



CURRICULUM VITAE

ANNE CASTLETON, Ph.D.

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RESULTS and ACHIEVEMENTS

- Subject matter expert for *Toward Resilience: Principles in Practice* (Dec. 2014) – a 75 minute online eLearning course offered by the *Disaster Ready Initiative* of the Cornerstone OnDemand Foundation.
- Co-led development of *Toward Resilience: A Guide to Disaster Risk Reduction and Climate Change Adaptation* (2013) and directed its successful international launch. The guide's timely relevance and our publicity resulted in more downloads in 5 months than a similar publication had garnered in 5+ years.
- Raised more than **\$12 million** from government donors for international emergency and resilience programs.
- Rescued and successfully closed Mercy Corps' \$1.3 million **DRRI** project (six \$150,000 risk reduction grants in 6 countries all with different objectives) funded by a complex corporate donor devolving their businesses.
- Led participatory, multi-agency Afghanistan national 5 year disaster risk reduction strategy for 3 INGOs¹

SUMMARY OF QUALIFICATIONS

Energetic, well organized, strategic and collaborative project manager/coordinator (15 years)

- See bullets 2, 4, 5, above
- Chaired InterAction's² DRR Working Group and led its strategic planning process
- Project Leader, Roche's Global HR Intranet Portal Feasibility Study

Detailed, analytical researcher, monitor, and program designer

- Created DRR Monitoring & Evaluation framework for CARE Nederland
- Used participatory methods to design field program M&E plans (Nicaragua, Kenya, Afghanistan)
- Director of Research and Planning for US-based media market research firm
- Used discriminant analysis (quantitative statistical clustering method) for Ph.D. dissertation

Skills

- **Training/Speaking:** field staff trainings, public speaker/media spokesperson, coaching
- **Meeting/group facilitation:** chairing, seminar leader, focus groups, small group discussions
- **Languages:** native English speaker, conversational German and Spanish
- **Computer:** *proficient* with Word, Excel, Outlook, PowerPoint; *familiar* with Project, Access, content management systems, SAS, SPSS, photo & video manipulation programs,
- **Internet social media:** Personal blog, Facebook, Twitter, LinkedIn

EDUCATION

Ph.D. *University of Utah*, Communication, 1995
M.A. (A.M.) *Brown University*, American Civilization, 1986
B.S. *Brigham Young University*, Education, 1975

¹ INGO – International Non-Governmental Organization (e.g., Mercy Corps, Save the Children, CARE, Oxfam)

² InterAction is the umbrella organization for US international facing NGOs

SELECTED PROFESSIONAL WORK EXPERIENCE

2009 – 2011, 2014 Project management, troubleshooting and Disaster Risk Reduction (DRR) consultancies

- **Disaster Ready Initiative** (2013–Dec 2014) Subject matter expert for *Toward Resilience* e-learning course
- **Mercy Corps (MC) Niger** (August 2014) Staff project startup advisor; developed \$333,000 gender proposal
- **MC Mongolia** (May/June 2014) Completed comprehensive detailed M&E plan for donor-funded program
- **MC Haiti** (Mar/Apr 2014) Developed and wrote \$750,000 US government DRR proposal
- **CRS Ethiopia** (Jan 2014) Developed \$12 million USAID integrated DRR and CCA consortium proposal
- **CARE Nederland** (2010/2011) Designed DRR Monitoring and Evaluation framework with indicators
- **Save the Children Afghanistan** (2009/2010) Created and field tested DRR training for program field staff, led and completed participatory 5 year national DRR strategy and created/submitted 3 successful proposals
- **CWS Haiti** (Jan/Feb 2010) Haiti Earthquake Response and program design for \$1 million program

2011 – 2013 Mercy Corps / Portland, Oregon (international relief & development INGO)

Director of Disaster Risk Reduction: Led DRR strategy, designed DRR programs, represented MC globally

- Headquarters (HQ) project manager/budget owner for corporate funded \$1.3 million DRR project managing six sub-grants in Ethiopia, Tajikistan, Nepal, Colombia, **China**, Indonesia
- Mercy Corps' Agency Manager and DRR advisor to Emergency Capacity Building (ECB) Project³
- Co-lead for collaborative, participatory development, launch, and publication of ECB's *Toward Resilience*
- Steering Committee chair and convening agency host for Portland Earthquake Project (PEP)⁴

2005-2009 Church World Service (CWS) NYC & Washington DC (int'l relief & development INGO)

NGO and Government Grants Liaison: managed CWS' grants portfolio including compliance, financial/program reporting for \$5+ million USAID Cyclone Nargis (Myanmar); liaison to other INGOs, InterAction, and USG

2000-2004 F Hoffmann La Roche AG Basel, Switzerland (multi-national pharmaceutical corporation)

Human Resources (HR) Communications Manager, Corporate Communication: message development for *Winning for the Future* (internal change program); development of corporate social responsibility (CSR) strategy; wrote and produced an edition of Roche's global house organ (*Hexagon*)

