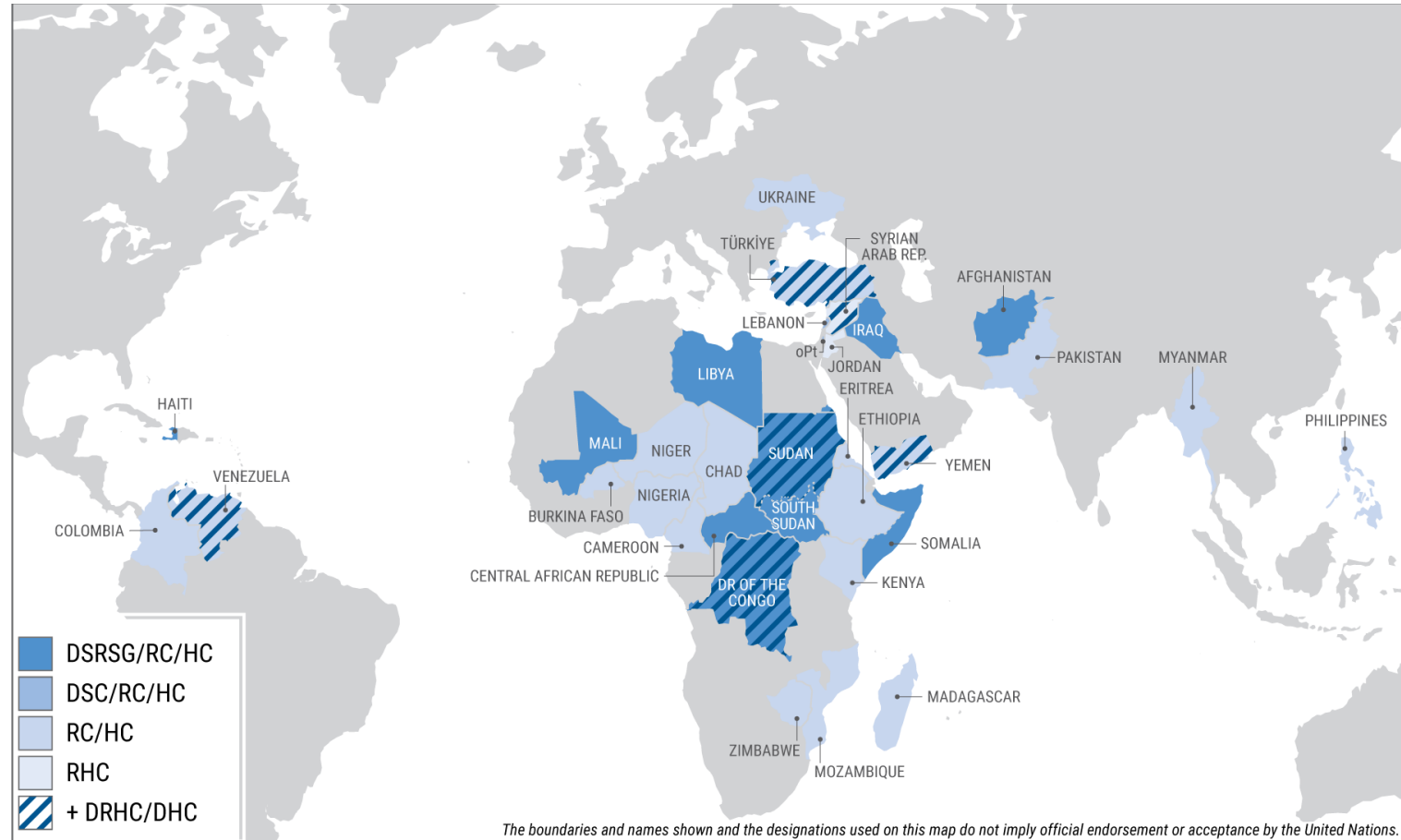


## OVERVIEW

There are currently 33 field humanitarian leaders coordinating humanitarian response in 34 countries. This includes 11 Deputy Special Representatives of the Secretary-General/Resident Coordinators/Humanitarian Coordinators (DSRSG/RC/HC) and Deputy Special Coordinators/RC/HC, 1 Regional HC (RHC) and 16 RC/HCs. This also includes 5 Deputy HCs (DHCs).

