

Lucy Wilson (she/her)

18+ years of supporting global gender and social justice efforts with a versatile skill set

KEY SKILLS AND QUALIFICATIONS

- **Impact measurement:** Deep experience with designing and implementing participatory and complexity-aware monitoring, evaluation, and learning approaches and conducting assessments to inform programs.
- **Writing & communications strategy:** Sought after to write, edit, and provide strategic guidance on impact reports, evidence and data reviews, and programmatic guidance and advocacy tools. Adept at synthesizing data, evidence, and experience into compelling and actionable insights.
- **Donor & client management:** Proven ability to respectfully and productively partner with stakeholders who disburse resources, who drive decisions, and who face our most complex challenges on a daily basis.
- **Strategic planning and scale-up:** Proven success in developing and implementing organizational strategies and in supporting the scale-up of evidence-based practices.
- **Complex project, knowledge, and partnership management:** Systems thinker with strong conceptual and problem-solving skills, clear communication, and the ability to collaborate with and adapt to team needs.
- **Learning for impact:** Work with teams to foster a culture of learning, reflection, and adaptation based on evidence, data, and feedback to optimize impact and satisfaction.

EXPERIENCE

Independent Consultant / Owner, [Rising Outcomes](#)

North Carolina, August 2018 – Present

Illustrative consultancies include:

- **Population Reference Bureau, May - October 2024.** Providing technical guidance to U.S. Agency for International Development (USAID) staff interested in adding menstrual health to existing programs.
- **BeGirl, Inc., May 2024.** Supporting advocacy for the adoption of national product quality standards.
- **Reproductive Health Supplies Coalition, December 2023 – February 2024.** Supported the organization's strategic planning through the integration of outcome mapping, a complexity-aware monitoring approach, into their impact measurement system.
- **FHI 360, October 2023 – May 2024.** Conducted a multi-country indicator review to support the scale-up of high impact practices.
- **FHI 360, October 2018 – December 2024.** Advising on monitoring, evaluation, and learning (MEL), operations, and communications for contraceptive development and introduction projects.
- **The Case for Her, June – July 2023.** Wrote and edited a 10-year impact and lessons learned [report](#) that provides guidance for other funders and investors in menstrual health.
- **UNICEF/UNFPA, September 2022 – April 2023.** Conducted an [assessment](#) of quality standards for menstrual products and proposed an advocacy pathway for standards in West and Central Africa.
- **NewGen Contraceptive Project, September 2022 – April 2023.** Wrote several chapters of a white paper that lays the foundation for the work of a newly launched consumer advocacy organization. Provided thought partnership on setting priorities and navigating the field.
- **FHI 360, September 2021 – December 2022.** Led MEL efforts in the first year of a USAID-funded HIV product introduction project, providing training and mentorship across the 10-country team.
- **JSI Research and Training Institute, July 2021 – March 2022.** Co-led a virtual [workshop series](#) on complexity-aware monitoring for the USAID-funded MOMENTUM awards.
- **Reproductive Health Supplies Coalition / Mann Global Health, January – July 2021.** Co-led an supply-side market [assessment](#) on menstrual products in low- and middle-income countries.

- **International Business & Technical Consultants, Inc., May 2021 – April 2022.** Served as a technical writer and convener for the development of a High Impact Practices in Family Planning evidence [brief](#).
- **Medicines360, July 2019 – August 2021.** Provided technical guidance on all aspects of impact measurement, including the design of an index measure for increased equity. Developed a strategic communications plan and annual impact report.
- **JSI Research and Training Institute, July – September 2020.** Authored a [technical guide](#) to complexity-aware monitoring approaches for the USAID-funded MOMENTUM awards.
- **Population Reference Bureau, January – May 2019.** Conducted an end-of-project evaluation of a communications and capacity development grant.
- **World Health Organization (WHO), October 2018 – April 2019.** Wrote a guidance document on conducting peer-to-peer learning exchanges for the scale-up of evidence-based practices.

FHI 360, Durham, NC

Positions held:

- **Technical Advisor, February 2016 – August 2018**
- **Monitoring and Evaluation (M&E) Advisor, March 2014 – February 2016**
- **Senior Program Officer, October 2009 – March 2014**
- **Technical Officer, August 2008 – September 2009**
- **Associate Program Officer, September 2007 – July 2008**

Key responsibilities and achievements:

