

# LUSHOMBO MATEMBERA Baptiste

## Humanitarian Evaluation, MEAL and Research Expert

### (Team Leader / Senior Evaluation Expert)

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## PROFESSIONAL SUMMARY

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Senior humanitarian evaluation, MEAL and research expert with over 16 years of progressive experience leading theory-based, mixed-methods evaluations (baseline, endline and impact) for large-scale humanitarian and development programmes in conflict-affected and fragile settings, with deep field roots in the Democratic Republic of Congo (7 years, Eastern DRC) and the Central African Republic (9 years). Most recently led the baseline evaluation of a EUR 57 million, multi-country Dutch Ministry of Foreign Affairs (MFA) refugee response and localization programme in Uganda (2025, in consortium with TID Consulting and ADE), and I led a study on the impact of cash transfer programmes in the DRC and CAR.

Experienced Team Leader and evaluation manager, having designed evaluation methodologies, validated Theories of Change, applied contribution-oriented analysis, and led multi-member, gender-balanced evaluation teams engaging national and international evaluators, government counterparts, UN agencies (UNHCR, UNICEF, WHO, UNFPA) and affected populations. Direct thematic expertise in food security and cash/voucher-based transfer programme evaluation, vulnerability-based targeting design and assessment, refugee and IDP resilience and social cohesion research, humanitarian localization, and Gender-Based Violence (GBV) and protection programming.

Skilled in applying OECD-DAC and humanitarian evaluation criteria (relevance, coherence, effectiveness, efficiency, coverage, inter-connectedness), mixed quantitative/qualitative data collection (KIIs, FGDs, household surveys, KoboToolbox/ODK), and participatory, protection- and gender-sensitive methods for engaging beneficiaries and non-beneficiaries, including refugees, IDPs, returnees and host communities. Track record of working with leading international organizations, UN agencies and academic institutions, including the International Rescue Committee (IRC), the American Bar Association – Rule of Law Initiative (ABA ROLI), the Regional Centre for the Prevention of Terrorism (RCPT), ISIRO Group, Columbia University, Harvard Humanitarian Initiative (HHI), TID Consulting and ADE. Strong grounding in UNEG ethical norms and standards, informed consent and do-no-harm principles, data protection, and safe, inclusive engagement of women, children, persons with disabilities, displaced households and other vulnerable groups throughout the evaluation cycle.

Complementary specialization in the prevention of terrorism and violent extremism in refugee, migrant and IDP contexts across Central Africa, East Africa, the Sahel and West Africa, including research on the profile, modus operandi and financing mechanisms of terrorist groups, and on the links between governance, forced displacement and radicalization risk. Combined with a strong humanitarian localization background in the Central African Republic (national NGO capacity strengthening, grant management, USAID subaward compliance), this provides a well-rounded evidence base for evaluating protection-, governance- and community-resilience-oriented programming in fragile and crisis-affected settings.

## CORE COMPETENCIES

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- Humanitarian and development evaluation leadership in the DRC and CAR, and across Central/East Africa
- Theory-based, mixed-methods evaluation design (baseline, endline, impact); Theory of Change validation and contribution analysis
- Application of OECD-DAC and humanitarian evaluation criteria (relevance, coherence, effectiveness, efficiency, coverage, inter-connectedness)

- Food security, nutrition and cash/voucher-based transfer programme evaluation; vulnerability-based targeting analysis
- Team leadership and management of multi-member, gender-balanced evaluation teams; quality assurance of evaluation deliverables
- Results-Based Management (RBM) and MEAL system design for humanitarian and development programmes
- Quantitative & qualitative research methodologies: KIIs, FGDs, household surveys, mobile data collection (KoboToolbox, ODK), GBVIMS
- Refugee, IDP and host-community resilience and social cohesion research
- Gender equality, protection, disability inclusion and Accountability to Affected Populations (AAP) mainstreaming
- Adherence to UNEG ethical norms and standards; informed consent, confidentiality and data protection
- Capacity strengthening of national partners and institutions; stakeholder coordination (clusters, AoR)
- Programme performance monitoring & donor reporting; strategic learning and evidence-based decision-making
- Humanitarian localization: national NGO capacity strengthening, grant management and USAID subaward compliance

