

# Europass Curriculum Vitae

## Personal information

Nationality Italian  
Email address annalisa.creta@santannapisa.it

## 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.

**Main areas of academic research:** human rights, peace and security, disaster response. **Works on mentoring training-related aspects,** is a regular **trainer on MMA** at CEPOL, EuroGendarmerie, CoESPU courses on the subject and was 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 (also within the EU-AiD Volunteer Project), 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).

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).

Member of the Research Team of the **“Mapping of Knowledge Holders Dealing with Civil Protection and Crisis Management within UCPM Participating States” study** commissioned by DG ECHO to identify and describe existing knowledge holders involved in civil protection and disaster management in the Union Civil Protection Mechanism (UCPM) Member and Participating States and selected EU neighbouring countries. (Dec. 2019-Jul. 2020)

Senior researcher supporting Civilian Coordinator for **Training (CCT) tasked with the analysis of training requirements and subsequent preparation of a Training Requirements Analysis (TRA)** in the areas of Safety & Security and Human Rights and IHL within the framework of the activities of the EU Civilian Training Group (EUCTG) (2020-2021)

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 **EUPCST Consortium** on behalf of the Scuola Sant’Anna and member of the **EUPCST Working Group 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). Designed the **Quality Assurance Framework** for the UCPM **CMI** courses led by the Italian Civil Protection. 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	<b>Contract Professor of Public International Law</b>
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	<b>Contract Professor of Public International Law</b>
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	<b>Trainer Consultant on human rights issues</b>
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	<b>Consultant on human rights issues</b>
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	<b>Human rights Officer</b>
Main activities and responsibilities	(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. (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.
Name and address of employer	UNOG-OHCHR CH-1211 Geneva 10 Geneva Switzerland
Type of business or sector	International Organisations
Dates	October-December 2003
Occupation or position held	<b>Consultant on Human rights and migration related issues</b>
Main activities and responsibilities	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.
Name and address of employer	UNOG-OHCHR CH-1211 Geneva 10 Geneva Switzerland
Type of business or sector	International Organisations
Dates	January 2001-October 2004
Occupation or position held	<b>Research fellow and PhD candidate - Public International Law</b>

Main activities and responsibilities	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. Title of PhD Thesis: The Concept of International Protection of Internally Displaced Persons (IDPs) and its implementation.
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	<b>Consultant on Governance and Rule of Law</b>
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	<b>Consultant on human rights</b>

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: The Concept of International Protection of Internally Displaced Persons (IDPs) and its implementation  
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: Recent Trends in the International Protection of Internally Displaced Persons.

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: The United Nations Mission for the Verification of Human Rights in Guatemala (MINUGUA);  
Graduated with first-class-honours-110/110 cum laude.

Name and type of organisation providing education and training  
 Level in national or international classification

Università degli Studi di Pisa, Facoltà di Scienze Politiche  
 Public University

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, management and evaluation (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 co-ordinated 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., Law Enforcement Training for Capacity Building, in The CoESPU Magazine, The online quarterly Journal of Stability Policing, 4-2019, pp.8-11, available at <https://www.coespu.org/sites/default/files/magazine/Magazine%204.19.pdf>
- CRETA A., Short courses on Human rights in de GUTTRY Ed. Celebrating an Amazing Journey, ITPCM 25th Anniversary 1995-2020, Edizioni ETS, pp. 42-44, ISBN 978-884675890-3
- CRETA A., Peace Support Operations and Conflict Management - Seminars and Short Courses, in de GUTTRY Ed. Celebrating an Amazing Journey, ITPCM 25th Anniversary 1995-2020, Edizioni ETS, pp. 55-63.
- CRETA A., Mapping of Knowledge Holders Dealing with Civil Protection and Crisis Management within UCPM Participating States, in de GUTTRY Ed. Celebrating an Amazing Journey, ITPCM 25th Anniversary 1995-2020, Edizioni ETS, pp. 102-103.
- CRETA A., Harmonisation of Training Standards for Civilian Personnel, in de GUTTRY Ed. Celebrating an Amazing Journey, ITPCM 25th Anniversary 1995-2020, Edizioni ETS, pp. 111-114.
- CRETA A., HarmonisENTRi Certification Activities in de GUTTRY Ed. Celebrating an Amazing Journey, ITPCM 25th Anniversary 1995-2020, Edizioni ETS, pp. 130-133.
- 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 Guttry 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 Guttry 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](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 Guttry, 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 Guttry 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.

