


Sarah Osman
Scanteam

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NATIONALITY: Dutch (born in Khartoum, Sudan)

KEY QUALIFICATIONS:

Sarah Osman's key skills are in institutional funding, strategic planning, monitoring and evaluation, programme design and management, communications, external relations, operational support and research. She worked in various sectors including health psychology, migration and development, peace-building, sexual and reproductive health and rights, gender, children's rights and inclusive education. She's currently working more on the connection between business, human rights law and responsible business conduct.

LANGUAGES:

Arabic:	Mother tongue (conversational)
English:	Fluent
Dutch:	Fluent
Norwegian:	Intermediate
French:	Basic

COUNTRY WORK EXPERIENCE (Virtual and in person):

Africa: South Africa, Ghana, Malawi, Rwanda, Mozambique, Namibia, Zambia, Zimbabwe
Asia: Cambodia, Nepal
Europe: Norway, the Netherlands, the UK

EDUCATION:

2014 – 2015, The Open University **Post grad cert. Business, human rights law and corporate social responsibility (Merit)**
 2006 – 2007, Amsterdam University **MSc. International Development Studies with a focus on Social Development**
 1999 – 2004, Maastricht University **MSc. Cognitive Psychology with a focus on Health Psychology and Behaviour Change Communication**

CONSULTANCIES:

2018

- Technical Team Lead for MannionDaniels on sexual and reproductive health and rights funding trends in relation to **Countdown 2030 (led by IPPF)**
- Grant application reviewer for **UK Aid Direct**

- Leading Norad framework agreement development for **SOS Children's Villages Norway** with partners across four African countries
- Support to **NIBIO** in programme formulation for the Norwegian Ministry of Foreign Affairs
- Nordic donor engagement for the **International HIV/AIDS Alliance**
- Lead strategic planning consultant for **Health Development Initiative** in Kigali, Rwanda
- Grant application reviewer for **AmplifyChange**

2017

- *Maternity leave*
- Represented the **International HIV/AIDS Alliance** to Nordic donors and other potential partners, looking to form strategic partnerships and build momentum on SRHR amongst key stakeholders
- Provided expert and independent technical advice on applications submitted for **AmplifyChange** grant funding, focusing on behaviour change communication, M&E and gender
- Supported proposal development for the 7th round of the Saving Lives at Birth innovation challenge on maternal and neo-natal health for **Save the Children Norway**
- Designed and conducted a staff training on how to assess and monitor gender programming for **Save the Children Norway**

2016

- Conducted a fundraising analysis for **Natural Justice** to support their work on business and human rights
- Led a gender analysis of **Save the Children Norway's** education programme
- Led design and development of an innovative project on inclusive education for children in Southern Africa for **SOS Children's Villages Norway**
- Donor and partner mapping related to climate change, women's empowerment and media for **Developing Radio Partners**
- Supported programme formulation for a gender approach into **Hanns R. Neumann Foundation** activities in Brazil to promote women's empowerment in the coffee sector
- Technical assistance with institutional fundraising (EuropeAid, Comic Relief) for **Children's Radio Foundation**
- Technical assistance to **AmplifyChange** and its SRHR grantees in developing high quality programmes, compliance, monitoring and evaluation (M&E), sustainability and other areas as needed
- Technical assistance with designing M&E systems for 5 country programmes (Zambia, Zimbabwe, Malawi, Tanzania and Mozambique) for **SOS Children's Villages Norway**. This included the design and facilitation of a training on grant management and M&E, with an SRHR module

2015

- Quality assurance and proposal management of EuropeAid concept notes and full proposals and compliance with EuropeAid regulations for **Save the Children Norway**
- Quality assurance, research and proposal development for a large Norad grant, along with the development of a coherent results monitoring framework for **SOS Children's Villages**

2014

- Commissioned by Nordic Consulting Group as Team Leader to lead an assignment on public fundraising

EMPLOYMENT:

