

David Holiday **Washington, DC**

Twenty years professional experience in democracy and governance issues, as an analyst/researcher and international consultant on UN peace operations, civil society, transitional justice/rule of law/police/human rights in El Salvador, Guatemala, Nicaragua, Uzbekistan and Afghanistan. Five years as a Washington-based policy advocate, and over 14 years of work experience based in Central America. Proven grant management skills, including monitoring and evaluation, with ten years as a senior staffer or director of internationally funded projects. Extensive analytical and writing experience: authored articles, book chapters & consultant reports on democracy, civil society, human rights, rule of law, & post-conflict transition. Collaborative & team-oriented interpersonal skills.

Employment History

March 2007 – present, *Policy Analyst, [Open Society Policy Center](#), and Program Officer, [Latin America Program, Open Society Institute \(OSI\)](#), Washington, DC*

- Responsibilities include oversight and management of grants throughout Latin America to promote greater transparency and accountability, strengthen democratic institutions, and ensure international support for open society goals.
- Policy advocacy around Latin American issues of importance to OSI.

July 2006 – January 2007, *Program Management Specialist, National Program Support Office (NPSO), Research Triangle Institute, Kabul, Afghanistan*

- Responsibilities included project start-up of a new USAID-funded project under the office of the Senior Economic Advisor to the President of the Islamic Republic of Afghanistan.
- Supported the development of the Afghanistan National Development Strategy, and contributed to the monitoring of the Afghanistan Compact, especially with respect to democratic governance indicators.
- NPSO's tasks included the identification of implementation bottlenecks in priority projects, and issuing recommendations for resolving them.
- Contributed to and wrote various policy papers on topics such as energy, roads, agriculture and urban development.

October 2005-June 2006, *Director, Civic Advocacy Support Program, and Country Team Leader, Counterpart International, Tashkent, Uzbekistan*

- As Country Team Leader, was responsible for administrative oversight and M&E of programs in health, humanitarian aid, HIV/AIDs, local economic development and civic advocacy, as well as programmatic responsibilities for health, HIV/AIDs and civic advocacy. Related and reported to donors, including USAID, State Department, and DFID.
- As Chief of Party for the Civic Advocacy Support Program (CASP), oversaw implementation of training program for local organizations on a variety of advocacy topics.
- Represented Counterpart International during Ministry of Justice audits, as well as during civil and criminal proceedings leading to the end of Counterpart's presence in Uzbekistan.

April 2000-March 2005, *Director, Citizens' Participation and Governance Project, CREATIVE ASSOCIATES INTERNATIONAL INC., San Salvador, El Salvador*

- Responsible for project design, leadership, implementation and oversight of a five-year, \$8 million dollar cooperative agreement with USAID.

- Oversaw funding and training provided to civil society projects that advocated for public policy reforms, including projects dealing with women's rights, human rights and legal reform, electoral reform, and socio-economic issues, at both the local and national level.
- Responsible for USAID mission's key transparency initiatives, including efforts linked to national and local government. Supervised the formulation and implementation of a code of ethics for public servants. Worked closely with local municipalities in the passage and implementation of municipal laws related to information access and citizen participation.
- Supervised a subcontract with the University of Texas, which worked with the Legislative Assembly to improve citizen participation, including: public hearings, departmental offices, civic education, legislative internships, and a constituents' service office.

October 1997-1999, Senior Analyst, Civic Advocacy Project, CREATIVE ASSOCIATES INTERNATIONAL, INC., Guatemala City, Guatemala

- Participated in project start-up of one of the first USAID-funded advocacy projects in Latin America, *Proyecto INCIDENCIA*, a four-year project designed to strengthen civil society advocacy organizations in Guatemala following the 1996 peace accords.
- Responsible for monitoring and evaluation, political analysis, general program support (including grants management and technical assistance), as well as all reporting to USAID.

1993-1997, Independent Consultant and Researcher, El Salvador, Guatemala

- Consulted on UN peace operations, civil society, transitional justice/rule of law/police/human rights, and elections in Central America for international organizations. Recipient of research grant from the U.S. Institute of Peace. Publications in this period included academic and policy-oriented articles and book chapters, as well as numerous reports for international organizations and NGOs.

1991-1993, Representative in Central America, Human Rights Watch, San Salvador, El Salvador

- Reported on human rights and political developments for the U.S.-based human rights organization, including travel and research throughout El Salvador, Nicaragua and Guatemala.
- Represented HRW before governments and non-governmental organizations of the region.

March 1987-December 1990, Associate, Washington Office on Latin America (WOLA), Washington, DC

- Monitored the political and human rights situation in El Salvador for this Washington D.C.-based organization that provides members of Congress and their staff, the media and the public with information and analysis of U.S. policy toward Latin America.

