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CURRENT EMPLOYMENT: Research Officer

LANGUAGES: Spanish, English

THEMATIC EXPERTISE: Children and youth; livelihoods; social protection; gender relations; social change

METHODOLOGICAL EXPERTISE: Qualitative and participatory methods; Participatory Action Research (PAR)

GEOGRAPHICAL EXPERTISE: Sub-Saharan Africa (SSA), Latin America, protracted crises

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## OVERVIEW

Carolina is a Research Officer at the Institute of Development Studies (IDS) at the University of Sussex. Her research experience and interests include children and youth, livelihoods, social protection and social change, using qualitative and participatory methods. She has worked on projects specifically looking at addressing youth's engagement in violent activities, navigating access to social assistance in protracted crises, children's harmful work, how young people engage with the rural economy, and focusing on the impact of social protection interventions on youth employment outcomes. Carolina's roles in academia and the private sector required a comprehensive range of cross-sector skills such as stakeholder engagement, operations, and analysis.

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## EDUCATION AND QUALIFICATIONS

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| <b>2023</b>        | <b>Using Participatory Action Research to Improve Development Practice</b><br>Institute of Development Studies (IDS), University of Sussex, UK  |
|                    | <b>Fieldwork in Fragile Contexts</b><br>Advancing Research on Conflict (ARC), University College London (UCL), UK   |
| <b>2021</b>        | <b>Security Awareness and First Aid Training for Researchers</b><br>International Location Safety (ILS), UK   |
| <b>2017 - 2018</b> | <b>MA Globalisation, Business and Development (Merit)</b><br>Dissertation title: Youth unemployment and the Decent Work agenda: the case of Argentina<br>Institute of Development Studies (IDS), University of Sussex, UK |
| <b>2013</b>        | <b>Postgraduate Diploma in University Teaching (Distinction)</b><br>University of Buenos Aires, Argentina   |
| <b>2008 - 2012</b> | <b>BA Business Management (First-class honours)</b><br>Dissertation title: Women's leadership and its impact on organisational performance<br>University of Buenos Aires, Argentina                                       |

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## RECORD OF EMPLOYMENT

### 2019 – PRESENT

#### **Research Officer, IDS, UK**

Research & Analysis: Qualitative and participatory field research in Honduras (lead) and Uganda (co-lead), including planning and leading data collection activities. Provides literature and methodological support to projects with a thematic focus on: youth engagement in violent activities, lived experiences of marginalised people when navigating access to social assistance in protracted crises contexts; cash plus programmes to enhance livelihoods in FCAS; the social landscape of education and work of children and youth in rural sub-Saharan Africa; youth engagement with the rural economy and their perspectives on livelihoods; and social protection and youth employment outcomes. Conducts desk-based research, performing literature reviews and qualitative data analysis. Contributes to methodological design for qualitative research, PAR, including key stakeholder interviews, participatory group discussions, narrative and visual methods, and participatory analysis. Authors academic and working papers, reports, briefs, book chapters and blogs. Collaborates in the preparation of research projects' agenda and planning.

Operations & Systems: Curates with Zotero/EndNote libraries of relevant literature on social assistance in crises, children's work in agriculture, youth engagement in violence and social protection interventions' impact on youth employment outcomes. Uses NVIVO and Quirkos to code/analyse interviews and relevant literature. Uses Excel for collating and analysing data. Organises and manages document libraries in SharePoint and uses Teams and Zoom for online meetings.

Management & Stakeholder Engagement: Leads and contributes to research proposals. Identifies and coordinates with local partners support to fieldwork logistics and research outputs. Gives work in progress presentations. Conducts key informant interviews, focus group discussions, narrative and participatory activities. Provides support to research partners and key operational stakeholders, and cooperates with the project administration. Supervises MA students' term papers

### 2018

#### **Research Assistant, IDS, UK**

Research & Analysis: Transcribed interviews for the project 'Developing a methodology on pathways to economic development through South-South Trade, Investment and Knowledge Exchange'. Used NVivo to code the transcripts, organise and prioritise their core themes. Summarised key findings, identified relevant quotes, insights, and knowledge gaps for greater reflections.

### 2018

#### **Data Innovation Lead, Sillman Thomas, UK**

Operations & Systems: Engaged in the development and implementation of the knowledge management strategy for a Sustainable Development executive search firm, which involved a new system of data cleaning and coding covering all SDGs for a 20,000+ records' database. Researched, planned and run a system to ensure GDPR compliance. Developed 6 company presentations for potential clients.

