

# Beatriz Mallén Muñoz

## Inclusive Leadership & Organizational Development Consultant

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### PROFESSIONAL SUMMARY

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Inclusive leadership and organisational development consultant with over **11 years'** experience designing, managing, and leading complex **international programmes** in humanitarian and development contexts. Skilled in fostering **human-centred, collaborative** teams and strengthening organisational culture across **diverse, multicultural** environments. Experienced in international, multicultural contexts across Europe, the Middle East, Africa, and Latin America. Strong background in **strategic and operational programme management, partnership development, and adaptive leadership**, with a focus on **accountability, equity, and intercultural competence**.

Fluent in **English, Spanish and Catalan**, with working proficiency in **French and Norwegian**, bringing a global perspective to leadership, team development, and organisational growth.

- **Countries:** Bolivia, Israel, Lebanon, North-East Syria, Pakistan, Paraguay, Spain, South Sudan, Venezuela
- **Industries:** NGOs, international organisations, corporate sector, academia & research, social enterprises, business support organisations.

### PROFESSIONAL EXPERIENCE

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#### INCLUSIVE LEADERSHIP CONSULTANT, Eúnoia Leadership

From April 2024

- **Training:** Design and deliver training sessions, equipping professionals in **programme strategy and management, inclusive leadership, gender, diversity & inclusion and intercultural competence**.
- **Consultancy:** Conduct **in-depth organisational assessments** on inclusive leadership, diversity, inclusion and gender. Develop tailored **action plans** and provide follow-up support.
- **Leadership mentoring:** Deliver **one-to-one and group** mentoring for leaders, addressing specific challenges and fostering leadership effectiveness.

#### Examples of key assignments:

##### ✓ **Training:**

- International agri-food company: Talk on diversity and leadership
- Health foundation: Online webinars on Gender bias in the health sector, and Imposter syndrome in leadership + Workday on Leading with care and equality
- Local women's entrepreneurship programme: Workshop: "Authentic female leadership"
- International financial institution: 2-days online workshop: "High-impact projects"
- Humanitarian cooperative: In-person Master session: "Community engagement and health promotion in humanitarian interventions"
- International academic institution: 2-hour in-person workshop: "Women's Leadership: Breaking barriers and unlocking your potential"
- International academic institution: 1.5-hour in-person and online workshops: "Inclusive Leadership for a sustainable future"
- International financial institution: 2-days online workshop: "Ethical leadership"
- Local Association for Women in Business: In-person workshop on biases
- International IT company: Training: "Recruitment through a gender lens and implicit bias"

##### ✓ **Consultancy:**

- Small business: Providing recruitment consultancy with a DEI perspective.
- Local association of women entrepreneurs: Drafting a proposal on interculturality and entrepreneurship for a local grant.
- International institution: Supporting the development of onboarding and training courses for the Gender, Inclusion, and Diversity Management.
- International NGO: Proposal writing coordinator for a multi-country, multi-year Consortium.

##### ✓ **Mentoring:**

- Providing senior leadership mentoring to a medical specialist in Occupational Health to improve leadership skills and engagement in global health projects
- Provided senior leadership mentoring to the director at an international NGO focusing on leadership and career progression
- Career mentoring for an early career health professional, helping to navigate leadership development challenges and career progression

**SENIOR PROGRAMME MANAGER, ISGlobal | Bolivia and Paraguay****Sept 2021 – Dec 2023**

- Directed strategic implementation of a **USD 3.5M** COVID-19 response project across **39 health centres in Bolivia and Paraguay**, strengthening local health systems and community engagement in peri-urban and rural settings.
- Led **cross-functional coordination of medical, community outreach, administrative, and logistics teams**, ensuring aligned efforts and **capacity building** for both local and expatriate staff.
- Collaborated closely with **Ministries of Health and government authorities at local, municipal, regional, and state levels** to align project activities with national health priorities and ensure policy compliance.
- Guided a dedicated MEAL team, integrating monitoring, evaluation, and **lessons learned into adaptive programme adjustments** to maintain high-quality, evidence-based response.
- Managed **donor relations**, including budgeting, reporting, and compliance with Unitaid regulations, working alongside the finance manager to ensure financial accountability and strategic resource allocation.
- Spearheaded the organisation of a **regional 3-day workshop** in Panama to harmonize pandemic preparedness strategies across Latin America, fostering **multi-country collaboration among 30+ stakeholders**.
- Co-authored **4 scientific publications and 2 academic posters**, presenting evidence-based outcomes to international audiences, including a second-place award for a Pandemic Preparedness poster at the Epidemics<sup>9</sup> conference in Bologna (Italy).