## PROFESSIONAL EXPERIENCE

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### Director of Research

*ISIRO Group-Kinshasa, DRCong-August, 2025 to Present*

*Consultancy, Research, Do diligence and Institutional Capacity Buildin*

### Lead Evaluator – Baseline Study in Uganda

*Baseline Evaluation of the MFA-funded Refugee Response and Localization Programme (with TID Consulting & ADE), Uganda 2026*

Programme: EUR 57 million Dutch Ministry of Foreign Affairs (MFA) Subsidy Framework for Migration and Displacement (2023–2029), a multi-country programme strengthening refugee-led organizations, local NGOs and equitable partnerships in refugee and host community responses. In Uganda, the evaluation covered partners including War Child (EUR 10 million), Woord en Daad (EUR 7.5 million) and Independent Diplomat (EUR 5.6 million).

- Served as Lead Evaluator, designing and overseeing a mixed-methods evaluation approach combining document review, Key Informant Interviews (KIIs), Focus Group Discussions (FGDs) and interviews with refugees, host communities, government authorities, UN agencies, international NGOs, national NGOs and refugee-led organizations.
- Assessed programme relevance, coherence, effectiveness, efficiency, localization approaches, organizational capacity strengthening, and the contribution of partnerships to improved service delivery and empowerment of local actors.
- Established the baseline evidence framework for assessing organizational capacities, operational contexts and service delivery capacity of local and refugee-led organizations, and generated evidence on localization and partnership dynamics affecting the leadership role of local actors in refugee programming.
- Developed actionable recommendations to strengthen accountability, learning, capacity development and programme effectiveness across implementing partners, informing adaptive management and future programming.

## Senior Regional MEAL and Research Director

*Regional Centre for the Prevention of Terrorism (RCPT), Kampala, Uganda, May 2024 – July 2025*

*Programme: Human Rights Promotion and Prevention of Conflict-Related Sexual Violence in mixed migration contexts in Eastern African and Central African Regions (DRC, Uganda, South Sudan and Central African Republic)*

- Conducted a research study entitled “The Role of Governance and the Interaction between Terrorist Activities, Violent Extremism and the Different Stages of the Migration Process,” analyzing how terrorism and violent extremism act as drivers of migration, assessing radicalization risks in destination countries, and examining the impact of governance at different stages of the migration process, across the Sahel, West Africa, Central Africa and East Africa.
- Led a baseline study on the risks faced by internally displaced persons (IDPs) and refugees in relation to terrorism and violent extremism in Central Africa, East Africa and the Eastern African regions, with a focus on the DRC, Uganda, South Sudan and CAR.
- Led research on the profile of terrorist groups, their modus operandi and their financing mechanisms.
- Coordinated a Regional Program on the Protection of Internally Displaced Persons and Refugees against Terrorism and Violent Extremism in Central Africa, East Africa and the Sahel, implemented by a consortium of four organizations: RCPT (Uganda), People to People – Building Peace and Justice (Sudan), Initiative for Community Relief and Empowerment (ICRE Africa, CAR), and Village d'Espoir (DRC).

## MEAL Coordinator

*American Bar Association, Rule of Law Initiative (ABA ROLI): Bangui, Central African Republic | September 2015-April 2024*

*Programme: Rule of Law Support for the Prevention and Response to GBV | Donor: USAID – USD 38 million*

