

Europass Curriculum Vitae



Personal information

Nationality Italian

Work experience

Dates July 2008 – present

Occupation or position held **Senior Research Fellow - Training Specialist**

Main activities and responsibilities

Responsible of the research project titled “Training for CSDP and UN personnel: recent challenges”. Responsible for a portfolio of actions related to **peace support capacity building activities** on the African Continent and to issues related to the training of civilian personnel of PSOs more in general.

Works on training-related aspects of Mentoring & Advising, is a regular **trainer on MMA** at CEPOL, EuroGendarmerie, CoESPU courses on the subject and is the senior researcher representing the Scuola within the **EU-funded project LET4CAP** (Law Enforcement Training for Capacity Building) let by the Italian Carabinieri.

Drafter and responsible for the management of programmes and projects focused on civilian and police training within the framework of the African Standby Force civilian capacities enhancement.

Trainer on human rights issues, ToT, mentoring & advising, training methodologies to courses for civilian and police personnel. Focal point on issues related to the standardization/harmonization of training curricula.

Responsible of the **training curriculum development** for MMA-T courses, PDTs, ToT courses, courses on human rights and peace support related issues (e.g. HEAT).

Involved in the management of the **ENTRi certification of courses** (<http://www.entriforccm.eu/33/>). Representative of the Scuola Superiore Sant’Anna in the International Association of Peacekeeping training Centres (IAPTC) and in the European Association of Peacekeeping training Centres (EAPTC).

Conducts regularly training needs assessments for courses organised for civilian and police personnel and **training evaluations (formative and summative)**.

Works on issues related to training evaluation and **training quality assurance** and is currently framing a **training evaluation framework** for training courses organized by the Scuola on civilian crisis management related issues and related to Civil Protection.

Conducted **training impact evaluation** (desk and in situ) of ENTRi training courses (pre-deployment & specialisation) delivered to personnel currently serving in Kosovo.

Active member of the ENTRi WG on Evaluation.

Designed proposals for **Quality Control of training** related projects and procedures for **individual evaluation and summative assessment of trainees** (e.g. EP HEAT).

Research activities on issues related to the Human Rights-Based Approach (HRBA) to development cooperation as an instrument translating human rights norms into concrete programming guidance tools.

Member of the research unit of the Scuola on International Disaster Law, a FIRB 2012 project funded by the Ministry of Education, whose main objective is that of improving the effectiveness of those international mechanisms aimed at disaster prevention and management.

(*Jun. 2008-Nov. 2010 – Post Doctoral research fellow; Dec. 2010-now – Research fellow)

Name and address of employer

Scuola Superiore Sant’Anna,
Piazza Martiri della Libertà 33
56100 Pisa, Italy

Type of business or sector

Training/research

Dates	April 2009 – September 2013
Occupation or position held	Contract Professor of Public International Law
Main activities and responsibilities	Academic teaching to undergraduate students of public international law related issues with particular focus on human rights law; students' coaching and thesis supervision.
Name and address of employer	LUMSA Dipartimento di Giurisprudenza/School of Law Via Pompeo Magno 22 00192 – Roma - Italy
Type of business or sector	Academic research & teaching
Dates	November 2007 – November 2011
Occupation or position held	Contract Professor of Public International Law
Main activities and responsibilities	Academic teaching to undergraduate students of public international law related issues with particular focus on human rights law; students' coaching and thesis supervision. Also Lecturer at the IT Army Warrant Officers School.
Name and address of employer	Università della Tuscia, Corso Interfacoltà SOGE via Santa Maria in Gradi 01100 Viterbo (VT) Italy
Type of business or sector	Academic teaching and research
Dates	July 2008 – April 2010
Occupation or position held	Trainer Consultant on human rights issues
Main activities and responsibilities	Coordinator and focal point of the component relevant for the Scuola Sant' Anna of a Twinning programme for training the Turkish Police (Jandarma) on human rights issues, in cooperation with the Italian Carabinieri. Liaison functions; training curricula development; strategic policy development. Trainer at ToT courses on human rights issues in Turkey addressed to the Turkish Jandarma officers. Co-drafter of a training manual on human rights for the Turkish law enforcement officers.
Name and address of employer	Studiare Sviluppo SRL Via Nazionale 163 00184 Rome (RM) Italy
Type of business or sector	Police training/ human rights research and advise
Dates	April – August 2008
Occupation or position held	Consultant on human rights issues
Main activities and responsibilities	Drafted Guidelines on National Legislations against Racism, Racial Discrimination, Xenophobia and Related Intolerance. Undertaken research on issues related the preparation of the aforementioned Guidelines; Consulted various stakeholders and revised the Guidelines accordingly; Prepared other background documents related to the main task assigned.
Name and address of employer	UNOG-OHCHR CH-1211 Geneva 10 Geneva Switzerland
Type of business or sector	International organizations
Dates	October 2004 to November 2007
Occupation or position held	Human rights Officer