**DIRECTOR OF PROGRAMMES, Project HOPE | Venezuela****April - Sept 2021**

- Provided strategic leadership as part of the **Senior Leadership Team**, adapting programme strategies to enhance impact during the COVID-19 pandemic in Venezuela.
- Directed a BHA-funded country programme (**USD 10M**), managing **60 multidisciplinary staff** across health, WASH, Community Engagement, Grants, Gender, Protection, and Capacity Building, supporting **36 primary health centres in 8 regions**.
- **Established and led new Gender and Protection departments**, developing proposals including a **USD 20M BHA** submission and UNFPA and private funding applications.
- Collaborated closely with the Country Director and Directors of Compliance, Grants, Finance, Admin, and Operations to produce high-quality, evidence-based funding proposals, doubling budget.

**PROGRAMME COORDINATOR, Action Against Hunger | Venezuela****May 2020 - March 2021**

- Coordinated **multi-sector humanitarian programmes** (Health and Nutrition, Food Security, Cash, WASH, Gender and Protection) worth up to **€5M**, ensuring compliance with donors including ECHO, GAC, GFFO, UNICEF, and AECID.
- Led **needs assessments and SWOT analyses** to inform programme strategy and design high-quality funding proposals, securing additional humanitarian funding.
- Built **partner capacity** by designing and delivering Humanitarian Project Management trainings to three local organisations, strengthening operational effectiveness.

**CONSORTIUM PROGRAMME MANAGER, Un Ponte Per - UPP | North-East Syria****Jan - Nov 2019**

- Directed a **\$10M OFDA-funded consortium programme** in **8 locations** in North-East Syria, delivering integrated health services across **21 facilities**, including hospitals and refugee health posts.
- Supervised a multi-disciplinary team of **29 staff** covering Emergency Health, Sexual and Reproductive Health, Maternal and Child Health, Mental Health, Community Engagement, MEAL, and Logistics.
- Led activation of **Rapid Response Mechanisms** within 24-48 hours for acute emergencies such as floods and fires in crisis-affected areas.
- **Mainstreamed Protection principles** throughout all programme activities to ensure safe and inclusive responses.

- HEALTH PROJECT MANAGER, Humanity & Inclusion - HI | North-East Syria** **Feb - Dec 2018**
- Directed **ECHO and GAC-funded health programmes** in Syria, including Physiotherapy, Prosthetic and Orthotic care, and Mental Health, managing a team of **30+ staff** across **5 locations**, including hard-to-reach areas and refugee camps.
  - Oversaw **programme quality assurance** and ensured **adaptive interventions** in response to shifting emergency contexts, working closely with the MEAL team to integrate learning into implementation.
  - Represented the organisation in **humanitarian coordination forums**, engaging with local authorities, partners, and NGOs to strengthen operational collaboration.
  - Designed and delivered **capacity-building trainings** on team and time management in emergencies, and effective written and oral communication, enhancing capabilities of national staff.
  - Co-developed and implemented a **community-based rehabilitation strategy** to strengthen inclusive health service delivery.
- CHP PROGRAMME MANAGER, Solidarités International - SI | Lebanon** **Oct - Nov 2017**
- Developed context-specific Community Health Promotion activities tailored for the **100,000 Syrian refugees** in informal settlements in Akkar Province, Lebanon, effectively managing a **UNICEF 4M €** budget, and its associated human resources and logistics.
  - Directed **19 local staff**, coordinating activities with the programme team and other departments to ensure efficient execution of initiatives. Reported to donors and represented SI.
  - Participated in the development of a national Health Promotion strategy.
- PROJECT MANAGER, Doctors Without Borders (MSF) | Pakistan and South Sudan** **May 2016 - May 2017**
- Developed and oversaw Information, Education, Communication and Health Promotion (IEC/HP) activities in **3 locations in Pakistan** and **2 locations in South Sudan** (including a refugee camp), managing cross-functional teams of **over 60 staff** in malaria, maternal and child health, tuberculosis, Hepatitis C, Mental Health, and other topics.
  - Monitored and evaluated results, adapting activities according to lessons learnt.
  - Defined annual strategies and budgets for HP activities in each location.
  - Coordinated with MSF departments and other NGOs and stakeholders.
- PROJECT MANAGER, Forcier Consulting | Juba, South Sudan** **May 2015 - Jan 2016**
- RSD COORDINATOR, African Refugee Development Centre | Tel Aviv, Israel** **Sept 2014 - Feb 2015**