- Led the establishment and management of a full-fledged MEAL department within a large-scale Governance and Rule of Law programme.
- Led a nationwide perception assessment in the Central African Republic on citizens' and civil society organizations' perceptions of the State's capacity to provide justice, security, and protection services, covering 14 prefectures and more than 3,000 respondents. Designed the methodology, supervised data collection and analysis, and produced strategic recommendations to inform governance and rule of law programming.
- Conducted institutional capacity assessments for key partners, including the Central African Bar Association, CEJP and national human rights CSOs.
- Co-led, with Harvard Humanitarian Initiative (HHI), the national study “Justice and Security Diagnostic in the Central African Republic” (2016), based on 2,650 adult interviews in Bangui.
- Led a national study (2018) on public perceptions of GBV and access to formal and informal justice mechanisms.
- Designed and delivered high-level trainings for magistrates, lawyers, judicial police officers, psychosocial workers and CSO leaders on RBM and GBV response.
- Presented best practices at the International American Bar Association Conference (Washington DC, 2018) to senior USAID officials and global experts.
- Supported humanitarian localization in the Central African Republic by contributing to the establishment of the National NGO Coordination (CRONG-RCA), mentoring the creation of ICRE Africa (a women-led national NGO and CAR Humanitarian Fund partner), and strengthening national CSOs' capacities, including supporting three organizations to secure USAID subawards.

# MEAL Officer

***International Rescue Committee (IRC): Goma, Democratic Republic of Congo, 2009-2015***

***Programme: Emergency and Development MEAL Support for Humanitarian Response and Recovery Programmes in North Kivu, South Kivu and Greater Katanga | Donors: World Bank, USAID, ECHO, DFID, UKAID, Irish Aid (USD 20 million)***

- Provided MEAL technical leadership for IRC's humanitarian and early recovery programmes supporting internally displaced populations (IDPs), returnees and vulnerable host communities affected by conflict in Eastern DRC, across protection, livelihoods and community resilience interventions.
- Designed and rolled out comprehensive MEAL systems, including results frameworks, indicators, monitoring plans, data collection tools, accountability mechanisms and learning processes across North Kivu, South Kivu and Greater Katanga.
- Led baseline, midline and endline assessments, impact studies and programme evaluations to measure outcomes, identify lessons learned and inform adaptive programme management.
- Conducted in 2014 the endline evaluation of the EU-funded Emergency Support Programme for Internally Displaced Populations in North and South Kivu (USD 14 million), assessing relevance, effectiveness, sustainability and outcomes related to protection, GBV prevention and response, livelihoods recovery, and resilience of IDPs and host communities.
- Applied mixed-methods evaluation approaches, including document review, key informant interviews, focus group discussions, household consultations and field observations, generating evidence-based recommendations for improving humanitarian response and accountability to affected populations.
- Deployed and supervised the GBVIMS across multiple provinces; managed data quality assurance processes and trained over 100 staff and partner organization personnel on MEAL methodologies, monitoring tools, data management and reporting standards.
- Supervised major research and impact studies, including assessments conducted with Columbia University on community-based recovery and reintegration initiatives, and studies on women's participation in household decision-making (VSLA groups – 1,050 participants), entrepreneurship training outcomes, and male engagement and behavioral change in GBV prevention.

## EDUCATION

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- Master's Degree in International Cooperation and Humanitarian Aid, KALU Institute, Spain (Online) | 2019 – 2021
- Bachelor's Degree (BAC +3) in Project Management, Rural Development Institute of Bukavu, DRC | 2004 – 2008

## IT SKILLS & LANGUAGES

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**IT Skills:** Microsoft Word, Excel, KoboToolbox, ODK Collect, DevResults, SPSS, STATA

**Languages:** French (Fluent), English (Fluent), Swahili (Fluent)

## PROFESSIONAL REFERENCES

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**Innocent Balemba Zahinda:** CEO of ISIRO Group, [innocentbalemba@yahoo.com](mailto:innocentbalemba@yahoo.com) +1 (917) 402-2879

**Ben Kabagambe:** Former Country Director of ABA ROLI Central African Republic, [bennydop@gmail.com](mailto:bennydop@gmail.com) +1 (434) 202-9985

**Justin ZAWADI,** CEO of TID Consulting, [tidconsultingsarl@gmail.com](mailto:tidconsultingsarl@gmail.com) , +243 815 416 747