

COMMUNITY PROGRAM DEVELOPMENT | HUMANITARIAN OPERATIONS

LOCALIZATION STRATEGY | GRANT DEVELOPMENT | DISASTER RESPONSE | PARTNERSHIP BUILDING

Build community-owned programs that convert trust, resources, and local leadership into measurable resilience.

Humanitarian and community-development leader with 16+ years of success in designing locally led programs across disaster response, refugee services, public health, youth development, livelihoods, and social protection. Translate community priorities into fundable strategies, accountable operating plans, and culturally responsive services while aligning donors, government partners, nonprofits, volunteers, and frontline teams. Strengthen local capacity, monitoring, safeguarding, financial stewardship, and rapid-response readiness across complex environments. Known for restoring trust, expanding access, securing multiyear funding, and building durable systems that communities can lead and sustain.

COMMUNITY DEVELOPMENT SUCCESS			
16+ Years	\$42M	84K	47
Experience	Grants Secured	Lives Reached	Local Partners
Community & Humanitarian Programs	Multiyear Donor Funding	Disaster & Recovery Programs	Localization & Capability Building

CORE COMPETENCIES			
Community Engagement	Program Development	Grant Strategy	Capability Building
Disaster Response	Program Monitoring	Safeguarding	Financial Stewardship
Advocacy & Policy	Team Leadership	Cultural Responsiveness	Critical Thinking

CAREER HIGHLIGHTS

SENIOR DIRECTOR, COMMUNITY RESILIENCE PROGRAMS

2020-Present

Community Resilience Alliance | Washington, DC

SCOPE: Humanitarian & Community Nonprofit | \$46M Portfolio | 110 Employees | 620 Community Partners

Recruited to unify fragmented community, disaster, and recovery programs into a locally led portfolio with stronger evidence, funding discipline, and partner ownership.

- Redesigned 31 programs around community-led planning, raising participation 38%, completion from 86% to 94%, and participant satisfaction to 91%.
- Secured \$42M in multiyear grants and renewals, achieving a 92% proposal success rate via sharper theories of change, budgets, risk controls, and evidence.
- Mobilized response across nine climate/displacement emergencies, reaching 84K people within 96 hours while meeting protection and accountability standards.
- Shifted 48% of program funding to 47 local organizations, cutting launch time 35% and increasing partner cost recovery and leadership authority.
- Built a unified monitoring and learning system, improving outcome-data completeness from 67% to 96% and accelerating executive decisions.

38% Participation Growth	\$42M Funding Secured
84K People Reached	47 Local Partners

REGIONAL PROGRAM DIRECTOR

2015-2020

Horizon Relief Network | Nairobi, Kenya

SCOPE: International Humanitarian NGO | 7 Countries | \$28M Annual Portfolio | 85 Employees

Led integrated emergency response, livelihoods, and protection programming across fragile and disaster-affected communities.

- Integrated five sector programs into a shared community platform, expanding annual reach from 39,000 to 61,000 people without increasing overhead.
- Cut emergency mobilization time 45% and consistently launched priority services within 72 hours through prequalified vendors, partner agreements, scenario planning, and field-ready kits.
- Increased direct funding to local partners from 22% to 48%, strengthening governance, safeguarding, procurement, financial controls, and outcome ownership.
- Raised donor-report timeliness from 76% to 97% and closed three audits with no material findings by rebuilding monitoring, documentation, and compliance routines.
- Developed 280 frontline managers and partner leaders through applied coaching and field academies, raising leadership retention from 71% to 89% and local representation in senior program roles to 64%.
- Reduced cost per participant 24% and recovered \$2.7M in allowable indirect costs by consolidating procurement, standardizing budgets, and strengthening grant-level forecasting.

CAREER HIGHLIGHTS

PROGRAM MANAGER, REFUGEE & FAMILY SERVICES

2010-2015

WelcomeBridge Collaborative | Atlanta, GA

SCOPE: Community Services Network | 5 Counties | 7,200 Participants Annually | 32 Employees

Advanced from program coordinator to manage integrated employment, education, health, housing, and family-stabilization services for newly arrived communities.

- **Created a single family-navigation model across 12 partner agencies**, reducing referral handoffs 41% and increasing successful service connection from 64% to 89%.
- **Raised employment placement from 59% to 81% and 90-day retention to 88%** through employer partnerships, skills mapping, language support, transportation, and coaching.
- **Launched a youth success collaborative serving 1,300 students annually**, reducing chronic absenteeism 31% and increasing graduation to 92%.
- **Built a bilingual community-navigator team that increased service uptake 46%** and improved participant trust, feedback, and culturally responsive problem resolution.
- **Won \$8.6M in public and foundation grants over four years** while meeting every program, fiscal, safeguarding, and reporting milestone.

EARLY CAREER SUCCESS

COMMUNITY OUTREACH COORDINATOR | Neighborhood Health Partnership | Mobile, AL

2007-2010

- **Expanded preventive-health and family-resource outreach across 18 neighborhoods**, training 65 resident ambassadors and increasing screening and referral completion 44%.
- **Coordinated 24 annual community events and mobile-service days**, serving more than 9,000 residents while maintaining 98% partner participation.
- **Created a bilingual resident-advisory council and quarterly listening process**, increasing program co-design participation 53% and reducing unresolved service complaints 37%.

EDUCATION & PROFESSIONAL DEVELOPMENT

Master of Public Administration (M.P.A.) Nonprofit & Humanitarian Management | Potomac Metropolitan University
Bachelor of Arts (B.A.) International Studies | Gulf Coast State College

- 📄 Project DPro Practitioner
- 📄 Incident Command System 100 / 200 / 700
- 📄 Safeguarding & Protection Essentials
- 📄 Core Humanitarian Standard Training
- 📄 Psychological First Aid
- 📄 First Aid & CPR

SELECTED HUMANITARIAN & COMMUNITY SERVICE

DISASTER LOGISTICS & FAMILY REUNIFICATION VOLUNTEER

Coastal Emergency Coalition | 2006

Coordinated intake, supply tracking, family reunification, and volunteer deployment following a major Gulf Coast hurricane; supported safe transition for 1,800 displaced residents.

COMMUNITY HEALTH EDUCATION VOLUNTEER

Global Village Partnership | 2004

Partnered with local health workers to deliver maternal-health, nutrition, and sanitation education across 14 rural communities, reaching 2,600 residents.

YOUTH LITERACY & MENTORING VOLUNTEER

Neighborhood Learning Alliance | 2002-2004

Designed bilingual tutoring and family-engagement activities that improved reading-level attainment for 120 elementary students.

SELECTED LEADERSHIP & GOVERNANCE

- **Co-Chair, Humanitarian Quality & Safeguarding Council** - aligned risk, protection, accountability, and learning standards across 23 programs and reduced substantiated incidents 52%.
- **Volunteer Advisor, Local Partner Capacity Network** - coach executive teams from 12 community organizations on strategy, governance, funding readiness, and sustainable operating models.
- **Speaker & Facilitator** - localization, community accountability, inclusive disaster recovery, adaptive program management, and cross-cultural team leadership.

LANGUAGES

English (Native) | Spanish (Professional) | Portuguese (Conversational)

PROFESSIONAL AFFILIATIONS

Member, Humanitarian Program Leadership Forum | Volunteer Advisor, Local Partner Capacity Network