Management & Stakeholder Engagement: Led 10 knowledge-sharing actions among diverse staff such as skills sessions and tutorial documents to increase efficiency, which resulted in 20% timesaving for those activities. Involved in business development actions such as researching and engaging with potential clients and candidates. Scheduled meetings with different stakeholders, organised logistics for workshops and agendas.

Research & Analysis: Assisted with the research and writing of stakeholder's online content and white papers. Engaged in a stakeholder mapping process.

### 2016 – 2018

#### **Operations Manager, whiteBULLET, UK**

Operations & Systems: Analysed evidence and data, identified patterns and indicators to create meaningful briefs, reports and presentations to be used as business development actions to new clientele, international partners, government organisations and other stakeholders.

Management & Stakeholder Engagement: Oversaw a team of 5 data administration staff tasked with weekly analytics and reported to 12 SMEs. Developed a good understanding of team dynamics, delegation and conflict management, while encouraging good relationships and motivation. Assigned as the main account manager and was responsible for liaising with clients and managing their expectations. Promoted from Associate to Junior Operations Manager, and finally to Operations Manager due to my accountability, natural proactivity and leadership skills.

Research & Analysis: Responsible for the research, development and implementation of a coding system of 8000+ brands.

**2015**

**HR Administrator, Julius Rutherford, UK**

Management & Stakeholder Engagement: Supported 8 managers and was a focal point for 80 employees. Involved in the labour relations process, advising staff to ensure collaboration and compliance with contracts and disciplinary procedures. Research & Analysis: Led the Employee Survey Project where I conducted semi-structured interviews on key internal stakeholders regarding their job satisfaction, which involved doing extensive research on interviewing methods and analysis of results.

**2013 – 2014**

**IT Planning Analyst, Tenaris (Techint Group), Argentina**

Operations & Systems: Assisted with the preparation and tracking of the area global budget (200M US\$ OPEX+CAPEX). Supported the implementation and management of the Resource Planning process involving +1300 human resources.

Research & Analysis: Assessed business cases proposed by different Project Managers, and analysed application costs to make effective decisions, which reduced corresponding costs by 20%.

Management & Stakeholder Engagement: Main referent and focal point for IT Latin America department, consisting of 500 staff, 10 general managers and 3 directors. Assisted in the improvement, expansion and communication of methodologies to the regions, generating experience in process design, and covering different countries with multicultural teams, which provided me with a global vision to align each area's objectives with the global business strategy.

**2011 – 2013**

**Gender Diversity and Inclusion Project Analyst, Tenaris (Techint Group), Argentina**

Management & Stakeholder Engagement: Engaged in the project management of 7 gender diversity initiatives within an engineering firm capitalising on the international movement towards women in STEM to attract, retain and develop them. Supported the design of the project documentation, budgeting and planning, as well as the allocation, prioritisation and monitoring of the activities. This led to an increase in total female headcount from 21% to 27% and from 5% to 7% in top management positions (over a 2-year period). Assisted in the design and implementation of the internal and external communications. Involved in the development and delivery of 5 participatory training courses about female empowerment.

Operations & Systems: Analysed and updated the initiatives' KPIs, developing an understanding of projects' life cycles, and prepared reports for the management and direction.

**2010 – 2014**

**Statistics Teacher and Thesis Tutor, University of Buenos Aires, Argentina**

Operations & Systems: Designed lectures and seminars content, planned timetables, taught theory-practice, developed a monitoring and evaluation process to improve students' performance, marked exams.

Management & Stakeholder Engagement: Responsible for induction and liaison with 6 teaching assistants and two 70-students courses each semester. Advised and supervised 12 undergraduate students' dissertations.

**2007 – 2008**

**Youth Guide, Lamroth Hakol, Argentina | Temple Beth-Am, US | Friendship Circle, US**

Management & Stakeholder Engagement: Planned, prepared and led weekly activities; coordinated groups of 20 teenagers and a group of 5 children with disabilities.

