

## Irène Sesmaisons

### Trainer (Human Resources Management-Funders-Partnerships and capacity building) Local Civil Society Organizations capacity building expert / Project evaluator

20 years of experience in the management of non-for-profit organizations

[irene@efiscens.com](mailto:irene@efiscens.com)

French (mother tongue) / English (Bilingual)

Spanish (read, spoken) / Russian (spoken)

#### SKILLS

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- Management of non-profit organizations (NGOs and foundations)
- Co-organization and co-animation of participatory workshops/trainings (training action plans, 360 ° institutional diagnosis, strategic planning, economic model, exchange of good practices, action plan, SWOT)
- Mentor of social entrepreneurs (Senegal)
- Trainer in Leadership and Management, Financial management of humanitarian projects, Donors, strategic planning, institutional diagnosis, partnerships and capacity building
- Monitoring, evaluation and coordination of development projects in Africa (from conception to evaluation) in multiple fields: water and sanitation, sustainable agriculture, health, education, biodiversity protection, renewable energies, social entrepreneurship, microfinance
- Work experience in several countries with interlocutors/decision makers of all levels: State, international organizations, private sector, foundations, civil society, networks
- Mastery of funding and funders reporting procedures (foundations, EU, ECHO, USAID..)
- Proven ability to function effectively in a multicultural working environment

#### PROFESSIONAL EXPERIENCE

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Since Sept 2016  
Dakar



##### Director [Efiscens](#)

- monitoring/evaluation of projects ([PADEM](#), [ONGD](#), [Fondation de France](#))
- participatory capacity building workshops - institutional diagnosis, strategic planning, capitalization, partner seminar ([JED](#), [ONGD](#), [PPI](#), [Nebeday](#))

##### Associate Trainor [Bioforce Institute](#)

Local expert Senegal & Cabo Verde [Espelia](#)

Expert member of [AFECTI](#), [F3E](#), [Fond Ensemble](#), [Agency micro projets](#), [CEPF](#), ADEPF

International Advisory Council de [SOS SAHEL](#), administrative council [Lega Pace](#)

Mentor/coach [MakeSense Africa](#), [BridgeforBillions](#),

Sept 2015 – Jun 2016  
Dakar



##### Senior Consultant and Grants Department Director

[Tostan International](#), budget \$10 million, four-person team

- Reorganization of the grants department - budget of \$10 millions
- Implementation of new processes – human resources, program strategy, fundraising policy, budgeting, integrated approach -

Expert for the Fondation Ensemble and the Global Partnership for Social Accountability (World Bank) Evaluator: Evaluations ex post Senegal

Sept 2011- Aug 2015  
Washington DC



##### Mission Head – Relations with Civil Society

###### French Embassy in United States

- Reinforcement of cooperation between French and American civil societies
- Creation and management of an annual call for projects
- Conceptualization and publication of a newsletter (20 issues distributed to 1,600 subscribers)
- Publication of 4 reports the US' philanthropic landscape and 501c3
- Organization of events and thematic conferences with French and American partners
- Participation to 9 networks and working groups on the impact investing and social entrepreneurship, the strengthening of civil societies, the future of development (USAID, Interaction), the evaluation and the philanthropic action's effectiveness

Expert for Fondation Ensemble, the Global Partnership for Social Accountability (World Bank), and the Critical Ecosystem Partnership Fund

Evaluator: Protos/Haiti, PADEM/Senegal, strategic consulting (Epic Foundation, Apprentis d'Auteuil)

2004 to July 2011  
Paris



#### **Director**

#### **FONDATION ENSEMBLE, annual budget of € 3 millions – three-person team**

- 133 projects funded in seven years, € 17.4 millions invested in the field, 1.7 million beneficiaries
- Mission, vision and strategy conceptualization; establishment of procedures
- Creation and monitoring of a Committee of 30 experts
- Over 700 projects analyzed, between 10 and 15 supported projects each year
- Creation of communication tools: website, 20 published newsletters along with 15 technical datasheets, 17 capitalization forms and 6 annual reports
- Identification and follow-up missions on the field in all of the foundation's countries of intervention
- Development of partnerships with institutional agencies, creation and shared animation of a network of foundations
- Responsible for the strategy, results and projections before the Executive Board and Bureau
- Representation of the Foundation and participation to group works in France and Europe
- Member of the PPI/FFEM/IUCN program Selection Committee

2000 - 2004  
Rabat and Dakar



#### **COO**

#### **ENDA Maghreb , Annual budget of Dirham 1 million - Team of 35 people**

- Reorganization of Enda Maghreb: transparent financial management, human resources management
- Development of programs and partnerships with new funders
- Coordination of field programs and missions in partnerships with local associations
- Representation of Enda Maghreb and lectures at seminars/conferences (Belgium, Dominican Republic, Senegal), animation of the RIOD network
- Within Enda's Third World work group: proposals for a new strategy

2000 - Berlin

#### **ATD Quart Monde**

1993 - 1997  
Paris

#### **Responsible for financial monitoring of development programs Inter Aide**

- Conceptualization, preparation and monitoring of financial programs in India and Ethiopia (field visits)
- Responsible for these programs of relationships with the donors

1992 - 1993

**Institut Français in Ukraine** (Creation of the department linked to French cinema) - Kiev

1989 - 1991

**Union for the funding/financing of French Cinema** (Mission head, SOFICA) - Paris

## **DIPLOMAS AND CONTINUING EDUCATION**

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### Continuing education

- Training of trainers for humanitarian action, Bioforce Institute, 2018
- Support/care for persons in precarious situations, 2017
- Gender Equality and Development - Women's Economic Empowerment, World Bank, e-learning, 2014
- CCSD courses Fragilities and Conflicts / World Bank / Senegal, 2013
- Optimizing communication skills in a professional context (C.N.V.), 2010
- English training GoFluent
- Certificates "team coaching" and "communicating and public speaking", Dale Carnegie, 2004

1989

Master's Degree in Economics (UNIVERSITE PARIS II)

### Computing skills

Word, Excel, website creation and management, Constant Contact, social networks

## RECENT PUBLICATIONS

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### *Efiscens*

<http://alternatives-humanitaires.org/fr/2020/11/22/limpact-de-la-covid-19-sur-les-organisations-de-la-societe-civile-africaine/>, décembre 2020

[Entrevue avec Irene Sesmaisons, la philanthropie en Afrique racontée par des acteurs d'expérience](#), sept 2020

[Paysage des OSC africaines 2019](#), Janvier 2020

Retours sur le forum "Sahel, cap vers une agriculture familiale", Juin 218

[http://www.sossahel.org/wp-content/uploads/2018/05/Actes-Africa-Days\\_SQS-SAHEL-final.pdf](http://www.sossahel.org/wp-content/uploads/2018/05/Actes-Africa-Days_SQS-SAHEL-final.pdf)

### *Mission for relations between French and American CSOs*

[501\(c\)\(3\) and issues related](#) - Mars 2015 -, [Fondations et agences gouvernementales américaines actives en Afrique](#) - Dec 2013 -, [American Grants allocated to French CSOs](#) - Dec 2012 -

### *Fondation Ensemble*

Newsletters : <http://www.fondationensemble.org/publications/newsletters/page/2>

Technical datasheets : <http://www.fondationensemble.org/publications/technical-factsheets/page/3/>

## PERSONAL INTERESTS

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WOMEN IN AFRICA: <https://wia-initiative.com/wia-club/irene-serot-almeras/>

CONNECTAID: <https://connectaid.com/fr/member/109-irene-sesmaisons>

Devex: <https://www.devex.com/people/irene-s-1511885>