

NATIONALITY British

LANGUAGES English (mother tongue)
Spanish (fluent)
French (fluent)

EXPERTISE

- Accountability and Governance
- Rule of Law
- Programme Management
- Alternative Dispute Resolution
- International Development
- Human Rights
- Business and Human Rights
- Strategic and Policy Advice
- Research and Drafting
- Anti-Corruption

EDUCATIONAL QUALIFICATIONS

1996-1997 Bar Vocational Course, Inns of Court School of Law, London, UK

1995-1996 Common Professional Exam in Law, University of North London, UK
(Equivalent honours degree in law) – Commendation

1989-1993 MA Honours in French and Philosophy, University of Edinburgh, UK
2(1) with Distinction in spoken French

PROFESSIONAL AFFILIATIONS

From 2009 **Associate of The Policy Practice Ltd**

From 2007 **Associate Tenant, Doughty Street Chambers**

RECORD OF EMPLOYMENT

Aug 2015 – Present – **Human Rights Consultant / Barrister – Doughty Street International**

- Independent consultant on human rights and the rule of law
- Consultancy – Developing a training manual on Children’s Rights in Nigeria
- Fee-paid ombudsman for the Financial Ombudsman Service
- Barrister

2014-Present – **Interception of Communications Commissioner for the Isle of Man** (part time)

- Public Appointment – oversight of the interception of communications regime in the Isle of Man including an annual review submitted to Tynwald.

- Technical support to the Interception of Communications Tribunal (Isle of Man)

2013-July 2015 – **Ombudsman (G2) – Financial Ombudsman Service, London, UK.**(part time)

- Alternative dispute resolution and accountability of financial institutions;
- Casework – decision making on complex high profile issues including human rights and equalities (e.g. age limits on mortgages);
- Professional leadership and mentoring of staff;
- Chair of equality knowledge community, development and delivery of training on equality and access to financial services, stakeholder engagement on vulnerable consumers’
- Decision making, mediation and policy development.

2010-2013 **Attaché – Accountability and Governance, EU Delegation Kampala, Uganda**

- Political reporting and coordination between EU missions in Uganda on corruption, human rights, accountability and governance issues;
- Co-Chair with DfID on corruption - donors’ Accountability Working Group – with a particular focus on developing donor strategies for accountability in the oil sector and reporting through a rolling core script for donor intervention on corruption;
- Representative for EU to DGF on Voice and Accountability;
- Co-chair of EU Human Rights Defenders programme in Uganda;
- Assessment of proposals under the DGAP programme and EIDHR programme;
- Programme management and monitoring on accountability including criminal justice institutions;
- Reporting on implementation of UN SCR’s on children in armed conflict and women and security;
- Support for country reporting on the UN Convention Against Corruption
- Research and drafting of annual reviews of accountability and corruption in Uganda used as a basis for decisions on donor disbursements.

2007-2010 **International Consultant – Human Rights and Rule of Law**

Research, report writing, strategic advice, training, public speaking and media.

Contracts included:

- Consultant for the Policy Practice (UK based consultancy) on human rights and the rule of law in Rwanda, in particular on draft legislation on genocide ideology.
- Consultant for International Criminal Law Services, the Hague. Assisting in a needs assessment mission to Rwanda for a project on judicial training.
- Consultant for International Legal Assistance Consortium, Stockholm. Rapporteur on a needs assessment mission to Rwanda organised in cooperation with the Government of Rwanda and the ICTR on the criminal justice sector and human rights in Rwanda.

- Report writer for the Euromed Human Rights Network, Copenhagen (June-October 2008). Drafting report on the impact of counter-terrorism policies on freedom of association in the Euromed region and advising on future strategy for the justice component of their work.
- Consultant for the AIRE Centre on a project assessing the development of cooperation in criminal law in the European Union.
- Human Rights Consultant for the legal directorate at the Equality and Human Rights Commission, 3 More London, London. Advising on the legal strategy in relation to human rights and enforcement, also advising on potential interventions and judicial reviews on human rights.
- Research and report writing for Human Rights Watch on accountability for British Army abuses in Iraq.
- Report writer for Human Rights Watch Global Report 2009. Drafting EU chapter.
- Consultant for the EU DG Justice and Home Affairs – implementation of EU criminal legislation.
- Consultant on human rights in Europe for Zennstrom Philanthropies, London. Advising on the development of a funding strategy to support human rights in Europe.
- Consultant researcher for Centre for European Policy Studies (CEPS), Brussels. Various projects including analysis of the human rights implications of EU cooperation with third countries on counter-terrorism and criminal justice, advice to the European Parliament on terrorism and penal reform and rule of law in Bulgaria and Romania.
- Consultant for UN Office on Drugs and Crime, Vienna. Drafting a background tool on the international legal framework for counter-terrorism including international human rights, humanitarian and criminal law, drafting a tool on 'Bringing Terrorists to Justice'.
- Consultant for the Office of the UN High Commissioner for Human Rights, drafting a tool on human rights and terrorist listing mechanisms.
- Consultant for JUSTICE, London. Advising on developments in EU criminal justice and on the human rights implications of the reform treaty as well as potential funding streams.