Main activities and responsibilities	<p>(From May 2006) Work in the office of the Chief of the Research and Right to development Branch on human rights policy issues, result-based programming and programme monitoring and evaluation. Undertaken research on human rights issues; reviewed, monitored and evaluated activities relating to the implementation of resolutions of the relevant human rights decision-making bodies; Reviewed and prepared research reports, background papers and other relevant documents for the Secretary-General, the High Commissioner and the secretariat, as well as for the relevant human rights decision-making bodies. Drafted substantive correspondence, notes, memos, and guidelines. Liaison with other branches and offices of OHCHR and inter-agency networks and task forces in the areas of responsibility of the Branch.</p> <p>(Until April 2006): Secretary of the UN Working Group of Experts on People of African Descent; Provided support to research on the OHCHR/UN anti-discrimination agenda, handled research material; organized training sessions and awareness raising events; Contributed to the collection and dissemination of good practices in the field of anti-discrimination; worked with civil society organizations to generate appropriate input and information for annual progress reports on steps taken towards implementing the Durban Declaration and Programme of Action. Established and/or strengthen contacts with youth organisations worldwide working in the field of anti-discrimination and with other international and regional organisations engaged in the fight against racism.</p>
Name and address of employer	<p>UNOG-OHCHR CH-1211 Geneva 10 Geneva Switzerland</p>
Type of business or sector	International Organisations
Dates	October-December 2003
Occupation or position held	Consultant on Human rights and migration related issues
Main activities and responsibilities	<p>Assisted the Special Rapporteur on the Human Rights of Migrants in: drafting reports on the situation of migrant workers with a view of formulating recommendations for the promotion and protection of their rights; dealing with cases of alleged violations of human rights; drafting allegation letters and urgent appeals to Governments concerning specific cases falling within the mandate of the special procedure supported; maintaining contacts with NGOs and other relevant stakeholders.</p>
Name and address of employer	<p>UNOG-OHCHR CH-1211 Geneva 10 Geneva Switzerland</p>
Type of business or sector	International Organisations
Dates	January 2001-October 2004
Occupation or position held	Research fellow and PhD candidate - Public International Law
Main activities and responsibilities	<p>Undertaken research on human rights related issues, in particular as they pertained to IDPs; Delivered lectures on human rights issues and humanitarian law to undergraduate students; Presented papers on topics related to own research to conferences and round tables; cooperated in the organization of conferences and workshops over themes inherent to public international law; written manuscripts and articles published in various legal volumes or reviews; Co-operated with the International Training Centre for Conflict Management (ITPCM) on the various activities it carries out; drafted and implemented projects relating to academic research and teaching of the major subject of specialization (Public International Law); Established contacts with other academic institutions and research centres, UN offices and other IGOs dealing with IDPs related issues in order to create partnerships for the carrying out of the PhD research; Cooperated in the planning and organization of a section of the academic agenda of the Master Program in Human Rights and Conflict Management relating to legal aspects of human rights protection and operational capabilities of human rights officers.</p> <p>Title of PhD Thesis: The Concept of International Protection of Internally Displaced Persons (IDPs) and its implementation.</p>

