



Dr Camille Maubert

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Summary

I am a Gender and Protection Specialist with 10+ years' experience at the intersection of research and practice on gender-based violence (GBV). My work bridges technical expertise in **gender analysis and social norms research** with the design of culturally sensitive, evidence-based interventions that address the complex socio-cultural, economic, and political drivers of GBV. I have worked particularly on developing **strategies to engage men and boys in GBV prevention**. I have experience in leading **multi-country research projects, reviews and evaluations**, developing qualitative and quantitative measurement tools for GBV and harmful practices, and facilitating learning. I work in ways that are collaborative and inclusive of the experiences of vulnerable populations (e.g. migrants, refugees, indigenous minorities, persons with disabilities etc.), and that ensure data reliability, ethical integrity, and contextual appropriateness.

Skills

[Qualitative Research](#) | [Monitoring, Evaluation, and Learning](#) | [Gender-based violence](#) | [Engaging Men and Boys](#) | [Harmful practices](#) | [Behaviour change](#) | [Sexual and Reproductive Health and Rights](#) | [Gender Equality](#) | [Diversity and Inclusion](#) | [Protection](#) | [Gender norms](#) | [Intersectionality](#) | [Literature Reviews](#)

Work experience

Men and Boys Engagement for GBV Prevention Specialist | [International Medical Corps Ukraine](#) | 07/01/2026 - Current

Provide technical expertise and knowledge in engaging men and boys in GBV prevention, supporting IMC and partners in developing a contextualised male engagement strategy and building capacity of service providers through training and facilitated dialogue.

- Conduct a desk review of global evidence on engaging men and boys in GBV prevention in conflict settings.
- Facilitate consultations and roundtables with GBV practitioners and implementing partners.
- Identify feasible entry points, target groups, and safeguards for EMB programming in Ukraine.
- Integrate trauma-informed and Do No Harm considerations into prevention approaches.
- Draft strategic recommendations for piloting an EMB interventions within GBV/MHPSS programming.
- Design and deliver an EMB training to IMC staff and partners.

Senior Protection Evaluator | [Key Aid Consulting](#) | 15/10/2025 - Current

Evaluation of UNHCR Country Strategy in the Democratic Republic of Congo (2022-2025).

- Provided technical leadership for the evaluation of the Community-Based Protection (CBP) approach, assessing the effectiveness of CBP approaches in strengthening accountability to affected populations, supporting localisation and reinforcing community protection mechanisms in displacement-affected areas.
- Led the analysis of protection outcomes related to GBV prevention and response, including Prevention of Sexual Exploitation and Abuse (PSEA).
- Contributed to mixed-methods evaluation design (desk review, key informant interviews, FGDs, and triangulation of monitoring data).
- Generated recommendations to support UNHCR's future multi-year strategy.

Senior Researcher | [European Institute for Gender Equality \(EIGE\) \(for Tsunagu\)](#) | 03/12/2025 - 11/03/2026

Improving EIGE's Step-by-Step Estimation on Female Genital Mutilation (FGM) Risk in the European Union

- Led a mixed-methods study on risk and protective factors shaping FGM risk in the EU.
- Conducted a review of academic and grey literature and assessed evidence quality to identify key determinants across structural, institutional, community, interpersonal and individual levels.
- Designed and implemented key informant interviews with European experts and practitioners.
- Developed an analytical framework integrating socio-ecological and social norms theory to conceptualise FGM risk as a contextual and dynamic process across migration stages and generations.
- Produced methodological recommendations for improving FGM risk estimation models.

Lead Researcher | [CLEAR Global](#) | 05/12/2025 - 09/03/2026

UK Humanitarian Innovation Hub (UKHIH) research on Empowering Communities Affected by Humanitarian Use of Digital Technology.

- Led a research study on digital rights, risks, and accountability in humanitarian contexts, conducting key informant interviews with civil society organisations and digital governance practitioners across multiple regions.
- Designed and facilitated multi-stakeholder workshops with humanitarian practitioners to co-develop priorities for a community-facing digital accountability toolkit.
- Produced recommendations informing the development of a toolkit to support crisis-affected communities in understanding digital risks and exercising their rights.
- Presented research findings at Humanitarian Networks and Partnerships Week (HNPW).

Lead Qualitative Research Consultant | World Bank | 27/10/2025 - Current

Qualitative study for the Sahel Adaptive Social Protection Program (Mauritania, Senegal, Chad) to understand the constraints to the development of economic activities, social cohesion, and the adoption of climate adaptation strategies, with a particular focus on women and refugees;

- Developed and implemented a thematic coding framework and analysed qualitative data from focus group discussions and key informant interviews with refugee and host communities.
- Conducted analysis of livelihood systems, diversification, climate risks and adaptation practices, gender dynamics and social cohesion to identify key constraints and opportunities for climate-resilient livelihoods.
- Drafted country reports, providing operational recommendations to inform the design of economic inclusion interventions.

