

CURRICULUM VITAE

1. **Last Name** : SESMAISONS
2. **Name** : IRENE
3. **Date of birth** : November 6, 1966
4. **Nationality** : French
5. **Residence** : Senegal
6. **Education** :

Institution [Date]	Diploma(s) obtained
University of Paris II	Master's degree in economics

Other relevant training:

Collège de Paris Développement Programme DCAF 2025 (remote)	Skills Development for Training Leaders
Bioforce Institute, 2018	Training of Trainers in Humanitarian Action
CNAM 2017 distanciel	The words linked with management of human resources

7. Language skills (per skill from 1 to 5, with 1 being the maximum):

Languages	Read	Spoken	Written
French	1	1	1
English	1	1	1
Spanish	2	3	4

8. Member of professional organizations:

- F3E, Coordination Sud, Afecti
- Development Aid, Devex, Expertise France, Nivas, Forhom
- College of experts FORIM, Micro Projects Agency
- Board member Planète Enfants & Développement, AFECTI

9. Other Knowledge:

- Support for people in precarious situations, 2017
- Gender Equality and Development - Women's Economic Empowerment, World Bank, 2014
- CCSD Fragility and Conflict Course / World Bank / Senegal, 2013
- Optimizing Communication in a Professional Context (C.N.V.), 2010
- GoFluent English Training

10. Current Employment:

- Director of EFISCENS, www.efiscens.com
- Associate Trainer Bioforce Institute Dakar, <https://www.bioforce.org/bioforce/notre-organisation/reseau-de-formateurs/irene-sesmaisons/>
- Trainer Master 2, 3A Lyon and Toulouse "Sustainable partnerships and consortia"
- Member selection committees for CEPF, Agence micro projets, PRA/OSIM

11. Years in the company:

8 years

12. Main Qualifications:

- Animation and development of adult training, animation and development of participatory workshops
- Civil society capacity building – participatory institutional diagnostics, concerted action plans, training plans, strategic planning, development of the theory of change –
- Monitoring and evaluation of change-oriented programmes
- 20 years of experience with civil society: NGO management (Inter Aide, enda Maghreb, Tostan), creation and direction Fondation Ensemble, direction of the civil society service of the Embassy of France in the US, direction Efiscens
- Monitoring and Evaluation of development programs in Africa (from design to evaluation) in training, education, inclusive education, water and sanitation, fight against violence against women, sustainable agriculture, renewable energy, social entrepreneurship, microfinance,
- Report editing, « [Mobilization of resources by National NGOs](#) », « [Localisation West Africa Save the Children](#) », « [Piloter le changement, comment suivre et évaluer les appuis au renforcement des capacités](#) »
- Member of several project selection committees : PRA/OSIM, LaGulde,
- Coach social entrepreneurs MakeSense Afidba, Bridge for Billions
- Experience in several countries with interlocutors/decision-makers at all levels: State, international organizations, private sector, foundations, civil society, networks (creation and management).

13. International Experiences:

Country	Dates	Country	Dates
Senegal	Resident since 2015, and previously missions between 2003 and 2011	Mali	Numerous missions between 2004 and 2009
Cape Verde	Regular missions between 2019 and 2022	Gambia	Mission in 2018
Morocco	Between 2000 and 2004 (resident)	Benin/Togo	Missions between 2004 and 2011, 2025
Burkina Faso	Numerous missions between 2004 and 2011 and new mission in 2019	Niger	Mission in 2019
Madagascar	Missions between 2004 and 2011	Malawi	Missions between 2004 and 2011
India	Missions between 2004 and 2011	Haiti	Evaluation mission 2014
Ethiopia	Missions between 2004 and 2011	India / Cambodia	Missions between 2004 and 2011
United States	Between 2011 and 2015 (resident)	Peru/Chile/Bolivia	Missions between 2004 and 2011

