

OUSMANE MAMAN IBRAHIM

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SENIOR POLICY & PROGRAMS LEADER – DEMOCRACY, GOVERNANCE & CONFLICT MANAGEMENT

Seasoned international development leader with 15+ years of progressive experience designing, managing, and evaluating multi-million-dollar governance, democracy, human rights, and conflict prevention programs across the Sahel Region, driving resilience and inclusive development in complex humanitarian and political contexts.

- Deep expertise in institutional reform, decentralization, and peacebuilding, combining evidence-based program design, strategic coalition building, and adaptive management to advance democratic governance and civil society engagement in fragile states.
 - Proven track record of leading USAID- and UN-funded initiatives, mobilizing resources, negotiating partnerships with governments and donors, and ensuring sustainable outcomes via participatory governance, youth inclusion, and gender-responsive interventions.
 - Culturally attuned leader bridging political, community, and donor priorities to drive democratic transitions, conflict mitigation, and human rights advancement, supported by a strong academic foundation in security studies, economics, and international relations.
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CORE COMPETENCIES

Democratic Governance | Policy Development & Analysis | Conflict Prevention | Program Management | Human Rights | Peacebuilding | Rule of Law | Civil Society Strengthening | Electoral Assistance | Decentralization | Youth Empowerment | Gender Equality | Countering Violent Extremism (CVE) | Monitoring & Evaluation | Adaptive Management | Strategic Partnerships | Donor Coordination | Institutional Reform | Stakeholder Engagement | Public Policy Reform | Humanitarian Response | Capacity Building | Change Management | Evidence-Based Programming | Resilience & Stabilization | Cross-Functional Collaboration | Multilingual (Fluent English & French, Basic Arabic)

CAREER HIGHLIGHTS

- Led a \$49M democracy, governance, and human rights portfolio at USAID Burkina Faso, driving peacebuilding, civic participation, and social inclusion initiatives that strengthened local resilience against violent extremism and improved government accountability.
 - Drove the design and delivery of governance programs across Niger, Burkina Faso, and The Gambia, coordinating activities that advanced decentralization, rule of law, and electoral reform, while integrating gender and youth priorities into policy frameworks.
 - Played a critical role in restoring democratic processes during Burkina Faso's political transition by advising the national electoral commission and mobilizing technical assistance that enabled transparent, inclusive, and peaceful elections.
 - Secured an additional \$10M in funding for USAID Burkina Faso's Democracy, Rights, and Governance (DRG) programs through strategic engagement with USAID's Washington bureaus, aligning local initiatives with global policy priorities on conflict prevention.
 - Led USAID Niger's youth integration strategy by serving as Youth Focal Point and Environmental Compliance Officer, incorporating cross-cutting priorities on social inclusion, climate adaptation, and youth leadership into resilience, CVE, and governance programs.
 - Directed UNICEF's national adolescent and youth portfolio, helping develop Niger's first National Youth Policy and strengthening coordination among ministries, other donors, and youth organizations to drive peacebuilding and socio-economic empowerment.
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PROFESSIONAL EXPERIENCE

WICE Consulting Collective | Remote **[Program Development Consultant](#) | Mar 2025 – Present**

- Provide strategic advisory and consulting for various nonprofit organizations on program design and development, implementation, and monitoring and evaluation in the democracy, governance, human rights, and humanitarian spaces.

United States Agency for International Development (USAID) | Ouagadougou, Burkina Faso **Democracy, Governance & Conflict Advisor | Mar 2022 – Mar 2025**

- Led a \$49M portfolio spanning democracy, governance, human rights, and conflict mitigation, leading integrated programming on peacebuilding, countering violent extremism, and civic participation in an environment marked by instability and humanitarian crises.
- Designed conflict prevention and peacebuilding approaches aligned with USAID's global frameworks, leveraging community-based dialogue, social cohesion initiatives, and early warning mechanisms to mitigate violence and reinforce local governance.
- Championed gender equality and youth empowerment across mission programs by embedding social inclusion frameworks into all project designs and results measurement systems in close coordination with USAID regional and Washington offices.
- Provided technical support to the National Human Rights Commission to effectively respond to human rights violations and supported coordination among key human rights stakeholders to build a sustainable movement around addressing human rights violations.
- Advised the national independent electoral commission, the Ministry of Interior and territorial administration contributing to the design of transparent electoral processes and capacity-building initiatives that facilitated a peaceful transition to democratic governance.
- Represented USAID Burkina Faso at global Democracy, Rights, and Governance (DRG) forums, sharing Sahel-specific policy insights with international counterparts to inform global best practices on conflict-sensitive governance and stabilization.

