

NARDOS UQUBAY

GENDER, ADMIN AND TRAUMA HEALING SPECIALIST

CONTACT

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Ethiopia

EDUCATION

ADDIS ABABA UNIVERSITY

- BSc in Nursing (CGPA = 3.74)

ETHIOLENS COLLEGE

- MSC in Public Health (CGPA = 3.8)

ADMAS UNIVERSITY COLLEGE

- BA in Management (CGPA=3.88)

SKILLS

- Gender, SGBV, and Disability Inclusion
- Gender and disability analysis
- Project management (planning, monitoring, reporting)
- Partnership building and management
- Communication and reporting
- Community mobilization and engagement.
- Post-conflict environment experience.
- Communication with local networks and Referral Pathway
- Ensure Safeguarding in all activities

PROFILE SUMMARY

A highly skilled Gender, Protection and Trauma Healing Specialist with over eight years of experience in humanitarian settings. Uniquely combines a Health and Sociology background with expertise in GBV case management, disability inclusion, and protection program leadership. Demonstrated success in representing organizations at high-level protection cluster meetings and advocating for vulnerable populations with UN agencies and government bodies. Possesses direct field experience performed in community-based settings, often dealing with sensitive social issues requiring empathy, resilience, and discretion. Adept at managing projects, training teams, and coordinating with diverse partners, with a deep commitment to providing survivor-centered, trauma-informed care.

WORK EXPERIENCE

Adidaero Primary Hospital (Public)

Head, COVID-19 prevention and isolation,
Emergency, Scrub, Inpatient and OPD

2 years

- Managed and coordinated multiple hospital departments, ensuring efficient service delivery and developing protocols for diverse and vulnerable patient populations.
- Supervised and trained multidisciplinary health teams on infection prevention and patient care standards during a high-pressure public health emergency.
- Oversaw resource management and strategic planning to enhance the hospital's capacity to respond to community health needs.

FH (INGO)

1 year

Social worker and Case Manager

- Provided comprehensive, survivor-centered case management for Gender-Based Violence (GBV) survivors, including psychosocial support and safety planning.
- Providing Remote PSS and Consulting to Survivors
- Established and maintained confidential referral pathways with health, legal, and community service providers to ensure holistic support.
- Maintained accurate case files and contributed to reporting on GBV trends and service delivery gaps to inform program strategy.

MSF Belgium and Holland (INGO)

Referral & NICU Nurse

1 year and 2 months

- Perform comprehensive patient assessments for children and adults, identify early signs of clinical deterioration, and initiate timely interventions
- Maintain referral registers, data quality, and timely reporting to supervisors.
- Strengthen referral linkages between community, primary care units, and hospitals.
- Provide immediate medical care and stabilization, including treatment for injuries, managing pain, and offering emergency reproductive or mental-health support for IPV Women and girls

- Policy analysis and action planning
- Training and capacity building
- Knowledge management (documenting and sharing lessons learned)
- Gender-responsive conflict analysis
- Referral pathway development for survivors
- Assessment with FGD, interview
- Stakeholder consultation and facilitation
- Advocacy and event support
- Systems thinking and innovative problem-solving
- Adaptability and resilience under pressure

LANGUAGES

- English: Fluent
- Amharic: Native
- Tigrigna: Native
- Arabic: Basic

TRAININGS

- I Know Gender: An Introduction to Gender Equality – UN Women Training Centre
- Disability Inclusion in Humanitarian Action – Kaya Connect
- Certificate of Trauma Informed Leadership, Hingo
- Certificate of First aid and security, PIE
- Conflict Management EIP
- PSS, MHPSS Hingo
- GBV Case Management UNFPA
- Girls shine, Safeguarding PSEA
- Project Management for Development Professionals (PMD Pro) – DisasterReady.org
- Monitoring and Evaluation in the Humanitarian Sector – Kaya Connect
- Training of SASA, MHPSS, GPM+ WVI

WORK EXPERIENCE

World Vision Ethiopia (INGO)

GBV Case Manager

6 months

- Conducted individual needs assessments with GBV survivors to develop tailored care plans addressing their safety and long-term recovery goals.
- Engaged with community leaders and women's groups to raise awareness about GBV services and promote a protective environment.
- Prepare Complain and feedback mechanisms report
- Provide logistical and administrative support before, during, and after workshops or trainings
- Utilized the GBV Information Management System (GBVIMS) for safe and ethical data collection, analysis, and reporting.

Plan International (INGO)

Supervisor, SGBV/CP Officer

6 Months

- Supervised a team of GBV and Child Protection officers, providing technical oversight to ensure adherence to international standards and best practices.
- Support the collection and organization of media content (photos, quotes, short videos) from field teams for donor visibility and social media use.
- Provide remote technical assistance to Officer (Gender, Social Affairs, Health, Justice) on GBV/CP policies, SOPs, referral pathways, and national action plans
- Coordinated integrated GBV and Child Protection interventions, strengthening referral mechanisms and collaboration between the two sectors.
- Compiled and analyzed team reports to monitor program progress, identify challenges, and contribute to donor and internal reporting requirements.

Ethiopian Peace Institute (EIP, NGO)

Trauma healing specialist

6 months

- Designed and facilitated specialized trauma healing and psychosocial support (MHPSS) programs for conflict-affected individuals.
- Maintain updated contact lists and calendars for key meetings and peacebuilding activities.
- Developed and delivered training on trauma-informed care and psychological first aid for frontline workers and community volunteers.
- Adapted therapeutic approaches to meet the specific cultural contexts and needs of diverse groups, including survivors of violence.

NMWEO

Senior Protection Officer

5 Months

- Conducted protection monitoring in conflict-affected communities to identify risks and analyze protection trends affecting vulnerable populations.
- Provided direct assistance and managed referrals for individuals with specific protection needs, including persons with disabilities and survivors of violence.
- Implemented community-based protection activities, including establishing community committees and conducting awareness campaigns on protection rights.