

Ashlee Cox

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[LinkedIn](#) | [Community-Rooted](#)

IMPACT HIGHLIGHTS

- Social impact strategist with 9.5 years designing and managing \$50M+ in international development programs across 9+ countries in East Africa, Middle East, Central Asia, and Eastern Europe.
- Specialized in participatory program design, stakeholder facilitation, and equity-centered approaches for foundations, social ventures, and community organizations.
- Led peacebuilding, governance, civil society, WASH, and agriculture programs in conflict-affected and fragile states including Afghanistan, Somalia, South Sudan, Yemen, and Kenya.
- Designed and facilitated 100+ workshops and engagement sessions that strengthened community participation and improved program alignment across diverse stakeholder groups.
- Earned "Very Good" Contractor Performance Assessment Report (CPAR) ratings and Employee of the Month recognition for management, leadership, and program delivery excellence.

EDUCATION

University of Pennsylvania – Executive Education Certificate, Social Impact Strategy, 2025

George Mason University – Master of Science, Conflict Analysis and Resolution, 2021

Old Dominion University – Bachelor of Arts, International Studies, 2015

SKILLS & COMPETENCIES

Program & Strategy: Program Design & Development | Adaptive Management | Monitoring, Evaluation & Learning | Participatory Design | Systems Thinking | Community Engagement

Facilitation & Partnerships: Workshop Facilitation | Stakeholder Engagement | Grantmaking & Partner Support

Operations & Management: Project Management | Budget Management | Team Leadership | Strategic Planning

RELEVANT PROFESSIONAL EXPERIENCE

Community-Rooted | Remote

Founder & Social Impact Consultant

July 2025 - Present

- Advise 3 early-stage organizations on program strategy, community engagement, and organizational effectiveness.
- Publish articles on equity-centered program design, community engagement, and non-violence, contributing to practitioner discourse on evidence-informed approaches.
- Guide partners in applying evidence-informed participatory frameworks to strengthen program design.

Valar | Nairobi, Kenya

Global Program Manager

November 2023 - December 2024

- Oversaw \$23M+ peacebuilding portfolio across Kenya, Somalia, and Yemen, coordinating UK FCDO, U.S. State Department, and community stakeholders.
- Recognized as Employee of the Month for exceptional management, leadership, and program delivery.
- Established results-driven work plans and performance indicators that enabled 95%+ on-time delivery across all program activities.
- Designed and delivered capacity-building initiatives on women's leadership and community engagement, strengthening local organizational capacity.
- Supervised field teams and strengthened operations, delivering program within 5% of budget variance.
- Facilitated workshops and stakeholder engagements that maintained alignment on program objectives.
- Produced evidence-based reporting that demonstrated program impact and contributed to expanded donor funding.

Dexis Consulting Group | Remote

Knowledge Manager

June 2023 - November 2023

- Designed and delivered training for 50+ staff, improving program design and management capabilities and donor compliance.

- Analyzed data across 13 projects, identifying performance patterns that informed leadership strategy on quality assurance and risk mitigation.
- Facilitated company-wide "KM Corner" webinar series, strengthening organizational learning, quality assurance, and cross-team collaboration.
- Led organisation-wide ISO 9001 audit process, achieving successful recertification.

Program Manager

May 2022 - June 2023

- Oversaw USAID EXPLORE Moldova project management operations, including grants, partner coordination and daily program delivery.
- Served as primary liaison between field teams and headquarters, ensuring clear communication and rapid resolution of operational issues.
- Managed 84 grants supporting local CSOs, including onboarding, compliance, implementation monitoring and reporting.
- Led project management unit of 3 staff, establishing systems that improved operational efficiency, maintained 100% USAID compliance, and received "Very Good" CPAR ratings in Quality and Management.

Palladium International | Remote

Senior Associate

June 2020 - April 2022

- Maintained 100% compliance across \$39.9M in concurrent USAID programs while ensuring accurate, timely performance reporting.
- Designed monitoring dashboards and data systems for 8-country USAID CATALYZE program that enabled real-time performance tracking and informed leadership decisions.
- Led quarterly budget reviews and maintained financial oversight across concurrent programs, achieving budget variance below 5% while ensuring compliance and accurate forecasting.
- Developed communications materials including factsheets, case studies, and quarterly reports that effectively conveyed program results to USAID and stakeholders.

DT Global | Washington, D.C., USA

Program Officer

August 2019 - June 2020

- Deployed to Kabul to establish USAID's Urban WASH program and achieved full operational launch within 90 days.
- Managed a \$2.3M subcontract, leading compliance, financial accuracy and documentation.
- Developed performance tracking systems that ensured 100% on-time reporting to USAID and strengthened donor confidence in program delivery.

AECOM | Washington, D.C., USA

Associate Program Manager

April 2019 - August 2019

- Co-managed delivery of a \$110M peacebuilding program in South Sudan, coordinating across technical teams and field offices.
- Co-developed community engagement strategies that strengthened social cohesion for 15,000+ people.
- Produced strategic budget analysis and work plans that informed \$110M in program allocation decisions and maintained donor alignment.

Program Coordinator

July 2017 - April 2019

- Streamlined vendor onboarding and managed operational logistics for program staff across field locations, maintaining 100% compliance with USAID regulations.
- Compiled and analyzed field data that strengthened the evidence base for quarterly donor reports and informed program adaptation decisions.

GlobalGiving Foundation | Washington, D.C., USA

Program Fellow

June 2016 - June 2017

- Strengthened capacity of 17 Ethiopian nonprofits through digital fundraising workshops and photography campaigns that increased donor engagement by 44%.

TECHNICAL SKILLS

Project Management Software (Asana, Monday.com, ClickUp, Notion) | Microsoft Office Suite (Advanced Excel, SharePoint, Power Automate) | Data Analysis & Visualization Tools (Power BI, Tableau) | CRM & Grant Management Systems (Salesforce) | Google Workspace