Research and Evaluation Consultant | UNICEF (via Ghovodi) | 01/05/2025 - Current

UNICEF Community Mobilisation Project for the Prevention of and Response to GBV and Grave Violations of Children's Rights in Eastern Democratic Republic of Congo.

- Lead the design and implementation of participatory RMEL systems, enabling adaptive, evidence-based programming through community-driven gender analysis, risk assessment, norms diagnosis, longitudinal evaluation, and participatory indicator development.
- Strengthen the rigor and relevance of M&E frameworks by integrating qualitative and quantitative methods, improving the program's capacity to capture social change and resilience outcomes.
- Provide targeted capacity-building and mentorship to M&E and research teams on advanced research design, data quality assurance, and ethical supervision, resulting in improved data integrity and analytical capacity across field teams.

Research, Learning and Evaluation Consultant | UNICEF (via Ghovodi) | 01/02/2022 - 10/12/2024

UNICEF Positive Masculinity Education Project for Gender Norms Change to Tackle Malnutrition and Maternal Health (BMZ-funded) in eastern Democratic Republic of Congo

- Provided SBC technical leadership to integrate gender-transformative approaches into interventions addressing malnutrition, maternal health and family planning, GBV prevention, and household resilience, resulting in more equitable and sustainable outcomes across program areas.
- Supported the design, piloting, evaluation, and scale-up of intervention components focused on gender equality, protection, and social norms transformation, contributing to measurable shifts in attitudes and behaviours within target communities.
- Led research and learning components including exploratory studies, Theory of Change development, baseline and endline evaluations, and community feedback systems, strengthening the evidence base for adaptive programming and strategic decision-making.
- Developed and institutionalized an implementation guide comprising curriculum modules, facilitation and training tools, facilitator recruitment criteria, and a comprehensive M&E toolkit, standardising quality and replicability across multiple program sites.

Technical Lead Consultant | Plan International Finland | 01/09/2023 - 30/05/2024

Mid-term review and learning exercise for the gender-transformative My Body My Future 2 programme on inclusive Sexual and Reproductive Health and Rights (Uganda, Ethiopia, Mozambique, Zimbabwe, Myanmar and Laos).

- Designed and led comprehensive consultation and learning processes (including outcome harvesting workshops, multi-stakeholder surveys, key informant interviews, and focus groups) strengthening evidence-based decision-making and Applied human-centred, feminist, and queer methodologies with an GEDSI focus, ensuring meaningful inclusion of youth-led and persons-with-disabilities-led organisations in all stages of research and validation.
- Facilitated learning and validation workshops that enhanced cross-team dialogue, promoted peer learning, and generated actionable insights for adaptive program design.
- Delivered strategic recommendations to embed gender-transformative approaches across programs and partnerships, resulting in improved alignment between gender, climate and socio-economic resilience objectives.
- Strengthened program coherence and partnership equity by promoting inclusive, locally driven collaboration models that elevated underrepresented voices and community ownership.

Senior Research Consultant | Internews | 01/10/2023 - 31/05/2024

'Ecosystems of Disinformation and Misinformation in Electoral Contexts' research as part of the Media Sector Development Activities Project (USAID, SIDA and SDC - funded).

- Led the development and implementation of a research to (1) understand the nature of mis/disinformation and hate speech circulating in WhatsApp groups, (2) explore sharing and consumption dynamics of WhatsApp users, (3) identify factors of vulnerability to spreading false or harmful information.
- Provided technical guidance on research methodologies, data validation, and quality assurance to ensure robust and ethical analysis.
- Synthesised findings into a comprehensive report with actionable recommendations and infographics, informing strategies to mitigate harmful online narratives and strengthen digital resilience.

Technical Specialist | Save the Children UK | 01/04/2023 - 30/06/2023

Reviewed and strengthened the evaluation and impact assessment tools of **Parenting Without Violence – STC's common approach to reducing physical and humiliating punishment in the home** – to assess alignment with its gender-transformative objectives (working with fathers, mothers, caregivers, communities and children to transform harmful gender norms).

- Updated and developed indicators to measure medium- and long-term outcomes, including family resilience, child empowerment, and community support for non-violent caregiving.
- Designed qualitative and quantitative tools to assess shifts in gender norms and attitudes among children, caregivers, and communities, adapting and validating existing measurement scales.