14. PROFESSIONAL EXPERIENCE:

Date	Place	Client/Company	Position	Description
2025	Remote	3A Lyon and Toulouse	Trainer (8 days)	Design and delivery of the “Equitable partnerships and consortiums” training course for participants in the “Managing national and international projects for organizations” Master's program
May 2025	Dakar	Bioforce	Trainer (2 days)	Design and delivery of the « training of trainers » training course for Bioforce' trainers
Janv 2025	Afrique francophone	-	Toolkit Mobilization of resources (104 pages)	How does this work benefit national NGOs? It gives them an overview of the possibilities available to an NGO to mobilise financial resources. It also shows how an organisation should prepare for a sustainable resource mobilisation strategy ; detailing what needs to be included in a such a strategy and highlighting the many ways to raise the resources needed to implement projects, in addition to traditional fundraising. <i>English and French Version</i>
Since 2017	Senegal	Bioforce Institute Dakar	Associate Trainer Participants Francophone Africa 2 800 hours (400 days)	Designing materials, structuring teaching scenarios, delivering training courses, Distance and/or face-to-face, English/French Participants from Chad, Burkina Faso, Mali, Senegal, Benin, Cameroon, Guinea, etc. Themes: Partnership and capacity building / Time management / Resource mobilization / Funding cycle / Donors / International donor landscape / Leadership and human resource management / Training of trainers - Dakar ephemeral campus October 2023 'Partnerships in international aid' with participants from Madagascar, Burkina Faso, Cameroon and Benin - Training courses on the financial management of humanitarian programmes in Niger and Senegal - Master's Degree in Humanitarian Project Management CGU Jordan
Since 2020	Senegal	Padem / Ministry of Foreign Affairs - Luxembourg	MEAL expert (150 days)	- Support to partner CSOs since CA1: regular monitoring, strengthening of governance, concerted development of specific management tools (cost accounting, HR procedures, security procedures, etc.). - Cross-cutting evaluation JED/AGR (2024) - Development of monitoring tools and overall statistics after 6 years of projects - Development of a cross-cutting training plan for PADEM partners, financed by the Luxembourg Ministry of Foreign Affairs. - Development of a transversal training plan - Preparation of project documents for presentation of the future AC3 (8 projects)
2025-2027	Sub region	IUCN / PPI / ALTAI	Evaluation expert 38 days	Unrestricted funding and capacity building, 11 CSOs. Missions on the field Cabo Verde, Cameroun and Benin. Organizational diagnosis, action plans, evaluation of changes
2024	Sub region	-	Research and analysis	In-depth analysis of the funding challenges, opportunities and key strategies for local NGOs to secure sustainable funding. This guide gives key lessons on resource mobilization for national NGOs in the Sahel . It also urges donors, policymakers and NGOs to work together to rebalance funding in favor of local solutions in the Sahel.... and much more,
Dec 2024	DRC, Mali	USAID	Assessor	Review of 43 project proposals for the « Locally Led Humanitarian Assistance Prize Competition 2024 »
Nov 2024	Senegal	APIT / HAMAP	Expert organizational assessment	Development of training materials, participative organizational diagnosis of the APIT-Humanitarian-Development organization and establishment of a concerted action plan
May 2024	Senegal	ACF	Trainer 8 days	“Funders and Project’ writing Development” ;, facilitation of a 4-day training on mobilization of resources by national NGOs
In progress	Sahel Region	Expertise France Sahel Gender Fund	Trainer 30 days	Development, facilitation of 4 modules and support of 8 CSOs in the creation of their resource mobilization plan
2023	Sahel Region	Alima / Sahel partners	Expert, diagnosis and strategic support 25 days	Creation of tools and realization of several organizational self-diagnoses and specific partnership self-diagnoses. Co-construction of related action plans. NGOs from Mali, Chad, Burkina Faso, Niger, Cameroon
October 2023	Sub-region	PPI / IUCN	Expert in Diagnosis and Strategic Support 10 days	Carrying out a participatory organizational diagnosis (network of members from the sub-region)
June – July 2023	Sub-region	Caritas International	Local Change Assessment Expert 8 days	Senegal expert integrated into the qualitative evaluation team of the APPROCHE program, evaluation of change (Togo, Senegal)
May 2021 – May 2023	Senegal	Partners of the Ministry of Foreign Affairs of Luxembourg in Senegal / Play International	Local Capacity Building Expert and Trainer	- Setting up a cross-disciplinary training plan for PADEM's partners, with funding from the Luxembourg Ministry of Foreign Affairs. - Training also provided and delegation of training to partner trainers