## HUMANITARIAN COORDINATORS ON THE MOVE

**Niger:** Ms. Louise Aubin completed her assignment as HC.



The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

**34**

Number of countries with presence of field humanitarian leaders

**33**

Number of field humanitarian leaders currently supporting operations

**9**

Number of field humanitarian leaders who are female – 32% of total

**16**

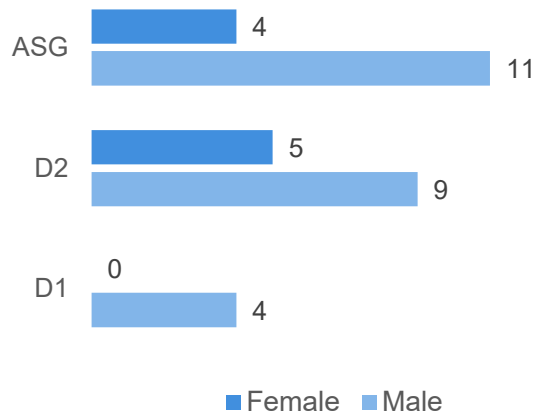
Number of field humanitarian leaders who originate from countries historically underrepresented – 52% of total

**5**

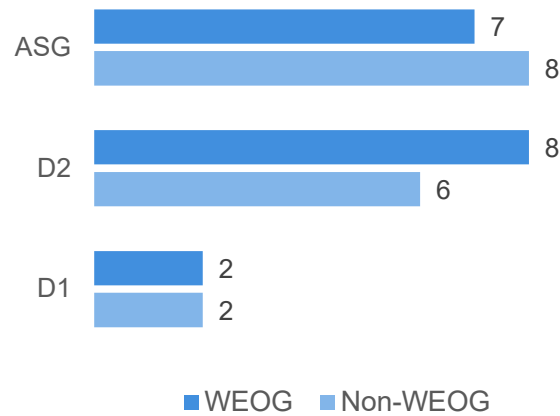
Number of Deputy Humanitarian Coordinators

