

Brikena Avdyli

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SUMMARY

Gender equality and social inclusion specialist with expertise in inclusion of women, youth, and other marginalized groups in the society, public sector, as well as labor market. Academic and professional background in analysis, policies, strategies, and capacity building activities to engage public institutions, the private sector, and other stakeholders in the area of social inclusion and women's empowerment. Strong research and analytical skills, with multiple publications ranging from reports to manuals and training and e-learning course curricula. Experience working with government institutions, international and local organizations, the private sector, as well as marginalized groups. Strong leadership, advocacy, and project management skills. Experience with project development, with multiple grants awarded. Strong communication, presentation, and outreach skills.

PROFESSIONAL EXPERIENCE

National Consultant, UN Women Kosovo | Pristina, Kosovo November 2022 – Present

- Support the development of the new Kosovo Program for Gender Equality 2025-2035 and co-author the new Kosovo Gender Country Profile, which among others covers a gender analysis in different sectors, including gender-based violence and economic and political participation,
- Facilitate 25 capacity building activities with over 600 participants including representatives of Kosovo public administration, vocational education institutions and universities, as well as entrepreneurs, on policies and strategies to improve women's access to decent work, with a focus on preventing and managing sexual harassment.

Adjunct Professor, Rochester Institute of Technology in Kosovo | Pristina, Kosovo January 2023 - Present

- Teach the class of Global Forces and Trends, focused on understanding global issues and examining the conflict, political, environmental, cultural, economic, and demographic trends and forces affecting the world.

International Consultant, Women without Borders | Vienna, Austria January – July 2024

- Monitored the quality of the implementation of the Mother Schools program in Kosovo and Father Schools program in Belgium, and conducted baseline and impact analysis for the Mother Schools program in Bangladesh.

Consultant, UNFPA Kosovo | Pristina, Kosovo December 2023 – May 2024

- Built the capacities of and drafted policies for the Kosovo Agency of Statistics on Protection from Sexual Exploitation, Abuse and Sexual Harassment (PSEAH) in preparation for the Census 2024 in Kosovo.

Consultant, UNDP Kosovo | Pristina, Kosovo December 2023 – March 2024

- Supported the Kosovo Commission working with Conflict Related Sexual Violence (CRSV) survivors in developing their strategic and annual action plan, reviewing policy and legal framework, developing a communication strategy.

Executive Director, Jahjaga Foundation | Pristina, Kosovo November 2019 – January 2023

- Oversaw the implementation of the strategic plan and programs of the organization, managed the team, and ensured ongoing and consistent quality of finance, administration, and programs.
- Designed and oversaw eight signature programs of the organization, led the Jahjaga Foundation's fundraising efforts, and served as the organization's primary spokesperson to the its partners, the media, and the general public,
- Designed and oversaw 8 signature programs of the organization, including a) two initiatives for the economic empowerment of minority women and survivors of gender-based violence – One in Three and Elava, b) launching the ZA magazine and publishing 7 editions, c) promoting gender diversity in local politics, highlighting the achievements of 200 women, and d) developing an e-learning platform with 13 courses on human rights,
- Established employment and administrative policies and procedures for all functions and for the day-to-day operations of the Jahjaga Foundation, and oversee their implementation.

Key results include tripling the annual funds and number of staff, and developing the core programs of the organization.

- Consultant, ASHA Sh.P.K.** | Pristina, Kosovo May – October 2023
- Developed internal policies about labor and human rights, occupational health and safety, code of ethics, prevention and management of all types of harassment, and environmental protection.
- Gender Equality and Social Inclusion Consultant, GIZ GmbH** | Pristina, Kosovo August 2021 – March 2022
- Conducted research, focus groups, and informative interviews to identify challenges of women in accessing free legal aid and victim advocacy, and developed strategies and a training manual on diversity and inclusion measures necessary to ensure inclusive services of the Agency for Free Legal Aid and Office of the Victim’s Advocate.
- Gender Equality and Social Inclusion Consultant, GIZ GmbH** | Pristina, Kosovo September 2019 – September 2020
- Supported Public Employment Offices and private companies in increasing diversity, by training them on policies, strategies, and measurable actions that they can take to achieve this goal, and co-authored the Training Manual: Diversity and Inclusion of Vulnerable Groups in the Labor Market.
- Adviser, Office of the President of the Republic of Kosovo** | Pristina, Kosovo March – November 2019
- Advised the 4th President of the Republic of Kosovo, H.E. President Atifete Jahjaga on matters related to gender equality, political and socio-economic matters, and supported her in public appearances through research and drafting of speeches and other materials, including the testimony for the US House of Representatives Committee of Foreign Affairs on the demand for justice for crimes committed during the war in Kosovo,
 - Coordinated and implemented activities for the marking of the 20th anniversary of NATO’s deployment of troops in Kosovo, including the visit of President Clinton, Secretary Albright, and General Clark.
- Project Officer for Election Support and Public Outreach, IFES** | Pristina, Kosovo February 2017 – January 2019
- Supported Kosovo Election Management Bodies in designing, implementing, monitoring and evaluating inclusive policies, strategies, projects, and activities, with a focus on gender mainstreaming,
 - Guided the Kosovo Central Election Commission in establishing and leading multi-stakeholder consultative groups for gender equality, access for persons with disabilities, and civil society engagement,
 - Coached and supported the Central Election Commission in developing programs and activities for underrepresented groups, including the Women in Electoral Leadership program, mock elections for high school seniors throughout Kosovo, targeted public information for ethnic minorities, an e-learning modules and capacity building activities on gender mainstreaming,
 - Led IFES Kosovo’s research, planning, monitoring and evaluation, communication, and reporting activities.
- Consultant, Initiative for Progress** | Pristina, Kosovo October – December 2016; September – December 2017
- Conducted an assessment for the School of Activism Program and developed the curriculum for the Advanced School of Activism, which focuses on research and tools for data collection and analysis, as well as project development and management.
- Project Officer for Inclusiveness, IFES** | Pristina, Kosovo September 2014 – October 2016
- Managed a \$1 million USAID funded project, including three subawards to civil society organizations, four contractors, and supervised over 35 consultants and temporary staff members,
 - Led the inclusiveness project, incorporating about hundred activities with youth, women, persons with disabilities, and other stakeholders that work towards inclusion of these underrepresented groups,
 - Oversaw the development and implementation of the multi-ethnic social media and web platform Speak in the Nest and the first video game on electoral processes in Kosovo – Aktivomania,
 - Managed the program’s research, planning, monitoring and evaluation, and reporting activities.
- Project Manager, Initiative for Progress** | Pristina, Kosovo November 2013 – August 2014
- Managed projects on youth development and empowerment, including holding workshops for over 200 young people from six municipalities on human rights and inclusion,
 - Led the organization’s planning, fundraising, monitoring and evaluation, and reporting activities.
- Project Manager, Association Autism** | Pristina, Kosovo July – November 2013
- Managed two capacity building projects that trained 190 parents and professionals from four municipalities on tools and methods of working with children with autism,
 - Led planning, fundraising, monitoring and evaluation, communication, and reporting activities.