Name and address of employer	Scuola Superiore Sant'Anna, Piazza Martiri della Libertà 33 56100 Pisa, Italy
Type of business or sector	Academic
Dates	January 2001-September 2001
Occupation or position held	Consultant on Governance and Rule of Law
Main activities and responsibilities	Undertaken a feasibility study and draft a project proposal for the creation of a web site promoting, and providing information on, activities and initiatives undertaken by different Governments in the field of human rights and governance; establishment of an interactive desk aimed at the collection of information on best practices in the field of human rights and governance (also e-governance); creation of a database and network of national and international actors, including Italian non governmental organizations, in order to collect information and disseminate results on best practices identified. Organized capacity-building activities on human rights and governance for civil society empowerment. Cooperated in the organization of a Training Workshop on Electronic Government by collecting and reviewing existing documents and draft background notes on governance and rule of law issues relevant to the objective of the workshop; providing data on support to rule of law initiatives from bilateral and multilateral sources relevant to e-government; preparing of the training material.
Name and address of employer	ONU/DESA-Office of Human Resources for International Co-operation C.so Vittorio Emanuele II, 251 00186 Rome - ITALY
Type of business or sector	International Organisation
Dates	January-December 2000
Occupation or position held	Consultant on human rights
Main activities and responsibilities	Co-operation in the preparation of the semester of Italian Presidency of the Council of Europe; Preparation of, and active participation to, the works of the Italian Delegation to the 56th session of the UN Commission on Human Rights; Collaboration in the drafting of texts and reports concerning the European Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance within the framework of the Council of Europe; Co-operation in the drafting of the State-reports to be presented before the UN Treaty-bodies and other international fora; Undertaking research on human rights related issues; Co-operation in the organization of the NGO Forum Meeting, within the framework of the Council of Europe, on The European Convention on Human Rights at 50: What future for the Protection of Human Rights in Europe?.*Organizing NGOs preparatory meetings at a national level and a national NGOs Forum on racism for the contribution of the Italian non-governmental sector to the European Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance. Collaboration in the organization of the visit to Italy of the Committee for the Prevention of Torture (CPT).
Name and address of employer	Inter-Ministerial Human rights Committee Italian Ministry of Foreign Affairs Piazzale della Farnesina, 1 00194 Rome (RM) Italy
Type of business or sector	Government
Education and training	

Dates	January 2001-October 2005
Title of qualification awarded	PhD in Public International Law
Principal subjects/occupational skills covered	Human rights law, International Humanitarian law Title of the thesis: <i>The Concept of International Protection of Internally Displaced Persons (IDPs) and its implementation</i> Final mark: 100/100
Name and type of organisation providing education and training	Scuola Superiore Sant'Anna, Piazza Martiri della Libertà 33 56100 Pisa, Italy Public University
Level in national or international classification	Doctorate or Equivalent
Dates	September 1998- September 1999

Title of qualification awarded	European Master's Degree Diploma in Human Rights and Democratisation
Principal subjects/occupational skills covered	Human rights law, democratization, peace and security issues Title of the Master's thesis: <i>Recent Trends in the International Protection of Internally Displaced Persons.</i>
Name and type of organisation providing education and training	European Master in Human Rights and Democratisation, European Inter-University Centre for Human Rights and Democratisation, Venice, Italy
Level in national or international classification	Masters or Equivalent
Dates	November 1992-June 1998

Title of qualification awarded	Degree in Political Sciences (International Politics Branch)
Principal subjects/occupational skills covered	International Law, international Politics and Relations, Contemporary History Title of the Final dissertation: <i>The United Nations Mission for the Verification of Human Rights in Guatemala (MINUGUA)</i> ; Graduated with first-class-honours-110/110 <i>cum laude</i> .
Name and type of organisation providing education and training	Università degli Studi di Pisa, Facoltà di Scienze Politiche Public University
Level in national or international classification	BA+MA

Personal skills and competences

Mother tongue(s) **Italian**

Other language(s)

Self-assessment

European level (*)

English

French

Spanish

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	
C2	C2	C2	C2	C2
C2	C2	C2	C2	C2
C2	C2	C2	C2	C2

(*) [Common European Framework of Reference for Languages](#)

Social skills and competences

I am a very dedicated and sensible person with sound organisational and interpersonal skills; I gained a good knowledge and expertise in the areas of responsibility assigned to me thus demonstrating good analytical skills and a sound ability to work in teams, under pressure, with difficult schedules and in difficult contexts.

Organisational skills and competences

I gained an enhanced knowledge and experience through researching human rights issues, drafting analytical papers and reports, reviewing, monitoring and evaluating activities, coordinating, monitoring and providing guidance, planning and reviewing activities and projects. I have excellent communication (spoken and written) skills, including the ability to convey complex concepts and recommendations at senior level, both orally and in writing, in a clear, concise style and to deliver presentations to external audiences. My last second reporting officer evaluated me as follows "she demonstrated herself to be a very quick learner and assumed responsibilities far above her level and on all accounts performed extremely well in an often stressful environment with short deadlines. Her dedication, competence, thoroughness and collegiality were noted by all colleagues who worked with her. She has a very positive attitude towards her work and always goes the extra mile to complete her assignments on time and very professionally".