# FIELD HUMANITARIAN LEADERSHIP CHARACTERISTICS

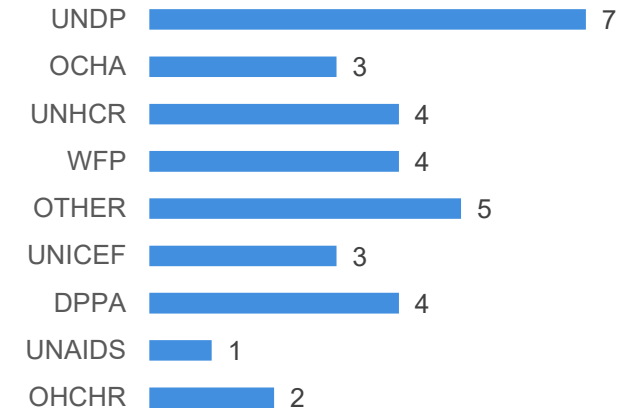
### Grade and Gender



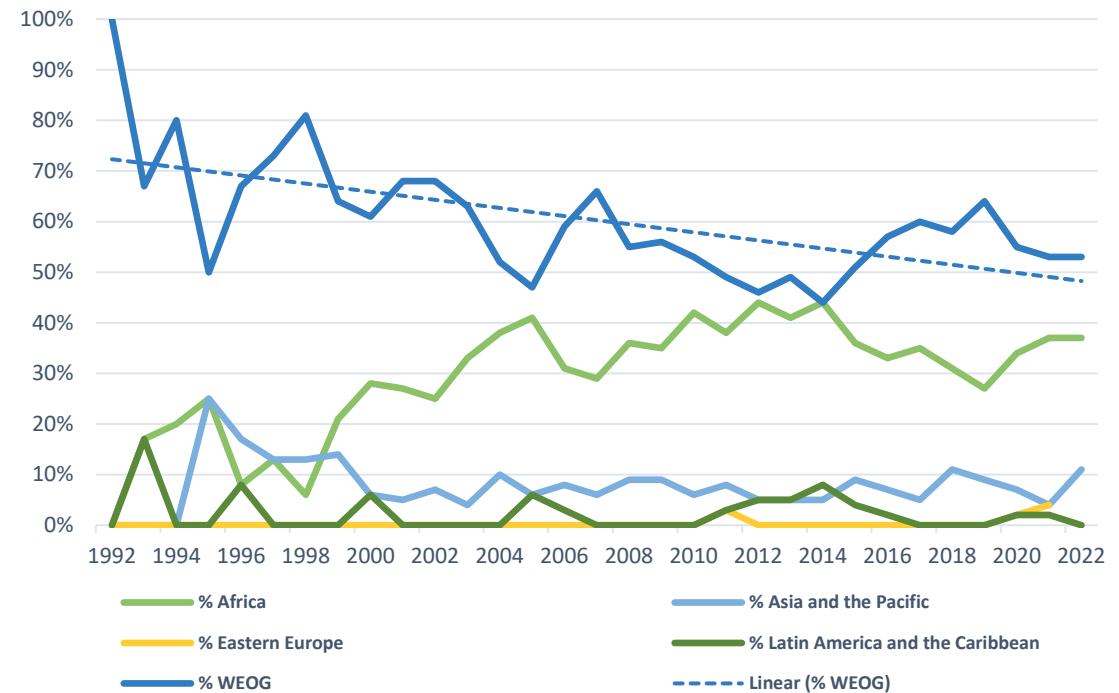
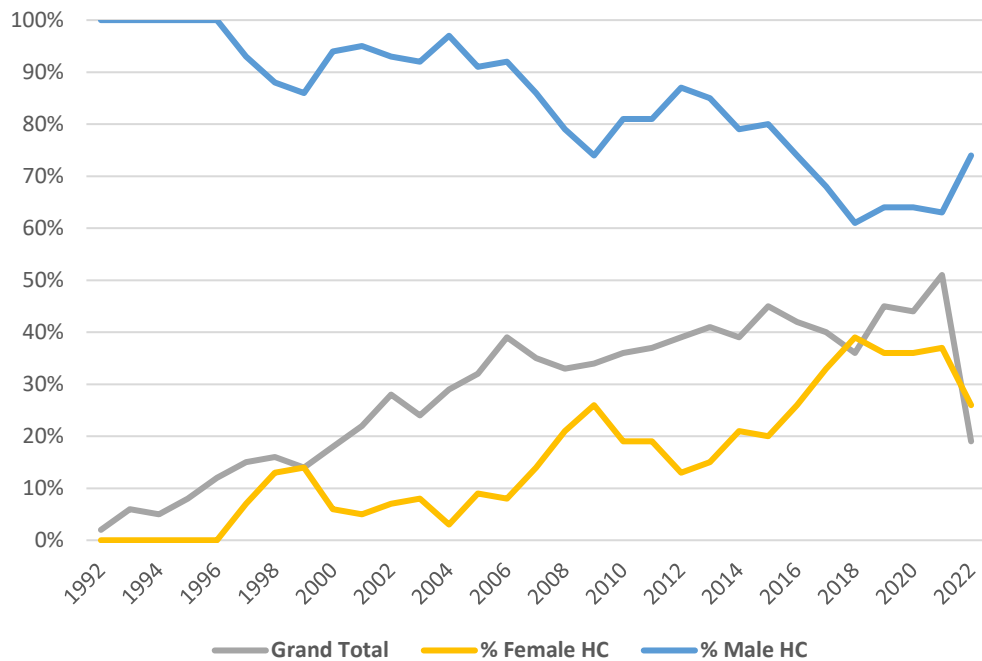
### Country of origin



### Agency of origin



# FIELD HUMANITARIAN LEADERSHIP TRENDS



# Global Onboarding Programme for new Humanitarian Country Team members

In 2023, the Humanitarian Leadership Strengthening Section (HLSS) launched an onboarding programme for the Humanitarian Country Teams (HCT). The programme is designed to support the new members of HCTs in all humanitarian contexts to gain a better understanding of their roles, including on their collective responsibilities and accountabilities as an HCT member.

### Background

The programme is a follow-up to the recommendations stemming from the 2021 HCT Effectiveness review, which identified support to members of the HCT on their responsibilities and accountabilities as one of the areas to strengthen.

### Purpose

The objective of the onboarding programme is to ensure that a new HCT member has a full understanding of his/her role and responsibility in an HCT, particularly around collective responsibilities, and accountabilities. This includes the leadership skills required to support collective action and strategic decision-making in an HCT.

### What does the programme include?

1. An online session with all new HCT members from a mix of country contexts, coming together in a safe space for an exchange with a Senior Leader/former HC, on issues and challenges they are currently encountering while navigating multiples hats of agency representative, cluster lead and an HCT member.
2. An online platform with relevant resources for HCT members, including on humanitarian coordination and roles and responsibilities.

### The sessions

Two sessions have already been organized in 2023. The first session took place in April, where over 30 new HCT members from 16 countries exchanged with the former DSRSG/RC/HC in Iraq, Ms. Marta Ruedas. The second session was held in October, where over 70 new HCT members exchanged with the former Deputy Regional Humanitarian Coordinator for Syria, Mr. Mark Cutts.

Both sessions focused on issues related to HCT mechanics and on what it takes to make HCT a strategic decision-making forum. Participants also appreciated the opportunity to get together and exchange with peers about the challenges in navigating their roles.

The HCT onboarding programme is planned to be organized twice a year, while the online platform will be maintained and translated in French and Spanish languages in due course to ensure broader outreach.

Click the link to access the online platform (login as a “guest”): [HCT members platform](#).

### Contacts

Please contact [hlss@un.org](mailto:hlss@un.org) to learn more about the programme and/or to provide any feedback.