Included frequent travel to the region, and ongoing meetings with high-level policymakers and other political actors in the U.S. and Central America. Other responsibilities included monitoring the foreign-aid process, editing the organization's newsletter, and public speaking.

March 1986-February 1987, Assistant, Washington Office on Latin America (WOLA), Washington, DC

- Assisted in the preparation of reports and conferences on human rights and political issues related to U.S. policy toward Latin America.

Relevant Consultancies

February 2007, Counterpart International, Kabul, Afghanistan

Carried out an assessment of and provided recommendations to the Afghan Civil Society Forum on its advocacy plan and strategy.

May-July, 2005, Creative Associates International, Washington, DC

Contributed to and reviewed proposals submitted to USAID on Afghanistan and Sudan.
Contributed to systematization of CREA's work on civil society in Central America.

August-October 2003, Conflict Research Unit, Netherlands Institute of International Relations 'Clingendael', The Hague

External reviewer of two case studies on El Salvador and Guatemala, "Democratic Transition in Post-Conflict Societies: Building Local Institutions."

August 1999, Norwegian Institute of Human Rights, San José, Costa Rica

Participated in a team that evaluated NORAD's support to the Inter-American Institute of Human Rights in Costa Rica.

January 1998, USIA-Nicaragua

Invited by the US Embassy to speak to a broad array of government officials, political parties and civil society organizations about the experiences of Offices of the Human Rights Ombudsman in Central America, in preparation for the creation of a similar office in Nicaragua.

February-June 1997, Catholic Relief Services, Guatemala City, Guatemala

Prepared proposals for projects that included support for the Bishops Conference's migration office, an inter-diocesan human rights coordination body, and a research and dissemination project on policies and problems of migrants along the Guatemala-Mexico border.

March-June 1997, PACT, Washington, DC

Contributed to the preparation of a response to an USAID RFA on civil society strengthening in Guatemala.

April 1997, Danish Center for Human Rights, Guatemala City, Guatemala

Served as interpreter and resource person for a delegation seeking to implement a strategic planning process with the justice sector in Guatemala.

May-July 1997, United Nations Development Program, Guatemala City, Guatemala

Led a team in the evaluation of UNDP's NGO institutional strengthening program, in addition to a stocktaking exercise of UNDP's working relationships with NGOs and civil society.

January-February 1996, Analysis and Documentation Unit of the United Nations Mission for the Verification of Human Rights in Guatemala, Guatemala City, Guatemala

Prepared an analysis of MINUGUA's internal efforts to evaluate its impact and to propose a framework for future efforts, based on interviews within MINUGUA as well as with a wide range of Guatemalan and international political actors in order to analyze

May-October 1996, Inter-American Development Bank, Guatemala City, Guatemala

Wrote a detailed analysis on the role of civil society organizations in Guatemala for the IDB representation in Guatemala. Participated in a follow-up conference between IDB, government, private sector and civil society organizations, and wrote the follow-up report.

October 1996-January 1997, Management Systems International, Washington, DC

Member of team contracted by USAID for a DG Assessment on the state of democratic consolidation and governance in Guatemala.

Prepared a strategy for the Office of Democratic Initiatives, 1997-2001, in Guatemala.

November-December 1995, United Nations Volunteers, Geneva, Switzerland

Carried out an evaluation of a regional UNV human-rights program in Central America, as well as proposed new roles for UNV specialists in support of the Guatemalan peace process.

February-April 1995, Freedom House, San Salvador, El Salvador

Assisted in the preparation of two delegations of U.S. municipal leaders, and served as a resource person accompanying the delegations.

1994-2000, Human Rights Watch/Americas, El Salvador and Guatemala

Occasional consulting for HRW/Americas in Central America, including authoring the El Salvador chapters for Human Rights Watch World Report in 1994, 1995; the Guatemala chapters for 1996, 1999 and 2000; and research on the human rights situation in Guatemala.

February-December 1994, International Center for Human Rights and Democratic Development, Montreal, Canada

Co-authored a report assessing the role of civil society in Guatemala, which served as a basis of the ICHRDD's future programming. Based on interviews with Mayan, women, human rights and development organizations, as well as government officials and diplomats, the report was published in English, French and Spanish.

March-June 1994, *Correspondent*, The Economist Intelligence Unit, London, UK

Covered El Salvador for the 2nd and 3rd Quarter reports, as well as for the 1994-1995 annual report.

Publications

"El Salvador's 'Model' Democracy," Current History, (February, 2005)

"Broad Participation, Diffuse Responsibility: Peace Implementation in Guatemala," co-authored with William Stanley, in Stedman/Rothchild/Cousens, Ending Civil Wars: The Implementation of Peace Agreements, Boulder: Lynne Reiner Publishers, 2002.

