

**CIVICUS ORGANOGRAM:
JUNE 2019**

Senior Leadership Team:

- CEO/SG:
 - Lysa John Berna
- Chief Networks Officer
 - Amy Taylor
- Chief Operations Officer:
 - Claire Nylander
- Chief Programmes Officer
 - : Mandeep Tiwana

Acronyms

- OMF: Operations Management Forum
- PMF: Programme Management Forum
- TBR: To be recruited

Other Roles:

Operations Management Forum (OMF)

- Chair: Claire Nylander
- Coordinator: Karen Botha

Programmes Management Forum (PMF)

- Chair: Clara Bosco
- Coordinator: Jonathan Diab

Legend

- Innovation and Membership/Networks streams coordinator positions have been listed in Innovation For Change and Membership/Networks clusters for purposes of organogram. Both positions reports to respective SLT members.
- International Offices have been listed as a cluster for purposes of depiction in organogram.
- [...] = denotes budget code of cluster lead/budget holder. For separated budgets within cluster and for SLT please see budgetholder t list.

Staff: 68 (34Fixed Term)
 Fellows: 4
 Interns: 6
 Temp/Short term: 8
 Vacancies: 6

TOTAL: 92

Direct reports to SLT:

Networks Engagement Coordinator/Board Liaison: John Mang'ana
 Snr Advisor on Civil Society Resourcing: Clara Bosco (PMF)
 - Community Building Officer Civil Resourcing: Yessenia Soto
 Editor-in-chief: Andrew Firmin (PMF)
 Senior Research Specialist: Ines Pousadela (PMF)
 - Research Intern (Uruguay): Andres Riva Casas
 Snr Advisor: Network Development: Franscesca Matoniffy (Geneva) (PMF)
 Moblab Programme Director: Jacquelyn Howard
 Senior Technical Adisor Innovation (Cecily Rawlinson)

Advocacy and Campaigns [ADC] (PMF)

Lead (David Kode)
 A&C Officer/Crisis Response Fund Coordinator (Masana Ndinga)
 - Data Intern (Lesego Moshikaro)
 CRF/SPEAK Administrator (Mawethu Nkolomba)
 A&C Officer (Paul Mulindwa)
 A&C Officer (VACANT)
 UN Advisor and Vuka Secretariat Coordinator (Tor Hodenfield)
 VUKA Advocacy & Network Engagement Officer (Natalia Gomez)
 SPEAK! Campaign Coordinator (Nic Mackay)

International Offices

Geneva Office [GVA]

Head of Geneva Office (Susan Wilding) (PMF)

UN Representative (Renate Bloem)
 Office Administrator (Maria de Mata)
 Advocacy & Networks Officer (Lisa Majumdar)

New York Office [NYO]

UN Representative (Jeff Huffines)
 Advovacy & Networks Officer (Lyndal Rowlands)

Civic Space Research [CSR] (PMF)

Lead (Marianna Belalba)

CSR Officer (Dominic Perera)
 CSR Officer (VACANT)
 CSR Officer & EENA Coordinator (Ine van Severen)
 CSR Officer (Josef Benedict)
 CSR Officer (Sylvia Mbataru)

Finance and Facilities [FIN] (OMF)

Lead (Lindi Moyo, FM)

Snr Assistant Accountant (Dawn Maphosa)
 Assistant Accountant (Mthabisi Mpande)
 Finance & Admin Assistant US (Arvanell Williams- March)
 Bookkeeper (Sinqobile Dube)
 Creditors Clerk (Murendeni Magara)
 Junior Finance Clerk (Sylvia Zikalala)
 Facilities (Margaret Simelane)
 Management Accountant (VACANT)

Operations (OMF)

Risk, Compliance, & Grant Mgt Specialist (VACANT)

Operations Manager (Peter Morison)
 Operations Coordinator (Karen Botha)
 Travel Liaison & Finance Administrator (Marumo Molepo)
 Travel and Events Administrator (Precious Dube)

IT (OMF)

Snr IT Officer (Mika Kwenaita)
 IT Officer (Amanda Moloto)

Human Resources

Head of People (VACANT)
 HR Generalist: Shanna Beaton (OMF)
 HR Administrator (VACANT)

Impact & Accountability [I&A] (PMF/OMF)

Lead (Tamryn-Lee Fourie)
 I&A Coordinator (Merle Rutz)
 Data Specialist (Darlington Mutakwa)

Communications [COMM] (PMF/OMF)

Lead (Deborah Walter)

Communications Coordinator (Matthew Reading-Smith)
 Communications Officer (Lerato Pagiwa)
 Communications Officer (Kgalalelo Gaebee)
 Multilingual Communications Officer (Silvia Puerto Aboy)
 Snr Webmaster (Thapelo Masiwa)
 Media Communications (Grant Clark)
 Digital Comms Intern (Amal Atrakouti)
 French Digital Comms Intern (Nora Sicard)

Innovation for Change [IFC] (PMF)

Interim Lead (Anna Avagyan & Adi Frost)

IFC Programme Officer (Mouna Ben Garga)
 Innovation Coordinator (Jonathan Diab)
 Project Management Consultant (Chiedza Chikoto)
 Communications Officer (Safia Khan)

➤ **Resilient Roots (PMF)**

Programme Coordinator:D4A (Jack Cornforth)
 Programme Officer (Belen Giaquinta)

Capacity Development (PMF/OMF)

Lead (Anna Avagyan)

Diversity & Inclusion Coordinator (Suhani Bhushan)
 D&I Intern (Chandreyi Guharay)
 Citizen Generated Data Specialist (Hannah Wheatley)
 Snr Research & Development Officer (Patricia Denis)
 Capacity Development Consultant (Pam Gounder)

Membership and Networks [MNET] (PMF)

Lead (Cathryn Archibald)

Membership Engagement Specialist (Marina Cherbonnier)
 Networks Engagement Coordinator (Aimi Zhou)
 Database Development Assistant (Tarryn Booyesen)
 AGNA Community Building Assistant (Nohad El. Hajj)
 EC Fellows (4)
 Youth Engagment Coordinator (Elisa Novoa)
 Youth Digital Engagement Officer (Clara Sanchiz)
 Youth Community Building Officer (Kesa Pharathatlhe)
 AGNA/ Youth Advocacy Intern (Athavarn Srikantharajah)