## LIST OF FIELD HUMANITARIAN LEADERS

### DSRSG/RC/HC, DSC/RC/HC, RC/HC

	Country	Duty Station	Name	Position
1	Afghanistan	Kabul	Daniel Endres	DSRSG/RC/HC <i>a.i.</i>
2	Burkina Faso	Ouagadougou	Alain Akpadji	RC/HC OiC
3	Cameroon	Yaoundé	Siaka Coulibaly	RC/HC <i>a.i.</i>
4	Central African Republic	Bangui	Mohamed Ag Ayoya	DSRSG/RC/HC
5	Chad	N'Djamena	Violet Kakyomya	RC/HC
6	Colombia	Bogota	Mireia Villar Forner	RC/HC
7	Democratic Republic of the Congo	Kinshasa	Bruno Lemarquis	DSRSG/RC/HC
8	Eritrea	Asmara	Aeneas Chuma	RC/HC <i>a.i.</i>
9	Ethiopia	Addis Ababa	Ramiz Alakbarov	RC/HC
10	Haiti	Port-au-Prince	Ulrika Ulfsdotter Richardson	DSRSG/RC/HC
11	Iraq	Baghdad	Ghulam Isaczai	DSRSG/RC/HC
12	Kenya	Nairobi	Stephen Jackson	RC/HC
13	Lebanon	Beirut	Imran Riza	DSC/RC/HC
14	Libya	Tripoli	Georgette Gagnon	DSRSG/RC/HC
15	Madagascar	Antananarivo	Issa Sanogo	RC/HC
16	Mali	Bamako	Alain Noudéhou	DSRSG/RC/HC
17	Mozambique	Maputo	Catherine Sozi	RC/HC
18	Myanmar	Yangon	Ramanathan Balakrishnan	RC/HC OiC
19	Niger	Niamey	Nicole Kouassi	RC/HC OiC
20	Nigeria	Abuja	Matthias Schmale	RC/HC <i>a.i.</i>
21	oPt	Jerusalem	Lynn Hastings	DSC/RC/HC
22	Pakistan	Islamabad	Julien Harneis	RC/HC

23	Philippines	Manila	Gustavo Gonzalez	RC/HC
24	Somalia	Mogadishu	George Conway	DSRSG/RC/HC
25	South Sudan	Juba	Marie-Hélène Verney	RC/HC OiC
26	Sudan	Khartoum	Clementine Nkweta-Salami	DSRSG/RC/HC
27	Syrian Arab Republic	Damascus	Adam Abdelmoula	RC/HC
28	Ukraine	Kyiv	Denise Brown	RC/HC
29	Venezuela	Caracas	Gianluca Rampolla del Tindaro	RC/HC
30	Yemen	Sana'a	David Gressly	RC/HC
31	Zimbabwe	Harare	Edward Kallon	RC/HC

### REGIONAL Humanitarian Coordinators

	Country	Duty Station	Name	Position
32	Syrian Arab Republic	Amman	Muhannad Hadi	RHC

### DEPUTY Regional Humanitarian Coordinators

	Country	Duty Station	Name	Position
33	Syrian Arab Republic	Gaziantep	David Carden	DRHC

### DEPUTY Humanitarian Coordinators

	Country	Duty Station	Name	Position
34	Sudan	Darfur	Toby Harward	DHC
35	Democratic Republic of the Congo	Goma	Suzanna Tkalec	DHC
36	Venezuela	Caracas	Samir Elhawary	DHC
37	Yemen	Aden	Diego Zorrilla	DHC



*“One of the mantras I think would be important to absorb is context is everything. If you don’t understand the environment you are operating in, then you will make mistakes. When I first went to Laos, I jumped into conclusions too quickly. After 6 months, I thought I understood it. After 12 months, I realised that I had it completely wrong. Over the following year, with the help of local friends, I began to think that I started to understand it”. Martin Barber reflecting on his time in Laos and the need to understand the context through engaging with local population.*

**About the project:** Every month, HLSS will bring forward the voices of former humanitarian leaders as part of its project “I Was There – Evolution of Humanitarian Response System from the Eyes of Former Humanitarian Leaders” launched earlier this year. The project aims to document and share the first-hand experience of former leadership and to pass on this experience to the current and future humanitarian coordinators and other colleagues involved in the sector.

## RESOURCES

[Inter-Agency Standing Committee](#)

[OCHA Humanitarian Leadership Strengthening](#)

[Leadership in Humanitarian Action Handbook for the UN Resident and Humanitarian Coordinator](#)

[LEADING AN EMERGENCY RESPONSE: A Concise Guide for the UN Resident Coordinator](#)

[RC/HC Talent Pipeline](#)

[Humanitarian Leadership stories](#)

## CREDITS

The Humanitarian Leadership Snapshot is maintained by OCHA’s Humanitarian Leadership Strengthening Section.

The report is circulated on a monthly basis.

## CONTACTS

For all enquiries contact: [hlss@un.org](mailto:hlss@un.org)