Research, Learning and Evaluation Consultant | Ghovodi (Groupe des Hommes Voués au Développement Intercommunautaire) | 20/02/2021 - 30/06/2023

- Provided technical input to the **BICE Project 'School Without Walls' (AFD-funded)** to integrate gender-transformative and child protection approaches into programming to prevent and reduce GBV against children and adolescents at school and at home and create a protective

environment

- Designed and implemented qualitative research tools to support iterative learning, participatory reflection, and adaptive project management, including curriculum refinement.
- Led mixed-methods baseline and endline evaluations using participatory techniques such as the Most Significant Change approach, generating evidence to strengthen program effectiveness and accountability.

Research Consultant | Internews (via CLEAR Global) | 01/10/2022 - 30/03/2023

- Coordinated research initiatives for the **Internews Rooted in Trust 2 Project**, generating actionable insights into **how diverse communities receive, share, and trust health-related information during the Covid-19 crisis**
- Provided technical leadership to a multi-stakeholder research team, successfully gathering and synthesising qualitative and quantitative data across varied socio-demographic groups, enhancing the project's reach and reliability.
- Designed, developed, and ensured the quality of data collection instruments, leading to robust datasets that informed strategic recommendations and evidence-based interventions.
- Produced comprehensive analyses and visually impactful deliverables—including infographics and key recommendations—translating data into insights that guided decision-making for health communication strategies.

Consultant | Action Against Hunger & Norwegian Refugee Council (via Ghovodi) | 01/05/2022 - 31/05/2022

- Designed materials for a **3-day Protection from Sexual Exploitation and Abuse (PSEA) training**, aimed at clarifying values and transforming staff attitudes to support effective intake of PSEA protocols.
- Developed 10 participatory modules, including role-plays and group exercises, covering key concepts such as gender dynamics, shared perceptions of masculine and feminine expectations, gender stereotypes, causes and consequences of GBV in humanitarian settings, legal and policy frameworks, accountability, personal value identification, dealing with resistance, PSEA policies, and reporting mechanisms.

Research Consultant | Médecins du Monde (via Translators Without Borders) | 01/04/2021 - 30/09/2021

- Led a qualitative study on **Language and Accountability Mechanisms in Healthcare Provision for Médecins du Monde in Tanganyika, DR Congo**, generating insights to improve patient engagement.
- Designed and conducted research on protection and accountability mechanisms to assess how service users perceive health services and identify enablers, barriers, and preferences for interacting with healthcare staff and complaint systems.
- Provided actionable recommendations to enhance Médecins du Monde's capacity to engage service users and ensure accessible channels for feedback and complaints.

Researcher | Institute of Development Studies | 01/02/2021 - 30/09/2022

- Multi-disciplinary research project **'New Community-Informed Approaches to Humanitarian Protection and Restraint: Women's Agency in the Democratic Republic of the Congo (North and South Kivu)** (funded by AHRC-FCDO Collaborative Humanitarian Protection Research Programme)
- Led the design and coordinated implementation of research activities with Oxfam and ActionAid to document community-led protection measures, explore women's protection strategies, and identify social norms limiting women's participation in community protection structures.
- Facilitated validation workshops and contributed to dissemination efforts, ensuring findings were shared effectively with practitioners, policy-makers, and community members to inform protection programming

Regional Advisor on Human Mobility | Caritas Africa | 01/02/2018 - 28/02/2019

- Led **regional knowledge and learning initiatives on migration, displacement, and human trafficking** (including sexual exploitation and forced and child marriage) across 46 Sub-Saharan country offices.
- Supported the development of the regional human mobility strategy through desk research on trends, consultations with country offices to identify programming gaps, advocacy priorities, and capacity-building needs, including field visits to Malawi, Ethiopia, Kenya, and Uganda.
- Coordinated South-South peer learning and knowledge sharing by establishing and facilitating a regional 'human mobility' working group.
- Provided advocacy support for the 2018 UN Global Compacts and contributed to the development of country-level action plans on livelihood and food security.

Assistant Child Protection Officer (volunteer position) | Fundacion Renacer (ECPAT Colombia) | 01/04/2017 - 30/09/2017

- Supported **child protection initiatives with a focus on preventing sexual exploitation of children** in Bogota and Caribbean provinces (Colombia)
- Contributed to the development of community-led protection strategies in the travel and tourism sector through advocacy and capacity-building of hospitality services to adopt and implement The Code of conduct.
- Conducted research on sexual exploitation of children using participatory risk-mapping tools with stakeholders from the informal sector, education, travel and tourism, civil society (including LGBTQIA+), and public institutions (police, municipalities, legal system).
- Facilitated weekly workshops with youth victims of exploitation on sexual and reproductive health, protection, and resilience strategies.