Training – Development and Delivery of Courses:

- Preventing torture in the context of counter-terrorism (including Istanbul Protocol) for Egyptian National Council for Human Rights (IRCT)
- International Cooperation and Counter-Terrorism for Rwandan prosecutors and judges (UNODC)
- Comparative law – differences between common and civil law systems in the context of counter-terrorism (UNODC)
- Human Rights and Counter-Terrorism for UK Foreign Office Officials (International Bar Association)
- Turkish General Staff prosecutors and judges on human rights in a military context (British Embassy Ankara)
- Training of trainers on human rights and counter-terrorism (OSCE ODIHR)
- UK diplomats on European systems for protection and promotion of human rights (UCL)
- Training course on human rights for police authorities (BIHR)
- Lecturing on international criminal law for the Essex University LLM in International Human Rights

2005 – 2007 **Anti-terrorism Adviser, Human Rights Department, OSCE ODIHR, Warsaw, Poland**

- In charge of the human rights and counter-terrorism programme including management of 3 legal staff members and additional consultants;

- Internal advocacy and regular public speaking on human rights and counter-terrorism in the Europe and Central Asia region
- Technical, legal and policy advice to the ODIHR Ambassador on human rights issues;
- Organisation of international conferences and workshops on human rights throughout the region (both civil society and inter-governmental);
- Technical Assistance, strategic and policy advice and training throughout the OSCE area including Central Asia and the Caucasus on human rights and the fight against terrorism;
- Development and delivery of a course and handbook on human rights and the fight against terrorism (delivered in Western and Eastern Europe and Central Asia)
- Programme and project management.
- Fundraising from participating states and donor institutions such as the EU and UN for the programme.

2003 – 2005 Executive Officer on Legal Issues and Human Rights in the EU, Amnesty International, Brussels, Belgium

- Advocacy work on a wide variety of human rights issues including justice and home affairs and broader fundamental rights issues;
- Report writing on EU developments including a comprehensive report on EU counter-terrorism measures;
- Regular high level engagement with European Institutions and civil society;
- Media engagement including op-eds in print media, press conferences, radio and TV appearances in English, French and Spanish.

2001 – 2003 Senior Legal Adviser on EU Criminal Justice – JUSTICE, London, UK

- Research and analysis of developments such as the European Arrest Warrant.
- Report writing and presentations to Parliamentary Committees
- Drafting press-releases and media work, public speaking,
- Coordination amongst EU sections of the ICJ to organise international events, training.

1999 – 2000 Barrister, criminal and extradition law – 3 Raymond Buildings, London, UK

1998-1999 Trainee Barrister, general common law – 1 Gray's Inn Square, London, UK

1998 Trainee, Legal Directorate, Council of Europe, Strasbourg, France

1997-1998 Trainee, Task Force, Justice and Home Affairs, European Commission, Brussels, Belgium

1994-1995 Research Assistant, Gernika Gogoratuz, International Research Centre for Peace and Conflict Resolution, San Sebastian, Spain

PUBLICATIONS

- Chapter on the impact of counter-terrorism policies in the region in Euromed Human Rights Network Report on Freedom of Association 2008 (published Dec 2008)
- Chapter on EU countries in Human Rights Watch Global Report 2009 (publication Jan 2009)
- Assessment of the human rights implications of EU cooperation on criminal justice with third countries (including Canada) for Centre for European Policy Studies (published Sep 2008)
- Justice in Rwanda: An Assessment, ILAC report, 2007.
- The EU Counter-Terrorism Strategy and Human Rights in Central Asia: Do as I Say Not as I Do? Chapter in 'Security v Justice: Police and Judicial Cooperation in the EU', ed. Elspeth Guild and Florian Geyer, Ashgate (2008)
- Introduction to the international law framework of counter-terrorism prepared for UNODC 2008
- Human Rights and the Future of the EU, JUSTICE Futures Papers, 2008
- Human Rights Concerns Relevant to Legislating on Incitement to Terrorism and Related Offences, European Parliament Briefing Note, March 2008
- Unpaid Compulsory Labour as an Alternative to Imprisonment in the EU, European Parliament Briefing Note, June 2008
- Analysis of Rwandan draft legislation on genocide ideology, Policy Practice, June 2008
- "The European Arrest Warrant and the Grounds for Non-execution" and "European Integration and UK Criminal Law." Chapters in 'L'intégration pénale indirecte', ed. Geneviève Giudicelli-Delage and Stefano Manacorda, Société de Législation Comparée, 2005.
- "Mutual Trust – Lifting the Mask." Chapter in 'Mutual Trust in the European Criminal Areas', ed. Gilles de Kerchove and Anne Weyembergh, Editions de L'Université de Bruxelles, 2005.
- "The shifting face of extradition." New Law Journal, Vol 154, No 7135, 2 July 2004.
- "EU fair trial rights – added value or no value?" New Law Journal, Vol 154, No 7129, 21 May 2004.
- "Mutual Recognition in European Judicial Cooperation: A step too far too soon? Case study – The European arrest warrant." European Law Journal, Vol 10, No. 2 March 2004, pp 200-217 (with Marisa Leaf).
- "European arrest warrants – A lapse in justice." International Herald Tribune, 2/2/2004
- "Human rights and the future of extradition in the European Union: Implications of recent case law in the United Kingdom, France and Spain" -ERA Forum 2003/4
- "Eurowarrant: A Solution Ahead of it's Time", JUSTICE Book, November 2003 (with Marisa Leaf)
- "Criminal Law and Fundamental Rights in the European Union: Moving Towards Closer Co-operation", EHRLR Issue 3 2003 (with Marisa Leaf).
- "The European arrest warrant – improving the rights of suspects and defendants", Challenge Europe, December 2002.
- "The myth and the reality of a modern judicial space", New Law Journal, June 28 2002
- "The European Arrest Warrant: part of a move towards an area of freedom, security and justice in the EU", The Law Society Criminal Practitioners Newsletter, April 2002
- "Defamation in French Law", New Law Journal, Spring 2001
- Council of Europe Note on Human Rights and the European Convention on Extradition, 1998