

Ashlee Cox

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IMPACT HIGHLIGHTS

- **Directed a \$23M stabilization portfolio** across **Somalia, Yemen, and Kenya** for **FCDO** and the **U.S. Department of State**, strengthening coordination between governments and community partners to advance peacebuilding objectives.
- **Managed the USAID/OTI Moldova program (\$7.4M)**, overseeing **80+ community grants** that expanded civic engagement, social cohesion, and strengthened media literacy across three regions.
- **Spearheaded a knowledge-sharing strategy** at Dexis, leading the firm through a **successful ISO 9001** audit and embedding systems for continuous improvement.
- **Facilitated fundraising workshops, high-level program briefings, and company-wide webinars** for **100+ stakeholders** in Washington, D.C., Ethiopia, Saudi Arabia, Kenya, Somalia, and Moldova, strengthening donor, partner, and internal engagement.

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

TECHNICAL & STRATEGIC SKILLS

Program & Strategy: Project Management • Stakeholder Engagement • Program Design • Donor Compliance • Strategy Development • Process Improvement • Adaptive Learning & Collaboration • Monitoring, Evaluation & Learning (MEL)

Data & Tools: Smartsheet • Asana • ClickUp • Notion • Salesforce • Power BI • Tableau • Microsoft Office Suite • OpenAI Applications

Communications: Donor Reports • Newsletters • Implementation & Work Plans • Milestone Trackers • Results Frameworks

RELEVANT PROFESSIONAL EXPERIENCE

Community-Rooted | Remote

Founder & Social Impact Strategist

July 2025 - Present

- Launched Community-Rooted, a freelance consulting practice focused on **equity-centered strategy, program design, and community-led implementation** for grassroots to medium-sized nonprofits, foundations, and social enterprises.
- **Provide freelance and pro bono support** in partnership development, stakeholder engagement, and adaptive learning to strengthen organizational impact.
- **Develop and share tools, frameworks, and knowledge products** to help organizations design people-powered strategies and sustainable systems.

Valar | Nairobi, Kenya

Global Program Manager

November 2023 - December 2024

- Oversaw **\$23M U.S. Dept. of State and FCDO programs** focused on peacebuilding and stabilization.
- **Advised senior leadership** in high-risk contexts with risk briefings and strategy recommendations.
- Tasked with **rebuilding trust** after systemic program breakdowns, leading to restructured operations and improved communication processes, and restored client confidence.
- Managed and supported **4 diverse project teams** across multiple field offices.
- Implemented a simple but effective budget tracking system and kept variance **under 5%**.
- **Improved internal communication** through an internal newsletter and monthly cross-team sessions.

Dexis Consulting Group | Various Roles | Remote

Knowledge Manager

June 2023 - November 2023

- **Led ISO 9001 audit process**, ensuring full compliance and successful recertification.
- Implemented a company-wide Knowledge Management (KM) strategy and **improved knowledge sharing**.
- Designed surveys and analyzed data to **inform leadership decisions and drive improvements**.
- **Hosted a weekly webinar, "KM Corner"**, to promote cross-team learning and collaboration.

Program Manager**May 2022 - June 2023**

- **Oversaw home office operations for the \$7.4M USAID/OTI Moldova program**, ensuring compliance, coordination, and timely reporting to support effective field implementation.
- **Supervised 3-person team of associates**, supporting collaboration and accountability.
- Supported a full grant cycle for **84 local organizations** promoting social cohesion and media literacy.

Palladium International | Washington, D.C., USA**Senior Associate****June 2020 - April 2022**

- Simultaneously supported a **\$14.9M USAID/Private Sector Engagement (PSE) program** and a **\$25M USAID/Feed the Future program** with strict reporting, compliance, and daily performance tracking.
- **Engaged with USAID program leadership** to navigate implementation risks and ensure adaptive planning.
- **Designed and implemented performance monitoring tools** including work plans, milestone trackers, and reporting templates that enabled accurate, timely delivery of monthly and quarterly client reports.

DT Global | Washington, D.C., USA**Program Officer****August 2019 - June 2020**

- Launched a USAID Kabul-based project by **resolving startup challenges and mobilizing staff** for implementation in a high-risk setting.
- **Curated and moderated executive-level panels** featuring C-suite leaders and sector experts, advancing thought leadership on development, gender equity, and leadership.
- **Managed \$2.3M subcontract**, improving financial accuracy and contract compliance through streamlined expense tracking and invoicing.

AECOM | Various Roles | Clarendon, VA, USA**Associate Program Manager****April 2019 - August 2019**

- **Led the successful close-out** of USAID's VISTAS program, overseeing demobilization and ensuring operational deadlines and compliance requirements were fully met.
- Delivered insights to the final program report by **leading stakeholder site visits** to include evaluating a school-based learning activity at the Juba internally displaced camp.

Program Coordinator**June 2017- April 2019**

- Maintained **on-time and on-budget execution** by managing procurement, subcontracts, and invoicing across multiple project sites.
- **Strengthened M&E processes** by supporting in-field reporting and coordination with South Sudan-based teams.

GlobalGiving Foundation | Washington, D.C., USA**Program Fellow****June 2016 - July 2017**

- Strengthened the capacity of **17 Ethiopian nonprofits** through the design and facilitation of an in-person fundraising workshop.
- **Increased community engagement by 44%** through a photography contest that improved donor communications strategy.

SABBATICAL & INDEPENDENT WORK**WokenHeart | Remote****Founder & Writer****April 2025 - Current**

- Built WokenHeart, a blog and Instagram platform with **21K+ views** focused on wellness, travel, and intentional living; designed cross-platform content and a monthly newsletter to foster reflection, growth, and global community.

Sabbatical & Personal Development**January 2025 - May 2025**

- Completed **200-hour yoga teacher training in Kathmandu, Nepal**; traveled across South Asia and Southeast Asia to study wellness and cultural practices.
- **Climbed Mount Kilimanjaro in Tanzania**, which required months of preparation and endurance; a milestone that reflected my broader sabbatical goal of stepping outside my comfort zone and embracing resilience.