cash for work or Food program. John Allston has to say: *The only thing you take with you when you're gone is what you leave behind*; humanitarian interventions change life by different manner, they save lives, rebuild destroyed cities, build frustration as well.

As I became a trainer team leader in IOM where I had four people under my supervision, I teach them all that I've learn because the team was growing due to the amount of work that we had during this period. From that experience, I was certain that I have to make my career in humanitarian. I manage to show them how to treat beneficiaries with respect all the time, it's just important to value each and everyone of them because we were there to help them and give assistance to them with dignity, to make a significant impact.

When I left IOM after one year, I join World Vision Haiti which is focus on children, to train all of their staff in Humanitarian Accountability and Protection. During two years, I trained 890 people in Humanitarian Accountability (Sphere standards, Good Enough Guide, Do no harm, Minimum standards for education, protection, gender based violence etc). From that experience as team leader, I had as responsibility to train the World Vision staff and partners based on the needs. Many accountability strategies has been developed and implemented in programs in response to the earthquake and for durable programs that the organization usually had in the country. At the same time, I made training for different Red Cross Canadian, Haitian, French and Spanish in Humanitarian Accountability in order to share learning and successes in our work.

As I know that the world knew so many disasters during decade and due to global warming and war we will have emergency situations in the future. I know that I don't have to be the best humanitarian worker to help people around the world but I know that I have to do my best to help these people around the world. I had the opportunity to work in NGOs which had good impact on poor and vulnerable people in their program in Haiti; I want to make other experiences. Based on these experiences, I have a good expertise in emergency in natural disaster (earthquake, hurricane), I want to enhance my skills in some other issues that humanitarian worker could face in their work.

As humanitarian interventions can affect people for good or bad aspects, we have to do our best during this journey to make a huge difference in people's lives and make a positive impact on them. We've been born with opportunities to make a difference; the good question is how to make this difference, to bring a positive contribution to the world. In reality, we don't have to be the best; it's about helping around the world with appropriate skills to have a positive impact in people and countries as no matter what we do we change people's lives.