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			25 days	- Participation and development of materials for the Play International Partner Seminar Senegalese CSOs
2022	Sub-region / Distance learning	B.O.M / Lux Dev	Trainer of Trainers 3 days	Design of materials, articulation of the pedagogical scenario, animation of training courses Training of trainers with a specific component on monitoring and evaluation of capacity building projects Participants from Niger, Burkina Faso, Mali and Senegal
December 2022	Senegal	Save the Children	Local Expert Localization 6 days	Participation in the seminar on Save the Children's future localization policy and submission of the report " What localization strategy Save the Children West and Central Africa "
Early 2021 - May 2022	Sub-region	Espelia	Local Expert Capacity Building CSOs 35 days	Participation in work related to the reflection on the monitoring and evaluation of capacity building programs for public actors in West Africa. Collective work " Steering change, how to monitor and evaluate support for capacity building? " Participants from Niger, Burkina Faso, Mali and Senegal
2022		Chanel Foundation	West Africa Strategy Expert 12 days	Study and comments on the Chanel Foundation's future Africa strategy
2020 and 2023	Senegal	Small Initiatives Programme/IUCN	Local CSOs Capacity Building Expert 9 days	- Realization of an institutional diagnosis and a concerted action plan for the FENAGIE PECHE network - Realization of an institutional diagnosis and a concerted action plan for the AJAC network (young farmers of Casamance) Creation of tools, then facilitation of seminars, writing of the report and sharing for the implementation of an action plan Method implemented: 360° diagnosis - organization, institution, methodology, administrative and financial management -, associated with a complete SWOT method and establishment of a related action plan
Since 2018	Senegal	SOS SAHEL	Senior Expert	Member of the International Board of SOS SAHEL Support for the development of the 2030 strategy "A better Life" Organization of an international seminar on the theme of family farming bringing together farmers' organizations from the sub-region and institutional and private donors operating in the Sahel region, drafting of documents related to this workshop and in particular the proceedings of the workshop
2020	Sub-region	ADEPT	Senior Expert	Analysis of projects proposed by West African diaspora associations, aimed at strengthening local capacities in their countries of origin
2019	Senegal	Fondation de France / Near East Foundation	Local Expert Evaluation	Mid-term evaluation of the JAFOWA (Joint Action for Farmers' Organizations in West Africa) programme
2019	Sub-region	EPIC AFRICA	Location Expert	Participation in the drafting and proofreading of the report "The African CSO Landscape in 2019" based on a questionnaire proposed to more than 1,000 CSOs, including a section summarizing the advice that NGOs offer to donors to help them strengthen their capacities
2019	Senegal	NGDO	Local Expert Capacity Building	Co-construction of a multi-partner seminar from civil society in Niger, Senegal and Bolivia, with the participation of NGO members from Luxembourg. Capacity building workshop for partners.
2019	Senegal	Balances and Populations	Local Expert Capacity Building	Analysis of the implementation of the intervention strategy of the NGO JED over the last five years. Collaborative strategic planning over the next five years. Creation of tools and facilitation of two seminars
2018	Senegal	Talent2Africa	Senior Recruitment Expert	Recruitment of two managers for Meridian West Africa
2018	Senegal	SOS SAHEL	Senior Expert	Drafting of the terms of reference, organization of the seminar "Sahel, Towards family farming"
2015 - 2016	Sub-region	Tostan	Senior Expert	- Reorganization of the grants management department – \$10 million budget - Implementation of new processes – proposal for reorganization of the Board of Directors, HRM, program strategy, fundraising, budgeting, integrated approach - - Team building activities and creativity meetings - Expert for the Ensemble Foundation, the Global Partnership for Social Accountability (World Bank)
2011 - 2015	USA France	Embassy of France in the United States	Civil Society Relations Officer	- Strengthening cooperation between French and American civil societies - Creation and management of an annual call for projects (4 projects funded per year) - Conceptualization and publication of a newsletter (20 issues distributed to 1,600 subscribed structures) - Publication of 4 reports on the American philanthropic landscape and 501c3 - Organization of thematic events and conferences with French and American partners - Participation in 9 networks and working groups on impact investing and social entrepreneurship, strengthening civil societies, the future of development (USAID, Interaction), evaluation, effectiveness of philanthropic action

Date	Place	Client/Company	Position	Description
2004 - 2011	Paris many missions	Together Foundation	Executive Director	- Water/Sanitation, Sustainable Agriculture: 133 projects financed in seven years, €17.4 million invested in the field, 1.7 million beneficiaries. - Management procedures, recruitment and management of a team - Facilitation of seminars/round tables on donor strategies (identification/monitoring/evaluation) - Creation and follow-up of a committee of 30 experts - More than 700 projects analyzed, between 10 and 15 projects supported each year - Creation of communication tools: website, 20 newsletters published as well as 15 technical sheets, 17 capitalization sheets and 6 annual reports - Identification and follow-up of projects in the field in all the countries where the foundation operates - Development of partnerships with other foundations, institutional agencies and NGOs - Responsible for strategy, results and projections before the Board of Directors and the Board - Representation of the foundation and participation in working groups in France and Europe, ongoing relations with Admical, the French Foundation Centre, the European Foundation Centre - Member of the selection committees of the PPI/FFEM and CFSI/FdF programs
2000 - 2004	Senegal	Enda	Assistant Director	Reorganization of Enda's branch in Morocco Participation in the Committee for the Reorganization of the Third World, entities in Senegal and entities in the rest of the world.

15 Other relevant information : publications

Efiscens

[Resource mobilization by national NGOs, French-speaking countries in the Sahel](#), December 2024

[Save the Children West and Central Africa](#), January 2023 (English and French version)

[Steering change, how to monitor and evaluate capacity building support?](#), March 2022

[alternatives-humanitaires.org/fr/2020/11/22/limpact-de-la-covid-19-sur-les-organisations-de-la-societe-civile-africaine/](#), December 2020

[Interview with Irene Sesmaisons, Philanthropy in Africa as Told by Experienced Actors](#), Sept 2020

[African CSO Landscape 2019](#), January 2020

[Feedback on the forum "Sahel, heading towards family farming"](#), June 218

http://www.sossahel.org/wp-content/uploads/2018/05/Actes-Africa-Days_SOS-SAHEL-final.pdf

Civil Society Relations Mission

[501\(c\)\(3\) and issues related](#) - March 2015 -,

[U.S. Foundations and Government Agencies Active in Africa](#) - Dec 2013 -,

[American Grants allocated to French CSOs](#) - Dec 2012 -