Global i-HR Strategy Project Leader, Corporate Human Resources: Led a diverse project team of direct reports, seconded staff, and consultants to lay the political foundation to globalize and integrate Roche's HR IT systems. The global feasibility research team assessed potential for an HR intranet portal including applications for knowledge sharing, recruiting, performance management, e-learning, and succession planning

1997 – 1999 Mediconsult.com Toronto, Canada (virtual online consumer health info website startup)

Director of Community and Content Development: Managed operations & publications; managed 20+ individuals in three departments all working remotely (7 direct reports); and designed and led marketing projects for pharma

1996-97 WebMD (then Sapien Health Network) Portland, OR (consumer health website)

Breast Cancer Development Manager: Developed all aspects of consumer Breast Cancer Web site including: building national medical advisory board and relationships with strategic content partners; and developing competitive analysis, market research, and personal profiling requirements

1994-1995 Research Communications Ltd. Dedham, MA (media market research company)

Director of Research and Planning: led small, lean market research teams in turnkey process

- Led 3 - 4 person research teams and supervised field recruitment team (50+)
- Led focus groups for national media clients; prepared presentations of results and recommendations; developed questionnaires; supervised sample recruitment and quantitative data collection & analysis

³ ECB was a Gates-funded collaboration between Mercy Corps, Care, Save the Children, World Vision, Oxfam, and Catholic Relief Services

⁴ PEP was an awareness raising collaboration between Oregon Red Cross, Portland Bureau of Emergency Management, US Geological Survey and Mercy Corps

UNIVERSITY TEACHING EXPERIENCE

2010 Master's Program Instructor, Kabul Univ. eQuality Alliance MPPA (Kabul, Afghanistan)
1999-2000 Visiting Assistant Communications Professor, Portland State University (Portland, Oregon)
1987 summer Writing for Medical Researchers Rhode Island Hospital (Providence, Rhode Island)
1986-92 University teaching, U. of New Hampshire, Rhode Island College, U. of Rhode Island, Weber State U., U. of Utah - Public Speaking, Business Writing, Interpersonal and Organizational Communication

PUBLICATIONS

"Strengthening Government and Community Linkages to Save and Improve Lives. Good Practices in Action: Water-related Disaster Risk Reduction Initiative (DRRI-Water)." Mercy Corps, Portland, Oregon, 2013.

"[Trekking to see Colombia's flood recovery efforts](#)" Mercy Corps blog, May 9, 2012.

"Making Connections: Linking Local Government with Communities and Schools: a case study on community-based DRR and local government capacity building in West Sumatra, Indonesia." Mercy Corps, Portland Oregon, 2011.

"Where do we stand? – Results of the first U.S.-based NGO Baseline Disaster Risk Reduction Survey" in Monday Developments. InterAction: Wash. DC, April 2008, Vol. 26 No. 4, pg. 6-7.

"Relational Control and Physical Aggression in Satisfying Marital Relationships" in Dudley D. Cahn & Sally A. Lloyd (Eds.) Family Violence from a Communication Perspective. Sage Publications: Thousand Oaks, CA, 1996, pp. 218-235 (with L. Edna Rogers & Sally A. Lloyd).

"Relational Communication, Relational History, and Affect: A study of couples who differ on levels of Marital Adjustment and Physical Aggression." Unpublished dissertation, UMI, Ann Arbor, Michigan, 1995.

"Speaking out on Domestic Violence" in Dialogue – A Journal of Mormon Thought. June 1990. Vol 23, no 3, page 90-99.

"Utah's Mormon Women: Western Individualists or Traditional Wives and Mothers?" in Frances Kobrin Goldscheider and Calvin Goldscheider (Eds.) Ethnicity and the New Family Economy. Westview: Boulder, CO 1989, pp. 93-109 (with Frances K. Goldscheider).

SELECTED PRESENTATIONS, SEMINARS, INTERVIEWS, and PANELS

"[Interview with Anne Castleton on Toward Resilience – Principle in Practice](#)" Disaster Ready blog, Dec. 17, 2014. (interviewee, editor)

*"Introducing **Toward Resilience** – A practical guide to Disaster Risk Reduction and Climate change Adaptation"* **UNISDR Global Platform** Ignite Stage, Geneva, Switzerland 21 May 2013. (presenter)

*"Water and Disaster: Innovative Collaborations can Mitigate Risk: **World Water Week 2011, Stockholm Sweden***, 21 August 2011. (panelist and moderator)

"DRR Conversations: preparing for the Global Platform" **PreventionWeb and Global Network of CSOs in DRR (GNDR)**, Mar-May 2011. (online dialogue moderator and rapporteur for **UNISDR GP** session)

"Looking Ahead: Natural Disasters, Protection and Climate Change." **Brookings Institution**. Washington DC, September 16, 2009. (invited panelist)

“Disaster Risk Reduction: Challenges and Successes in applying the Hyogo Framework.” **InterAction Forum**. Washington DC, July 2009. (panel organizer and moderator)

“Can studying statistics and research methods prepare you to work in International Development?” **University of Utah graduate program brownbag seminar**. Salt Lake City, Utah, Jan 2009. (presenter)

“Safer Communities through Disaster Risk Reduction: The Cost (and Savings) of doing Business” **InterAction DRR Day event**. Washington DC, October 2008. (panel organizer)