- Cultivated high-level donor partnerships and interagency coordination including with several UN agencies, ensuring alignment of U.S. and regional peacebuilding objectives with local development strategies and partner government commitments.
- Authored technical proposals and policy briefs that secured an additional \$10M in funding to expand DRG programming and enhance USAID's strategic engagement on democracy and human rights in the Sahel.

United States Agency for International Development (USAID) | Niamey, Niger Democracy, Governance & Conflict Specialist | May 2016 – Mar 2022

- Drove governance, democracy, and resilience programs valued at \$30M+ across Niger, Burkina Faso, and The Gambia, managing multi-sector partnerships and providing strategic direction to implementing partners and host government institutions.
- Served as primary liaison between USAID Niger and regional offices in Dakar and Accra, coordinating programming, compliance, and policy engagement for Limited and Non-Presence Country operations in alignment with regional stabilization priorities.
- Advised the U.S. Embassy's senior leadership on political, social, and economic trends shaping governance and human rights, producing analyses that informed diplomatic strategy and resource allocation for democracy and CVE programming.
- Led youth-led peacebuilding and civic engagement initiatives, including the On Est Ensemble program, ensuring adaptive monitoring, complexity-aware evaluation, and participatory learning aligned with USAID's CLA (Collaborating, Learning, and Adapting) principles.
- Acted as Alternate Agreement Officer Representative (AOR) for flagship governance and CVE projects such as the Participatory Responsive Governance (PRG-PA), Voice for Peace (V4P), and Partnership for Peace (P4P).
- Coordinated national research and policy advocacy on gender-differentiated drivers of violent extremism, the 2018 Transnational Crime Assessment, and the Niger Democracy, Governance and Rights Assessment.
- Served as USAID Niger's Youth Focal Point, leading the integration of youth priorities into governance programming and supporting the launch of the Youth Connect initiative to expand youth participation in peacebuilding and civic engagement.
- Functioned as Acting Chief of Section during staff transitions, ensuring continuity of operations, oversight of DRG portfolios, and supervision of several teams of international and local consultants and implementing partners across multi-donor initiatives.

United Nations Children's Fund (UNICEF) | Niamey, Niger Adolescent and Youth Development Officer | Jul 2009 – Apr 2016

- Led national programs on adolescent development and youth empowerment, ensuring alignment with UNICEF's strategic frameworks and supporting cross-sector integration of youth-focused activities in education, health, and governance programs.
- Provided technical support to the Ministry of Youth and the National Assembly to design and operationalize Niger's first National Youth Policy, fostering multi-stakeholder partnerships and institutional mechanisms for youth participation in governance.
- Coordinated inter-agency collaboration through the UN Task Force on Youth, advancing youth inclusion in humanitarian and development planning while promoting life skills, social cohesion, and civic engagement among vulnerable youth populations.
- Directed peacebuilding and non-violence initiatives under the UN Peacebuilding Fund, leveraging youth networks to foster dialogue, tolerance, and resilience in communities affected by insecurity and displacement.
- Served as acting Chief of Section and principal liaison for donor coordination and strategic reporting, ensuring effective oversight of project delivery, financial accountability, and program impact measurement.

ADDITIONAL EXPERIENCE

National Administrative Officer | Telecoms Sans Frontières | Niamey, Niger | Jun 2007- Jan 2009
National Civic Service Agent | Ministry of Youth, Culture & Sports | Niamey, Niger | Jan 2005 - Feb 2007

EDUCATION

Master's in International Relations, Security Studies, Conflict Management & Peace Policies | Université Abdou Moumouni Dioffo
Master's in Economics, Local Development & Collectivities Management | Université Thomas Sankara
Master's in Project Management | Institut Africain d'Administration et d'Etudes Commerciales (IAEC)
Bachelor of Business Administration | Institut Supérieur International d'Administration et de Gestion des Entreprises

TRAINING AND CERTIFICATIONS

Certification in Conflict Management and Conflict Transformation (SLE Berlin, 2024) | Counter Threat Security (U.S. State Department, 2022) | 7 Habits of Highly Effective People Trainer Certification | Political Economy Analysis & DRG Integration (USAID, 2018) | Positive Youth Development (USAID, 2017) | AOR/COR, M&E, Project Design, and Gender Integration Courses (USAID, 2016–2020) | Specialization course on Child Protection, Monitoring and Rehabilitation Peacebuilding (ASPR, Austria, 2015) | Certificate in Public Management (Virginia Commonwealth University, 2015) | Conflict Prevention and Peacebuilding (UN Staff College, 2014) | Communication for Development (Ohio University, 2012) | Monitoring & Evaluation (Illinois State University, 2011)

AWARDS

President Obama Fellowship Certificate (Washington DC, 2015) | Six USAID Mission Honor Awards | Pan-African Young Leader Prize of Excellence (2005) | UN MDG Spokesperson Award (2006) | National Committee for Francophonie Games Award (2005)