"Guatemala's Precarious Peace," Current History, (February 2000).

"Under the Best of Circumstances: ONUSAL and the Dilemmas of Verification and Institution Building in El Salvador," co-authored with William Stanley, Peacemaking and Democratization in the Western Hemisphere, Boulder: Lynne Reiner Publishers, 1999.

"Peace Mission Strategy and Domestic Actors: United Nations Mediation, Verification and Institution Building in El Salvador," International Peacekeeping, Summer 1997, co-authored with William Stanley.

"En la Mejor de las Circunstancias: ONUSAL y los Desafíos de la Verificación y el Fortalecimiento Institucional en El Salvador," Estudios Centroamericanos, Junio 1997, UCA, San Salvador, co-authored with William Stanley.

"Guatemala's Long Road to Peace," Current History, February 1997.

Toward a New Role for Civil Society in the Democratization of Guatemala, International Centre for Human Rights and Democratic Development, co-author with Tania Palencia, July 1996.

Separating Facts from Fiction: The Work of the Tripartite Commission in Nicaragua, Human Rights Watch/Americas, October 1994, principal author (with David Dye and Cynthia Arnson).

Human Rights in Guatemala During President De León's First Year, Human Rights Watch/Americas, June 1994, contributed research.

The Economist Intelligence Unit Country Report on El Salvador (2nd & 3rd Quarters, 1994), correspondent. Also, The EIU'S Annual Report on El Salvador 1994-1995.

A Negotiated Revolution? A Two-Year Progress Report on the Salvadoran Accords, Hemisphere Initiatives, March 1994, author of section on police issues.

Human Rights Watch World Report 1992, 1993, 1994, 1995, 1996, 1999, 2000, contributed to or authored chapters on Central America.

The Lost Agenda: Human Rights and U.N. Field Operations, Human Rights Watch, June 1993, co-authored chapter on El Salvador.

Clandestine Detention in Guatemala, Americas Watch, March 1993, author.

"Building the Peace: Preliminary Lessons from El Salvador," The Journal of International Affairs, Winter 1992-1993, co-authored with William Stanley.

"La Construcción de la Paz: Lecciones Preliminares de El Salvador," Estudios Centroamericanos, Enero-Febrero 1993, UCA, San Salvador, co-authored with William Stanley.

Endgame: A Progress Report on Implementation of the Salvadoran Peace Accords, Hemisphere Initiatives, December 3, 1992, contributor.

El Salvador: Peace and Human Rights: Successes and Shortcomings of the United Nations Mission in El Salvador (ONUSAL), Americas Watch, September 2, 1993, co-authored with Cynthia Arnson.

The Need to Remember: The Massacre at El Mozote, Americas Watch, July 1992, co-authored with Cynthia Arnson.

Fitful Peace: Human Rights and Reconciliation in Nicaragua, Americas Watch, July 1991, co-authored with Cynthia Arnson.

El Salvador and Human Rights: The Challenge of Reform, Americas Watch, March 1991, co-authored with Cynthia Arnson.

A Step Toward Peace? The March Elections in El Salvador, Washington Office on Latin America, March 1991, author.

Police Aid and Political Will, Washington Office on Latin America, 1988, contributor and editor.

Education

1984, A.B. in Politics (Honors), Princeton University, Princeton, NJ

Winner of the Lyman H. Atwater Prize for Politics for the best senior thesis in the Politics Department, a political biography of civil libertarian and university professor H.H. Wilson

Expected in late 2007, Masters in Nonprofit Management, Regis University, Colorado

Expected completion of a twelve-course masters program designed to develop and enhance the management and leadership capabilities of professionals in the nonprofit sector. (One course and a final project will be completed in 2007).

Lectures, Public Appearances, Grants

Public speaking at forums and seminars in the U.S. and Central America, including Smith College, Princeton University, Middlebury College, New York University, Columbia University, American University, George Washington University, the University of Texas at Austin, Hollins College (Va.), Virginia Tech, Texas Christian University, the University of New Mexico (Albuquerque), North-South Center of the University of Miami, the Latin American Studies Association (LASA), the U.S. Department of Justice, USIA Speakers Grant (Nicaragua), and the Academic Council on the United Nations System (ACUNS).

Together with Prof. William Stanley of the University of New Mexico (Albuquerque), recipient of a two-year grant (1984-1986) from the [United States Institute of Peace](#) to examine the role of the United Nations mission (ONUSAL) in peace-making and postconflict peace-building in El Salvador.

Professional Associations

Latin American Studies Association (since 1991)
Maine World Affairs Council

Languages

Spanish: Fluent

Professional References

Available upon request.