- **FHI 360's family planning strategy lead (2014-2018).** Co-developed and led an organizational strategy to maintain leadership in the family planning field. In this role, developed and promoted new programs and areas of expertise, including leading an effort to integrate menstrual health with sexual and reproductive health. Authored blog posts, mentored staff, and managed internal and external communications. Led efforts to diversify funding for FHI 360's family planning portfolio. FHI 360's revenue from family planning projects doubled while I led this work.
- **M&E lead for global reproductive health projects (2009-2018).** Designed and led implementation of M&E efforts for four projects, ranging from a \$28 million grant from the Bill & Melinda Gates Foundation to a \$50 million cooperative agreement from USAID. Developed M&E plans with complexity-aware monitoring approaches. Led internal and supported external evaluations. Worked with teams to develop and put into practice actionable recommendations based on collected data. Provided strategic direction on the projects and coordinated closely with funders. Wrote and edited reports and other communications.
- **Technical assistance and other activities (2007-2018).** Provided internal and external technical assistance on reproductive health, research utilization, scaling best practices, communications, knowledge management, capacity development, USAID project management, open data, and managing through complexity. Developed and oversaw [Calliope, the Contraceptive Pipeline Database](#), an online database of contraceptive methods in development. Developed and piloted a novel approach to monitor scale-up of interventions. Led a review of national service delivery guidelines for family planning. Mentored staff and interns.
- **Financial and operations management (2007-2010).** Held primary responsibility for the successful financial and administrative close-out of a five-year \$138 million USAID project.

Duke University Center for Documentary Studies

Lewis Hine Documentary Fellow, Harare, Zimbabwe, November 2003 – August 2004

- Taught photography to children affected by HIV/AIDS. Produced two exhibitions of the children's work. Created an online photo [documentary](#) on the work of a community-based HIV/AIDS program.

U.S. Refugee Resettlement Program / Church World Service, Overseas Processing Entity

Operations Coordinator, Field Team Leader, Caseworker, Accra, Ghana, March 2002 – August 2003

- Managed a department in the West Africa regional office that processed applications for the U.S. Refugee Resettlement Program. Led caseworker teams. Conducted interviews with refugees.

EDUCATION

M.P.H. in Maternal and Child Health, University of North Carolina Gillings School of Global Public Health
B.A. in Public Policy, Duke University

AWARDS / RECOGNITIONS

120 Under 40 Ingenuity Fund Award, 2019
FHI 360 Emerging Leader Award, 2017
120 Under 40: The New Generation of Family Planning Leaders, 2016
FHI 360 Special Recognition Award, 2010
FHI 360 Award for Innovation, 2008

CURRENT COMMUNITY WORK

Advisory Committee Member for the Pleasure Project
Volunteer case manager for the Carolina Abortion Fund
Member, Reproductive Health Supplies Coalition, Menstrual Health Workstream

SELECT STRATEGY, EVIDENCE, AND GUIDANCE PRODUCTS (IN ADDITION TO THOSE LINKED ABOVE)

- [Managing menstruation: know your options](#). Reproductive Health Supplies Coalition, 2022.
- [Social norms: the agreements that outline health goals and the actions to realize them](#). High Impact Practices in Family Planning (HIP) Partnership, 2022.
- [Use of the WHO guidelines & tools alongside high impact practices in family planning](#). WHO, 2020.
- [Guide for monitoring scale-up of health practices and interventions](#). MEASURE Evaluation, 2013.
- Meeting the Family Planning Needs of Underserved Populations: PROGRESS End-of-Project Report. FHI 360, 2013.

PEER-REVIEWED JOURNAL ARTICLES

- Hoppes E, Rademacher K, Wilson L, et al. [Strengthening Integrated Approaches for Family Planning and Menstrual Health](#). *Global Health: Science and Practice*. 2023;11(5):e2300080.
- Hoppes E, Nwachukwu C, Hennegan J, et al. [Global research and learning agenda for building evidence on contraceptive-induced menstrual changes for research, product development, policies, and programs](#). *Gates Open Research*. 2022;6:49.
- Wilson LC, Rademacher KH, Rosenbaum J, et al. [Seeking synergies: understanding the evidence that links menstrual health and sexual and reproductive health and rights](#). *Sexual and Reproductive Health Matters*. 2021;29(1):1882791.
- Petruney T, Wilson L, Stanback J, Cates W. [Family planning and the post-2015 development agenda](#). *WHO Bulletin*. 2014; 92(8):548-9.

SELECT SPEAKING ENGAGEMENTS & PRESENTATIONS

- Wilson L, Mahajan T. Operationalizing choice in menstrual health supplies provision. General Membership Meeting of the Reproductive Health Supplies Coalition, Accra, Ghana, 2023.

- Wilson L. The potential influences of pornography on young people and sexual and reproductive health and rights programming. The Future of Family Planning Convening, Baltimore, MD, 2019.
- Wilson L, et al. Addressing a blind spot: The importance of menstrual health for sexual and reproductive health and rights. International Conference on Family Planning, Kigali, Rwanda, 2018.
- Wilson L. Complexity-aware approaches for monitoring and evaluation: A case study in contraceptive development. International Conference on Family Planning, Kigali, Rwanda, 2018.
- Wilson L, Wilcher R. Monitoring research utilization: FHI 360's framework and approach. Evaluation 2017. Washington, DC, 2017.
- Wilson L, et al. Monitoring the scale-up of best practices for reproductive health in Kenya: a pilot experience. International Conference on Family Planning, Dakar, Senegal, 2011.
- Wilson L, et al. How well do national family planning guidelines from Africa adhere to international guidance? International Conference on Family Planning, Kampala, Uganda, 2009.
- Wilson L, et al. Obstetric fistula support program. Global Health Mini-University, Baltimore, MD, 2006.