

## Curriculum Vitae

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<b>Name of Staff</b>	: <b>Marie Marchand (MMA)</b>
<b>Proposed position in the mandate</b>	: Facilitator and Collective Learning Advisor
<b>Name of Firm</b>	: a-zimut consulting Ltd.
<b>Profession</b>	: Facilitator, Mediator and Coach
<b>Date of Birth</b>	: 28.07.1977
<b>Years with Company/Firm/Org</b>	: Since October 2020
<b>Nationality</b>	: Swiss

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### KEY COMPETENCIES RELEVANT TO THIS ASSIGNMENT

- Extensive experience in advising, coaching und supporting SDC operational units and thematic networks in the design and implementation of multistakeholder collaborative learning processes and events, in face-to-face, hybrid or online settings (as internal facilitator 2017-2019 and external consultant since 2020).
  - Demonstrated skills to lead groups of all sizes and cultural backgrounds toward positive collective outcomes in the field of development cooperation (e.g. Global SECO NPO Week 2021, SDC F2F social inclusion and gender Eastern Europe 2020, SDC F2F development effectiveness Easter Africa 2019, F2F SDC fragility and CSPM Latin America 2017).
  - Proficiency in a vast set of innovative methodologies for collective learning and co-creation processes (e.g. Art of Hosting, Liberating Structures, Theory U).
  - Strong interpersonal skills and demonstrated ability to manage divergences, foster group consensus as well as coach individuals toward achieving set goals.
  - Specific experience in designing and delivering trainings in conflict management (AZB Managing conflicts 2020-2024; CSPM-HRBA foundation training 2020-2021) and facilitation techniques (Swiss Embassy Haiti 2020) in face-to-face and online setting.
  - Extensive experience in the field of diplomacy and international cooperation including thematic advice on local governance, decentralisation, and democratisation (core group member SDC DDLG 2012-2017) and gender (core group member SDC gender network 2009-2011).
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### EDUCATION & RELEVANT CERTIFICATIONS

<b>2021</b>	Mediator SDM-FSM, Bern
<b>2020</b>	Certification NLP Practitioner, recognized by NLPNL, Paris
<b>2019</b>	Presencing Foundation Program, Presencing Institute, Berlin
<b>2018</b>	CAS General Mediation, University of Fribourg
<b>2001</b>	MA International Relations, IHEID, Geneva

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### LANGUAGES

	<b>Speaking</b>	<b>Reading</b>	<b>Writing</b>
French	Mother tongue	Mother tongue	Mother tongue
English	Fluent	Fluent	Fluent
German	Fluent	Fluent	Fluent
Spanish	Good	Good	Good

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## COUNTRY EXPERIENCES

Experience in working in various contexts (South Asia, Eastern Europe, Latin America) and with culturally mixed teams as well as leading trainings with participants of different cultural backgrounds.

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## RELEVANT COACHING AND FACILITATION MANDATES 2020-2021

Support staff in organisations to acquire innovative facilitation methods: coaching of FGC secretariat for co-facilitation during the FGC Forum; coaching of SECO HQ for co-facilitation of online sessions during the NPO Week; coaching of SDC HH HQ for co-facilitation of online sessions during the Humanitarian Seminar.

Support client in conceiving, designing, steering, and accompanying complex learning processes such as SDC learning journey on triple nexus, participatory development of a Vision 2.0 for the Institute of Virology and Immunology.

Support client in design and facilitation of learning events such as Swiss Malaria Group Annual Knowledge Event, FEDERESO reflection workshop, SDC CSPM-HRBA foundation training.

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## EMPLOYMENT RECORD AND PROFESSIONAL EXPERIENCE

### **a-zimut consulting Ltd.**

#### ***Founder and executive director***

**Since 2020**

Design and facilitation of learning processes, knowledge sharing events and participatory planning workshops; Process and team coaching; Design and delivery of trainings; Mediations in organisations.

### **Swiss Agency for Development and Cooperation**

**2007-2020**

***Co-Head Knowledge, Learning and Culture (2017-2020)***: human resources management; development of training activities; development of community of practice internal facilitators; advising internal clients in design and implementation of learning processes; events facilitation.

***Program Officer Governance (2012-2017)***: technical advice to SDC offices in Latin America on design and implementation of governance programs; systematic introduction of political economy analysis tools. Conception and organisation of study visits to Switzerland.

***Deputy Head of Cooperation, Pristina (2011-2012)***: Development, monitoring and steering of a projects' portfolio in the field of rule of law and decentralisation. Management of the governance team. Policy dialog with government counterparts.

***Focal Point UN Network (2007-2011)***: Representation of Switzerland in the executive board of UNWOMEN/UNFPA; multilateral negotiations at the ECOSOC; UN network animation leading to unified positioning of Switzerland vis-à-vis UN reforms and better quality of multi-bi partnerships.

### **United Nations Development Program, Islamabad**

#### ***Junior Program Officer***

**2004-2006**

Development, monitoring and steering of projects' portfolio in the field of rule of law and decentralisation. Policy dialog with government counterparts at provincial and central level. Knowledge management and experience capitalisation of projects.

### **Swiss Embassy in Germany**

#### ***Deputy Head of Science and Technology***

**2001-2003**

Conception and organization of "Science for Future" events with Berlin Universities; context monitoring and reporting to State Secretariat for Science and Research, SNF and ETH Board; edition and publication of monthly SwissNex newsletter.