Strategic Research Officer | European Agency for Law Enforcement Cooperation (Europol) | 01/02/2015 - 28/02/2018

- Led the **strategic portfolio on migration, human trafficking and money laundering across the EU**, including monitoring of the EU migration crisis through ongoing situation analysis (routes, modus operandi and numbers of migrants and refugees) and weekly briefing of EU police representatives.
- Conducted analysis of law enforcement operational sources and grey sources to produce high-quality strategic insight on crime trends in the EU and inform recommendations for policy at the EU Commission.
- Contributed to tools development (surveys and consultations), data analysis and writing for the 2017 Serious Organised Crime Threat Assessment (SOCTA) - the largest-ever data collection on serious and organised crime in the EU.

Security Threats and Risks Research Assistant | INTERPOL General Secretariat | 01/06/2013 - 31/12/2014

- Using operational and grey data, **monitored trends related to Islamic terrorism in Africa and the Middle-East**, including mapping and network analysis of jihadist groups in Mali and Libya.
- Carried out surveys with East African police agencies to identify capacity-building needs.

Produced risk analysis and mitigation reports to support the security planning for staff international missions.

Analyst | IHS Risk Analytics | 01/10/2013 - 28/12/2013

- Desk monitoring of trends related to security, political and social events in West Africa for the Weekly Threat Bulletin.

Education & Training

Doctorate (PhD) in International Development | University of Edinburgh | 01/10/2019 - 15/11/2024 | United Kingdom

Master's (MA) in Intelligence and International Security | King's College London | 15/10/2011 - 30/08/2012 | United Kingdom

Master's (MA) in international studies and diplomacy | School of Oriental and African Studies (SOAS) | 15/10/2010 - 31/08/2011 | United Kingdom

Bachelor (BA) in Literature and Geography | Université de la Sorbonne Paris IV | 15/10/2007 - 31/08/2010

Country Experience

I worked in/on the following countries:

Democratic Republic of Congo, Togo, Uganda, Rwanda, Ethiopia, Malawi, Madagascar, Mauritania, Senegal, Zimbabwe, Colombia, India, Myanmar, Laos, Ukraine.

Language Skills

Mother tongue(s): **French**

	Understanding		Speaking		Writing
	Listening	Reading	Spoken production	Spoken interaction	
English	C2	C2	C2	C2	C2
Spanish	B2	B2	B1	B1	B1

Networks and Memberships

Tsunagu Network

Mobilising Men for Feminist Peace Community of Practice (WILPF) | Current

Gender and Development Network (GAD) | Current

UK Evaluation Society (UKES)

Development Studies Association (DSA)

Recommendations

Programme Manager 'Positive Masculinity' at GHOVODI | Benediction Kimathe | benekimathe1@gmail.com

Supervisor and ongoing colleague for multiple projects on gender-transformative approaches in the DR Congo since 2021.

Director at Key Aid Consulting | Clément Charlot | clement.charlot@keyaidconsulting.com

Supervisor and team lead on the UNHCR Country Strategy Evaluation in DR Congo.

Director at Tsunagu Network | Masumi Yamashina | masumiy@tsunagu.network

Supervisor on the EIGE study on risk and protective factors of FGM in the EU.

Advocacy and Research Supervisor at CLEAR Global | Ellie Kemp | elliekemp.consultant@gmail.com

Supervisor on 3 research projects for Translators Without Borders and CLEAR Global.

Publications

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Maubert, C. (2025) 'Changing Men in Conflict-Affected Settings: Masculinity, Everyday Suffering, and Intersectionality in the Democratic Republic of Congo', *Journal of Gender Studies*, 34(2), 1–16.

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Maubert, C. (2025) 'Rupture and the Rehearsal of New Worlds: Disrupting Norms in the Democratic Republic of Congo' *Development in Practice journal*, 1-12.

•

Maubert, C. (2025) 'Are men the key to advancing Women, Peace, and Security? Unpacking norms of masculinity to support feminist peace' *ALIGN Blog*.

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Maubert, C. (2024) 'Pathways of Transformation: Gender, Violence, and Complex Social Change in the Democratic Republic of Congo'. Doctoral thesis, University of Edinburgh. .

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Maubert, C. and Kimathe, B. (2023) 'Fields of Exclusion: Masculinity and Mental Health in the DRC' *Alternatives Humanitaires*, Issue 22 - March 2023 p.48-59.

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Maubert, C., Allouche, J., Hamuli, I., Lulego, E. K., Marchais, G., Mugumo, F. M., Nazneen, S. (2022) 'Women's Agency and Humanitarian Protection in North and South Kivu, Democratic Republic of Congo' *Institute of Development Studies*.

•

Maubert, C. (2022) 'Critical perspectives on child protection in the DRC' *Alternatives Humanitaires*, 19th Issue - March 2022 p.46-59.

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Allouche, J. and Maubert, C. (2021) 'How to co-produce transdisciplinary and plural knowledge to solve complex humanitarian problems? An illustration in the Democratic Republic of the Congo', *Humanitarian Alternatives*, 17th Issue – July 2021 p.25-40.