“Disaster Risk Reduction: A front line defense against climate change and displacement” **InterAction DRR Day event** (Brookings Institution co-sponsor). Wash. DC, Oct. 2007. (panel organizer)

SELECTED PROFESSIONAL TRAINING

- *Social Media for Natural Disaster Response and Recovery* (Nov. 2014), Portland, OR **NDPTC/FEMA**
- *Strategic Planning Training* June 2013, Portland Oregon **Technology of Participation (ToP)**
- *Facilitation Training* June 2012; Portland Oregon **ToP**
- *CPR, AED, First Aid Recertification course Fall 2012, Portland, OR, American Red Cross*
- *Project manager certification*, November 2011, online **PMD PRO**
- *InterAction Advocacy Workshop* May 5, 2008, Washington DC
- *Outcome Mapping M&E Workshop* Dec 4-7, 2006, Lebensgarten, Steyerberg, Germany **IIFAC**
- *USAID Administrative Compliance Requirements* Oct 30-31, 2006 Washington DC, **CPM**
- *Seeking USAID Grants & CAs* Oct 17-19, 2006 Washington DC, **CPM**
- *Coaching for Performance* April 2004, Maien, Germany **Lane4**
- *Fundamentals of Finance for non-financial managers* Sept 2003, Brussels, Belgium **MCE**
- *Strategic Intranet Planning* – Dec. 2001, July 2002, *Conference Chair* May 2003, London, **IQPC**
- *Roche Insights: Exec. Leadership Training* January 2003, Buonas, CH **London Business School**

VOLUNTEER ACTIVITIES

- 2012 – present** *No Mercy*, recreation league soccer team player, *Portland, Oregon*
- 2011 – present** *Beaverton Community Band*, flute player, *Beaverton, Oregon*
- 2010 – present** *Portland Revels*, nonprofit board of directors, *Portland, Oregon*
- 2010 – present** *Community Emergency Response (CERT)*, volunteer, *Beaverton, Oregon*
- 2008 – 2009** *Virginia Medical Reserves*, trained volunteer, *Alexandria, Virginia*
- 2008** *Obama presidential campaign*, volunteer, *Alexandria, Virginia*
- 2003 - 2004** *Church World Service*, focus group facilitator and case study research on HIV/AIDS Stigma and Discrimination *New York City, Sierra Leone, Armenia, India*
- 2002 – 2005** *Roche Blasorchester*, flute player, *Basel, Switzerland*
- 2001 – present** *Brown University*, alumni volunteer: networking with current students/alumni; book club coordinator; interviewing prospective students, *Oregon, Washington DC, Switzerland*
- 1999 - 2000** *Greenhouse Network* speaker coach / climate change advocacy communication consultant, *Portland, Oregon*
- 1999 - present** program design / strategic planning /fundraising advisor to NGO startups, *global*
- 1995 - present** *San Lucas Tolimán Parroquia* volunteer: created / funded fundraising brochure; created after-school art and music program; medical translator; child/family sponsor, *Guatemala*

PROFESSIONAL REFERENCES

Linda Poteat – most recently Interim director, SPHERE Project

I have worked with Linda since 2006 when she worked at InterAction and I was a member and later chair of the InterAction Disaster Risk Reduction (DRR) Working Group. I worked with her again when she led the Emergency Capacity Building Project⁵ and I was Mercy Corps' ECB Agency Manager and ECB DRR advisor.

lindapoteat@gmail.com

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Mobile +1 (202) 744.8838

Skype: lindapoteat

Amy Hilleboe - Senior DRR Project Manager, Catholic Relief Services

Amy and I have been DRR colleagues since 2007 on the IA DRR Working group. We worked closely together to produce *Toward Resilience: A Guide to Disaster Risk Reduction and Climate Change adaptation* (published as part of the ECB project). Amy and I led the creation of *Toward Resilience*. I was responsible for working with the publisher, for publicity and distribution, and for coordination of reviews and launch activities with the other participating ECB agencies and field consortia (Niger, Bangladesh, Indonesia, Bolivia, Horn of Africa).

Amy.hilleboe@crs.org or amy.hilleboe@gmail.com

Mobile: 410.807.0003

Skype: ahilleboe

Michael Bowers, Senior Director of Strategic Response and Global Emergencies, Mercy Corps

As Mercy Corps Director of DRR, I was on the SRGE team working for Michael for 2+ years (mid-2011 – Dec 2013). He is often deployed, so try email first and if you can't reach him, Angela Owen, his assistant can track him down (aowen@mercy Corps.org, +1.503.887.1136 (mobile), SKYPE: angelaowen)

SKYPE: michaelowers

EMAIL: mbowers@mercy Corps.org

503 887 8538 (mobile)

881 622 461 218 (sat phone)

⁵ ECB Phase II (2008-2013) was funded by Gates Foundation, ECHO, USAID/OFDA as well as the six INGOs that made up the consortium: Mercy Corps, Save the Children, CARE, Catholic Relief Services, Oxfam, and World Vision International (www.ecbproject.org).