

Clear Horizon

CURRICULUM VITAE

Anna Strempel, Senior Consultant



Overview of Expertise

Anna is an experienced researcher and monitoring and evaluation specialist. She has supported and led the design of multiple monitoring and evaluation frameworks and theories of change, from the project and program level to organisation-wide processes. A skilled trainer and facilitator, Anna is passionate about helping organisations to clarify and achieve their goals and build evaluation capacity.

Anna has extensive experience across the environmental, community development, international development and asylum seeker/refugee sectors. She has worked for a range of NGOs, INGOs and research centres both domestically and internationally. This diverse professional background helps Anna to understand her clients' needs, and design theories of change and frameworks that meet them.

Qualifications & Training

2014 Master of Journalism / Master of International Relations, Monash University

2004 Bachelor of Social Science (Environment), RMIT University

Project Experience

Theory of Change & Program Logic Development



- Trusted Agrifoods Export Mission theory of change development, CSIRO (2022)
- RID Squad Program theory of change and regional program logic model development, NSW Environment Protection Authority (2022)
- Research program logic models, Australian Centre for International Agricultural Research (2022)
- Theory of change development and impact measurement support, Energy Consumers Australia (2021)
- Wildlife Act Review theory of change and scoping workshop for the Department of Environment, Land, Water and Planning – Biodiversity Division (2021)

Facilitation & Capacity Building



- Measurement, Evaluation and Learning course facilitator, Clear Horizon Academy (2022)
- Evaluation capacity building and implementation support workshop, Conservation Volunteers Australia (2022)
- Series of themed workshops to identify the role of legislation in achieving outcomes for wildlife, for the Department of Environment, Land, Water and Planning – Biodiversity Division (2021)
- Project mapping and program logic training workshops for the Indigenous Land and Sea Corporation (2021)

- Technical advice and capacity building support, YarraValleyWater (2021)
- Built the capacity of staff to conduct M&E across a wide range of programs and services (Asylum Seeker Resource Centre, 2016 – 2020)



Evaluations

- Nature Ambassadors #SeaToSource pilot evaluation, Conservation Volunteers Australia (2022)
- RID Squad Program evaluation, NSW Environment Protection Authority (2022)
- Evaluation of Southeast Asian research clusters, Australian Centre for International Agricultural Research (2022)
- Climate Change Programme PDT formative evaluation, New Zealand MFAT (2021)
- Resilient Sydney Outcomes & Insights evaluation, City of Sydney (2021)
- NSW Illegal Dumping Strategy evaluation, NSW EPA (2021)



Monitoring and Evaluation Frameworks

- Organisational MEL Framework development, Environmental Justice Australia (current)
- RID Squad measurement plan development (current)
- Evaluation and Measurement Framework review, Conservation Volunteers Australia (2022)



Service Design

- To develop the Lived Experience Evaluators Project, led a co-design process in collaboration with human-centred service designers and oversaw successful implementation and evaluation of the pilot (Asylum Seeker Resource Centre, 2018 – 2020)
- Facilitated human-centred service design processes including service blueprinting and journey mapping across a range of programs (Asylum Seeker Resource Centre, 2018)
- Commissioned a team of service designers to develop a service blueprint for the Innovation Hub and its programs (Asylum Seeker Resource Centre, 2018)



Research

- Coordinated numerous qualitative and quantitative research projects for government & NGO clients (RMIT University's Centre for Design and Centre for Urban Research, 2013 -2015), including:
 - Study of enforcement practices and stakeholder practices and perspectives for EPA Victoria
 - Large-scale mixed method study of energy efficiency in the residential rental sector for the Victorian Department of Sustainability and the Environment
 - Study of flood preparedness tools in collaboration with Victorian State Emergency Service
- Place-based analysis of education support needs among refugee and migrant communities (Centre for Multicultural Youth, 2015)
- Journalistic research project investigating structural inequalities within the humanitarian aid and development sector in Indonesia (Monash University, 2014)

Positions held

2021 - current	Senior Consultant, Clear Horizon
2016 -2020	Monitoring & Evaluation Manager, Asylum Seeker Resource Centre
2014 -2017	Facilitator, Scope Global
2015 -2016	Multicultural Youth Education Project Officer, Centre for Multicultural Youth
2013 -2015	Research Officer (Beyond Behaviour Change Group), Centre for Urban Research – RMIT University
2012 -2013	Children and Families Officer, Australian Red Cross
2010 -2011	Women’s Network Officer, Institute for Agricultural Technology Extension, Indonesia
2009 -2010	Research Officer, Centre for Design – RMIT University
2004 -2009	Household Program Coordinator, Moreland Energy Foundation Ltd.

Memberships

Australian Evaluation Society

Academic Publications

Horne, R., Strengers, Y., Strempel, A. (2016). ‘Policing and polluting: The role of practices in contemporary urban environmental pollution governance’, *Environmental Science and Policy*

Curtis, J., Strengers, Y., Strempel, A., Clarke, M., Horne, R. (2014). ‘Improving compliance outcomes: Understanding behaviours and practices of business environmental performance’, commissioned by EPA Victoria

Strempel, A., Padgham, L., Horne, R., Zambetta, F. (2014). ‘Flood! Evaluating the potential for serious games as educational resources for flood preparedness’, report for Global Cities Research Institute

Conference presentations

Strempel, A. (2018). ‘The Lived Experience Evaluators Project: Combining design thinking and innovation to build cultural capital in the evaluation sector’, presentation to AES International Conference, Launceston 2018

Strempel, A. (2018). ‘Doing Human-Centred Service Design in the Community Sector: Why It’s Great, Why It’s Hard and What We’ve Learnt’, presentation to SDNOW2 conference, Melbourne 2018

Strempel, A. (2015). ‘Building a wealth of resentment: inequalities in the international aid and development sector’, presentation to ACFID University Network Conference, Melbourne 2015