## PROFESSIONAL TRAININGS

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<b>Design and implementation of Gender Equality Plans, PIMEC</b>	2024
<b>Gender Equity &amp; Social Inclusion in Project Management (GESI), USAID</b>	2023
<b>Managing diversity at work, Grup Pitàgora</b>	2023
<b>Endemic &amp; Pandemic Infectious Diseases, their Disruptive Impact in Society, ISGlobal</b>	2022
<b>Leadership Programme for Junior Women in Science, ISGlobal</b>	2022
<b>Nutritional Security, Action Against Hunger</b>	2020
<b>Public Health in Humanitarian Crises, Johns Hopkins University</b>	2020
<b>Managing Stress and Mental Health on Your Team, Cornerstone Foundation</b>	2020
<b>Mainstreaming Sexual Exploitation and Abuse Prevention and Response, InterAction</b>	2019
<b>Different Needs-Equal Opportunities: Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men, IASC</b>	2017

## EDUCATION

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<b>Master's in Management and Leadership of Non-Profit Organisations and NGOs</b>	
<b>+ Master's in International Cooperation, Esneca Business School, Spain</b>	2025 (ongoing)
<b>International Expert in Gender Equality and Opportunities, Catholic University of Murcia, Spain</b>	2024
<b>Master of Philosophy, Anthropology of Development, University of Bergen, Norway</b>	2014
<b>Bachelor of Social Anthropology, University of Bergen, Norway</b>	2012
<b>Bachelor &amp; Master of Journalism, Universitat Autònoma de Barcelona, Spain</b>	2007
<b>Scandinavian Studies - Erasmus Programme, University of Bergen, Norway</b>	2005

## LANGUAGES

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**Spanish**, native | **Catalan**, native | **English**, bilingual | **French**, fluent (C1) | **Norwegian**, fluent (C1)

## SOFTWARE SKILLS

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Strong command of **project management**, **communication**, **collaboration**, and **presentation** tools. Proficient in various **cloud-based** applications and **AI** language models.

## PROFESSIONAL ENGAGEMENT

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- Mentor, **Women in Global Health Spain** Since 2024
- Member of the **Barcelona Association for Women in Business (Asodame)** Since 2024
- Member of the **Training** group, **Women in Global Health Spain** Initiative Since 2022
- Member of the **Awareness** group, ISGlobal **Equity and Gender Commission** 2022-2023
- Co-trainer, ISGlobal **Implicit Bias** Training 2023
- Member of the Organising Committee, **XVIII Workshop on Chagas Disease** 2022-2023

## VOLUNTEER EXPERIENCE

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- English teacher for adults, *Cardedeu Time Bank*
- Telephone Support (Donation collection), *La Marató de TV3 - Sexual and Reproductive Health*
- COVID-19 emergency food distribution, *Alella town hall*
- Refugee support, *Norwegian Red Cross*

## SCIENTIFIC PUBLICATIONS

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- **Mallén Muñoz, Beatriz**; Alonso-Vega, Cristina; Posada Diago, Elizabeth de Jesús; Rabinovich, Regina, *From Targeted Action to Priorities: Leveraging the Inter-Pandemic Period*. 9TH INTERNATIONAL CONFERENCE ON INFECTIOUS DISEASE DYNAMICS:P3.011, Available at SSRN: <https://ssrn.com/abstract=4655038>
- Alonso-Vega, Cristina; **Mallén Muñoz, Beatriz**; Posada Diago, Elizabeth de Jesús; Villarroel Peñaranda, Luis Antonio; Rabinovich, Regina, *Implementing a 'Test and Treat' Strategy in Bolivia and Paraguay: Lessons and Challenges*. 2023 ASTMH Annual Meeting
- Elizabeth Posada; Nilce Mendoza; Cristina Alonso-Vega; Claire Billot; **Beatriz Mallén**; Leonardo de la Torre; Adalid Paiva; Luis Villarroel; Regina Rabinovich, *Lessons from community engagement to improve COVID-19 diagnosis and treatment in Cochabamba, Bolivia*. 2024
- Elizabeth Posada; Nilce Mendoza; Cristina Alonso-Vega; Claire Billot; **Beatriz Mallén**; Leonardo de la Torre; Adalid Paiva; Luis Villarroel; Regina Rabinovich, *Strengthening primary care through community engagement in times of COVID: lessons from implementation research in Paraguay*. [submitted]
- Cristina Alonso-Vega; Silvia Pérez; Elizabeth Posada; **Beatriz Mallén**; Jasmine Cabañas; Luis Villarroel; M<sup>a</sup> Victoria Alé; Luis Rodrigo Vera; Verónica Burgos; Sandra Irala; Regina Rabinovich, *Community perception of the usefulness of COVID-19 self-test in two areas in Paraguay*. 2025
- Elizabeth Posada; Cristina Alonso-Vega; **Beatriz Mallén**; Regina Rabinovich, *Improving access to COVID-19 diagnosis and treatment in Bolivia and Paraguay: a mixed methods realist evaluation of the ECO project*. [planned 2025]