Technical skills and competences

Expert in: International and European Human Rights Law. Specific expertise on human rights of vulnerable groups (in particular IDPs, minorities, refugees, migrants). Design and management of training programmes, plans of actions and projects targeted for various stakeholders. Training impact evaluation and TNAs. Mentoring & Advising, ToTs. Experience in programme development and management (includes budget management, financial reports to donors, relationships with various stakeholders, inter-agency liaison). Experience in design and delivery of training programmes on human rights issues, M&A and other topics relevant to civilian crisis management tailored for different audiences. Represented OHCHR in various official missions in the area of responsibility of the Branch of assignment both in inter-agency meetings, meetings with delegations, conferences and accompanying independent experts during country visits (e.g. WG on People of African Descent Mission to Belgium 13-17 June 2005).

Computer skills and competences
Driving licence

Good command of Microsoft Office™ tools (Word™, Excel™ and PowerPoint™);
Good knowledge of graphic design applications (Adobe Illustrator™, PhotoShop™).
Holder of a Category B driving licence

Additional information

Special courses and trainings:

January 2012: Strengthening capacity in a reform environment: A course for mentors and advisers, USIP, Washington D.C., USA

June 2007: Results-Based Management workshop for senior officials and Budget focal points, OHCHR Geneva, CH;

May 2007: Programme Performance Monitoring and Evaluation Workshop, OHCHR Geneva, CH;

March 2007: Workshop on HR-based Approach to UN Programming, OHCHR Geneva, CH;

May 2004: Specialization Training Course on Democratisation and Good Governance, within the European Community Project on Training for Civilian Aspects of Crisis Management, Ecole Nationale d'Administration, Paris, France;

July 2002: Summer Course on International Humanitarian Law organised and coordinated by the International Institute of International Humanitarian Law, San Remo – Italy, Geneva, CH;

June 2001: EU EOP LTO General Training Seminar, part of the Election Observation – A Common European Approach Project, Uppsala, Sweden.

Main publications:

Drafted various reports of the United Nations Secretary General and the High Commissioner for Human Rights to the General Assembly and the Human Rights Council.

Articles and monographs published include:

- CRETA A., Pre-deployment Training for CDSP Missions Developments, in The CoESPU Magazine, The online quarterly Journal of Stability Policing, 1-2019, pp.38-42, available at <https://www.coespu.org/magazine/coespu-magazine-1-2019>
- CRETA A., Implementation of the Duty of Care by the United Nations, in de Guttery et al. (Eds), The Duty of Care of International Organisations Towards their Civilian Personnel – Legal obligations and implementation challenges, Springer - Asser Press, 2018, pp. 167-207.
- CRETA A., Integrating human rights into disaster management: normative, operational and methodological aspects, in AA.VV., Routledge Handbook of Human Rights and Disasters, Routledge, 2018, pp. 132-148.
- CRETA A., di MARTINO A, NEMEDI M, TAITTO P., Civilian and Military Personnel of CSDP Missions and Operations, European Parliament –EP/EXPO/B/SEDE/2016/02, February 2017 - PE 578.035.
- CRETA A., Towards Effective Regional Responses to the Phenomenon of Foreign Fighters: The OSCE Toolbox, in A. de Guttery et al. (eds.), Foreign Fighters Under International Law and Beyond, T.M.C. ASSER PRESS, 2016, pp. 355-372.
- CRETA A., author of sections 1.3, 1.4, 2.8, 4, 5, in de GUTTRY A. (Ed), 20th Anniversary of the International Training programme for Conflict management, 1995-2015, pp. 41-42, 46-48, 100-101, 129-130, 145-149, Ed Il Campano, 2015.
- CRETA A., Training architecture(s) under review: An avenue for bolstering EU-UN Partnership on training for peace operations?, ZIF Policy Briefing 10/14, http://www.zif-berlin.org/fileadmin/uploads/analyse/dokumente/veroeffentlichungen/ZIF_Policy_Briefing_Annalisa_Creta_October_2014_ENG.pdf.
- CRETA A., More coherence in peacekeeping training? The Global Peacekeeping Architecture project, in ITPCM, International Commentary - PeaceKeeping, Trends and Challenges in Africa, Vol. X, no.36, July 2014.
- CRETA A., From Peacekeeping to Stabilization: The Local Counterparts' Capabilities Development Paradigm. A. de Guttery, E. Sommaro, L. Zhu (a cura di) China's and Italy's Participation in Peacekeeping Operations Existing Models, Emerging Challenges Lexington Books, -Lanham, 2014, pp.195- pp.216.
- CRETA A., A (human) right to humanitarian assistance in disaster situations? Surveying Public International Law – in A. de Guttery et al. (eds.), International Disaster Response Law, T.M.C. Asser Press / Springer, 2012, pp. 353-379.
- CRETA A., Harmonised Approach to Training. PKSOI (a cura di) 17th Annual International Association of Peacekeeping Training Centres Workshop Report PKSOI, -Carlisle STATI UNITI D'AMERICA, 2012, pp.63- 66.
- CRETA A., Methodologies for human rights training. AA.VV. (a cura di) Human Rights and Law Enforcement - A Manual for the Training of Police Forces Ufficio Cooperazione Internazionale dell'Arma dei Carabinieri, Roma ITALIA, 2010, pp.551- 575
- CRETA A., Policing and the protection of non citizens, refugees and IDPs. AA.VV. (a cura di) Human Rights and Law Enforcement - A Manual for the Training of Police Forces Ufficio Cooperazione Internazionale dell'Arma dei Carabinieri, -Roma ITALIA, 2010, pp.513-548.
- CRETA A., Detention. AA.VV. (a cura di) Human Rights and Law Enforcement - A Manual for the Training of Police Forces Ufficio Cooperazione Internazionale dell'Arma dei Carabinieri, Roma ITALIA, 2010, pp.368- 393.
- CRETA A., Arrest. AA. VV. (a cura di) Human Rights and Law Enforcement - A Manual for the Training of Police Forces Ufficio Cooperazione Internazionale dell'Arma dei Carabinieri, Roma ITALIA, 2010, pp.343-367.
- CRETA A., Stopping. AA. VV. (a cura di) Human Rights and Law Enforcement - A Manual for the Training of Police Forces Ufficio Cooperazione Internazionale dell'Arma dei Carabinieri, Roma ITALIA, 2010, pp.334-342
- CRETA A., The human rights apparatus and enforcement mechanisms. AA.VV. (a cura di) Human Rights and Law Enforcement - A Manual for the Training of Police Forces

Ufficio Cooperazione Internazionale dell'Arma dei Carabinieri, Roma ITALIA, 2010, pp.91-147.

- CRETA A., La formazione del personale civile delle operazioni di supporto alla Pace - L'esperienza della Scuola Superiore Sant'Anna in Africa, in *Alta Inform@zione* numero 2/2010 "La DAF esporta il sistema Scuola nel Mondo".
- CRETA A., Towards a network of Italian Training Centres, in *ITPCM Newsletter* 2010.
- CRETA A., PIROZZI N., L'Italia nelle missioni civili dell'UE: criticità e prospettive. La formazione ed il reclutamento del personale civil, in *Quaderni IAI* n. 35, (2010), p.37 ss.
- CRETA A., Hostages in their own land: which protection for Afghan IDPs during Operation Enduring Freedom?, in de Guttery A. (Ed.), *Oltre la reazione, Complessità e limiti nella guerra al terrorismo internazionale dopo l'11 settembre*, pp. 293-321, ETS Ed., Pisa, 2003.
- CRETA A., The Special Court for Sierra Leone: 'a treaty-based sui generis court', in de Guttery A. (Ed), *Le Nuove Sfide nella Protezione Internazionale dei Diritti dell'Uomo. Tutela e promozione dei diritti umani alla luce dei recenti sviluppi del diritto internazionale*, pp.185 – 223, ETS Ed., Pisa, 2002.
- CRETA A., Recent Trends in the International Protection of Internally Displaced Persons, in Creta A., Houriname M., Jansen R., Sandlund A., Zidar A., *European Master's Degree in Human Rights and Democratization – Awarded Theses of the A.Y.1998/1999*, pp.11-90, Marsilio Ed., Venezia, 2001.