EDUCATION

- Present **Professional Master in Social Innovation and Management**
WU Executive Academy of the Vienna University of Economics and Business, Vienna, Austria
Full scholarship from ERSTE Foundation and the NGO Academy.
- 2018 **Diversity and Inclusion Professionals Certificate**
Cornell University | New York City, NY, United States
Full scholarship from the USAID Transformational Leadership Program.
- 2013 **Master of Arts in International Development**
American University | Washington D.C., United States
Concentration: Peacebuilding and Conflict Resolution.
Full scholarship from the Kosovo American Education Fund.
- 2011 **Bachelor of Science in Applied Arts and Sciences**
Rochester Institute of Technology in Kosovo, Pristina, Kosovo
Concentrations: Public Policy and Management, **Minor:** Economics and Statistics; Honors Diploma.

TRAININGS

- 2023 **ToT Accelerating Gender Mainstreaming at the Local Level & Gaining Knowledge on the European Charter for Equality of Women and Men in Local Life**, UNWomen Kosovo | Pristina
- 2023 **Talk like TEDx - From offline storytelling to stage presence**, NGO Academy | Vienna, Austria
- 2022 **International Training Program on Gender-based Violence**, Kvinna till Kvinna | Stockholm, Sweden
- 2021 **Social Innovation and Management Programme**, NGO Academy | Vienna, Austria

PUBLICATIONS

- 2022 Avdyli, Brikena. "Sexual violence as a weapon of war - support to victims and survivors," UN Agora Blog. Konrad-Adenauer-Stiftung New York.
- 2022 Avdyli, Brikena. "One in three women experience violence," Vicinities chronicles. Okruzenje.
- 2021 Avdyli, Brikena. "Marginalized groups: From burden to resource," Europe House Kosovo.
- 2020 Avdyli, Brikena and Ilirjana Geci, "Training Manual: Diversity and Inclusion of Vulnerable Groups in the Labor Market," Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.
- 2018 Avdyli, Brikena. "The Habit of Civic Activism: Curricula for Information Education of Youth on Activism," Initiative for Progress.
- 2016 Atherton, Thomas, Driton Qeriqi, and Rina Vokshi. Edited by Brikena Avdyli and Leon Malazogu "Manual for Gender Equality in Electoral Processes," Democracy for Development.
- 2016 Avdyli, Brikena. Edited by Alan Wall. "Superchanger's Guidebook to Community Development," International Foundation for Electoral Systems.
- 2015 Avdyli, Brikena. Edited by Alan Wall. "Women's Inclusion in Election Management Bodies," International Foundation for Electoral Systems.
- 2015 Avdyli, Brikena and Alan Wall. "Election Staffing by Gender at June 2014 National Elections in Kosovo," International Foundation for Electoral Systems.

MEMBERSHIPS

- Present **Member of the Board**, The Ideas Partnership | Pristina, Kosovo
- 2015-2018 **Member of the Board**, Kosovo American Education Fund Alumni Association | Pristina, Kosovo
- 2014-2015 **President**, Youth Council of the U.S. Embassy in Kosovo | Pristina, Kosovo
- 2013 **Organizational Advisor**, TEDxPristina Women | Pristina, Kosovo
- 2012-2013 **Friday Forum Coordinator**, AU Int. Development Program Student Association | Washington D.C., U.S.A

LANGUAGES

- Albanian – Native
- English – Fluent
- Serbian – Basic knowledge