

CURRICULUM VITAE

Carolina Szyp



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CURRENT EMPLOYMENT: Research Officer

NATIONALITY: Argentinian / Polish

LANGUAGES: Spanish, English

THEMATIC EXPERTISE: Young people, employment, children's work, education, decent work, social protection, agriculture

GEOGRAPHICAL EXPERTISE: Sub-Saharan Africa, South America

OVERVIEW

Carolina Szyp is a Research Officer at the Institute of Development Studies (IDS). Her research interests include children's work, education, youth employment in agriculture, decent work and social protection. Since joining IDS, she has worked on a number of projects including 'Action on Children's Harmful Work in African Agriculture' focusing on the forms, drivers, and experiences of children's harmful work in African agriculture, 'Challenges and Opportunities for Rural Youth Employment in Sub-Saharan Africa', specifically looking at how young people engage with the rural economy, and 'Programme Partnership between Irish Aid and IDS', focusing on the impact of social protection interventions on youth employment outcomes. Before joining IDS, Carolina's roles in academia and the private sector required a comprehensive range of cross-sector skills such as stakeholder engagement, operations and analysis.

EDUCATION AND QUALIFICATIONS

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| 2017 - 2018 | MA Globalisation, Business and Development (Merit)
IDS, UK |
| 2013 | Postgraduate Diploma in University Teaching (Distinction)
University of Buenos Aires, Argentina |
| 2008 - 2012 | BA Business Administration (First-class honours)
University of Buenos Aires, Argentina |

RECORD OF EMPLOYMENT

2019 – PRESENT **Research Officer, IDS, UK**

Research & Analysis: Provides literature and methodological support to projects on children's work in African agriculture, education and children's work relationship, youth engagement with rural economies, social protection and youth employment outcomes, and youth engagement with food systems for nutrition and health. Conducts desk-based research, literature searches and qualitative data analysis (including stakeholder mapping, focus group interviews and livelihoods interviews, writing academic and working papers).

Operations & Systems: Curates with Zotero/EndNote a library of relevant literature on children's work in agriculture, youth engagement with food systems, and social protection interventions' impact on youth employment outcomes. Uses NVIVO to code/analyse interviews and relevant literature on the impact of social protection interventions on youth employment outcomes.

Management & Stakeholder Engagement: Supports the project administration and collaborates with research partners. Engages with other researchers and stakeholders to provide deliverables based on previously agreed strategies.

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.