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## SELECTED PUBLICATIONS AND OUTPUTS

### Book chapters

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Crossouard, B.; Dunne, M. and Szyp, C. (2021) 'Chapter 7. The social landscape of education and work in rural Sub Saharan Africa', in Sumberg, J. (ed.) *Hard Work and Hazard: Youth and the Rural Economy in Africa*, UK: CABI

Sumberg, J.; Szyp, C.; Yeboah, T.; Oosterom, M. and Chamberlin, J. (2021) 'Chapter 10. Young people and the rural economy: syntheses and implications', in Sumberg, J. (ed.) *Hard Work and Hazard: Youth and the Rural Economy in Africa*, UK: CABI

### Journal articles

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Crossouard, B.; Dunne, M.; Szyp, C.; Madu, T. and Teekin, B. (2021) '[Rural youth in southern Nigeria: Fractured lives and ambitious futures](#)', *Journal of Sociology* 58.2: 218-235, DOI: 10.1177/14407833211042422 [was awarded a Special Commendation]

Oosterom, M.; Namuggala, V. and Szyp, C. (2021) 'Family dynamics and implications for young people's 'struggles' in post-conflict northern Uganda', *Disasters Journal* 46.2: 567-586, DOI: 10.1111/disa.12484

### Working papers

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Dunne, M.; Humphreys, S. and Szyp, C. (2021) *Education and Children's Work*, ACHA Working Paper No. 9, Brighton: Action on Children's Harmful Work in African Agriculture, Institute of Development Studies

Lind, J.; Sabates-Wheeler, R. and Szyp, C. (2023) *Cash-Plus Programming in Protracted Crises: A Review of Programmes in Contexts of Overlapping Conflict, Forced Displacement and Climate-Related Shocks*, BASIC Research Working Paper 19, Brighton: Institute of Development Studies, DOI: 10.19088/BASIC.2023.001

Rohwerder, B. and Szyp, C. (2022) *The Risks and Outcomes of Getting Help for Marginalised People: Navigating Access to Social Assistance in Crises*, BASIC Research Working Paper 7, Brighton: Institute of Development Studies

Sabates-Wheeler, R. and Szyp, C. (2022) *Key Considerations for Targeting Social Assistance in Situations of Protracted Crises*, BASIC Research Working Paper 12, Brighton: Institute of Development Studies

Szyp, C. (2020) *Living Wage, Living Income, and Child Labour-Free Zones: Arguments and Implications for Children's Work*, ACHA Rapid Review No. 1, Brighton: Action on Children's Harmful Work in African Agriculture, Institute of Development Studies

Szyp, C. and Sabates-Wheeler, R. (2019) *Cash Transfer Programming: Trends and Patterns Among Irish Aid's Partners*, IDS Working Paper 532, Brighton: Institute of Development Studies

Zaman, T.; Collyer, M.; Sabates-Wheeler, R. and Szyp, C. (2022) *Beyond Rights-Based Social Protection for Forcibly Displaced People*, BASIC Research Working Paper 6, Brighton: Institute of Development Studies

### Briefs

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Lind, J.; Sabates-Wheeler, R. and Szyp, C. (2022) *Cash and Livelihoods in Contexts of Conflict and Fragility*, BASIC Research Theme Brief, Brighton: Institute of Development Studies

Sabates-Wheeler, R. and Szyp, C. (2022) *Targeting Social Assistance in Protracted Crises*, BASIC Research Theme Brief, Brighton: Institute of Development Studies

### Opinion pieces

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Naess, L. O. and Szyp, C. (2021) [COP26: Let's talk about social assistance in protracted crises](#), Better Assistance in Crises (BASIC) Research blog, 8 November

Shaw, J. and Holland-Szyp, C. (2023) [Disability inclusion in practice: Lessons from participatory research in Uganda](#), Better Assistance in Crises (BASIC) Research blog, 24 April

Szyp, C.; Lind, J. and Sabates-Wheeler, R. (2022) [Are cash-plus programmes fit for protracted crisis contexts?](#), Better Assistance in Crises (BASIC) Research blog, 20 June

Szyp, C.; Lind, J. and Sabates-Wheeler, R. (2022) [Big push or hard pushed: livelihoods support in protracted crises](#), Better Assistance in Crises (BASIC) Research blog, 7 April

Szyp, C. (2023) [Four ways to rethink 'resilience' and its links to social protection](#), Better Assistance in Crises (BASIC) Research blog, 28 March

Szyp, C. (2020) [Child work bans and adult's high incomes: in children's best interest?](#), Action on Children's Harmful Work in African Agriculture blog, June