May 2018 to present See consultancies section above
Partner at Scanteam

- December 2016 to present
Advisor at Responsible Business Advisors Global
- Responsible Business Advisors, a Scanteam business unit, provides advise within responsible business conduct in developing, frontier, emerging, conflict-affected economies and at strategic level. I focus on human rights due diligence
- June 2014 to present
Founder at Osman Advisory Services Global
- Independent consultant – see consultancies section above
- November 2013 to May 2014
EuropeAid Advisor at Save the Children Norway Oslo, Norway
- Researched and analysed EuropeAid’s strategies, structures and funding opportunities
 - Led communication with EU Delegations and managed donor compliance processes
 - Led contract negotiation with EU Delegations; developed a strategic plan
- June 2011 to January 2013
Head of New Business Development at Marie Stopes International Cape Town, South Africa
- Led the implementation of an SRHR fundraising strategy
 - Led stakeholder engagement, advocacy, policy analysis and government relations
 - Managed external relations with provincial and national government
 - Represented the organisation nationally, built partnerships with CSOs
- June 2010 to June 2011
Grants Coordinator at Marie Stopes International Cape Town, South Africa
- Raised funds with MSI NBD team as well as several in-kind donations
 - Built Marie Stopes’ external relations by forging partnerships with like-minded organisations and other stakeholders
- October 2007 to October 2009
Communications Officer at the African Diaspora Policy Centre Amsterdam, The Netherlands
- Developed and implemented a communication strategy
 - Synthesised research and ongoing projects into fact sheets, news articles and web articles
 - Acted as first contact for the media and organised expert meetings and conferences
- April 2007 to July 2007
Researcher at University of Amsterdam, ISHSS Cape Town, South Africa
- Designed, implemented and managed a research project in Cape Town, South Africa. The thesis was reviewed by Mr Jan Pronk, former Netherlands Minister for Development Cooperation, and published as an outstanding thesis by *The Broker*
- June 2005 to December 2005
Research Assistant at University of Leiden Leiden, The Netherlands
- Managed, implemented and coordinated a research project on behaviour change on exercise habits of the elderly in the Netherlands

March 2004 to
September 2004
Research Affiliate at
ISSER
Accra, Ghana

- Collaborated on an SRHR research project with ISSER in Accra, Ghana, that evaluated reproductive health awareness programmes using the Intervention Mapping protocol, and contributed to the design of better programmes through a scientific thesis

PUBLICATIONS:

Osman, S., 2016, *Gender Analysis of Save the Children Norway's Education Programme*. Save the Children Norway.

Osman, S., 2016, *What's the future of accountability?* INGO Accountability Charter.

Osman, S., Kaya, Z. & Fergus, M., 2014, *Comprehensive Analysis of Public Funding Sources*, Nordic Consulting Group Norway.

Osman, S. & Thompson, A., 2012, *Unsafe Abortion in South Africa: A Preventable Pandemic*, NGO Pulse.

Osman, S., 2011, *Women's Reproductive Health in South Africa: A Paradox*, NGO Pulse.

Osman, S., 2009, *The effects of identity, privilege and diversity on social involvement and social justice among non-white South African youth*. The Broker Thesis Project, 17 December 2009.

Osman, S., 2009, *From Philanthropy to Transnational Peace-building: The African Diaspora Women's Experience*, African Diaspora Policy Centre.

Osman, S., 2008, *Report on the 2008 Global Forum on Migration and Development Civil Society Days "Protecting and empowering migrants for development"*, African Diaspora Policy Centre.

Mohamoud, A. & **Osman, S.**, 2008, *The African Diaspora as Agents of Peace on the Continent*, *Conflict Trends*, 10(4), 38-44

Van Empelen, P., **Osman, S.** & Gage, M., 2007, *Predictors of physical activity among elderly: intention, planning and self-regulation*. 'Abstracts', *Health and Psychology Review*, 1:1, 80-81

WORKSHOPS AND SEMINARS

Johannesburg 2018 (upcoming) Situation analysis, risk assessment and programme design workshop

Kigali, 2018 Strategic planning workshop

Oslo, 2017 *Gender Equality Marker: operationalising gender in programming*

Johannesburg, 2016 *M&E and grant management workshop*

Lund, 2015 *Factors influencing programme implementation in development cooperation*

Kathmandu, 2014 *EuropeAid management and compliance*

Johannesburg and Cape Town, 2010-2012 Several workshops attended and contributed to, including workshops organised by Department for International Development, Canadian International Development Agency, Inyathelo, Ipas, SHARISA and Mail & Guardian.

East London, 2011 *Health Rights of Women Assessment Instrument (HerWAI) training*

Amsterdam, 2009 *Learning from diaspora experiences in peacebuilding*

The Hague, 2009 *Drivers of Change'*

Brussels, 2008 *Engaging African Diaspora in Europe as Strategic Agents for Development in Africa*. Co-organised with UNDP and the EU.

Manila, 2008 *Empowering Migrants and Diasporas to Contribute to Development*. Global Forum on Migration and Development, Civil Society Days.

The Hague, 2007 *The role of Diaspora in peacebuilding*.