Natalia M. Morales Campillo

Humanitarian & International Development Professional

Puerto Rico | +1 (787) 668-3544 | natamcampillo@gmail.com | LinkedIn: linkedin.com/in/natalia-m-morales-campillo-898a281b3

PROFESSIONAL SUMMARY

Political Scientist and Mediator specialising in Gender Studies and Humanitarian Action, with over 9 years of experience in the non-profit and humanitarian sectors, working at the intersection of gender equality, project and programme management, and national, regional, and international advocacy.

Experienced in leading the full project cycle, including programme design, proposal development, resource mobilisation, budget management, implementation, monitoring, evaluation, and reporting. Strong expertise in organisational strategies and community-based programmes focused on gender mainstreaming, gender-based violence prevention, socioeconomic inclusion, and the rights and meaningful participation of marginalised and conflict-affected populations.

Extensive experience leading advocacy initiatives and engaging governments, donors, civil society organisations, communities, and multilateral institutions to influence policy and decision-making at national, regional, and global levels, including within the Organization of American States (OAS), the United Nations, and international disarmament forums.

Skilled in designing and facilitating capacity-building processes and community engagement initiatives, with an intersectional approach and experience working with Indigenous Peoples, Afro-descendant communities, rural populations, persons with disabilities, LGBTTTQIA+ communities, women's organisations, and survivors of armed conflict, including in active conflict settings.

Technical expertise in Humanitarian Mine Action, including Explosive Ordnance Risk Education (EORE), Non-Technical Survey (NTS), and Explosive Ordnance Disposal (EOD Level 2).

CORE COMPETENCIES

Gender Equality & Intersectionality | Gender Mainstreaming & GBV Prevention | Project & Programme Cycle Management | Grant Writing & Resource Mobilisation | Budget Management & Donor Relations | International Advocacy & Policy Influence | Multilateral Diplomacy & Government Relations | Arms Control & Humanitarian Disarmament | Treaty Implementation & Compliance | Public Policy & Legislative Advocacy | Community-Based Projects | Research & Strategic Communications

PROFESSIONAL EXPERIENCE

Colombian Campaign to Ban Landmines (Campaña Colombiana Contra Minas) — 2017–Present

Director of International Relations and Humanitarian Disarmament 2022–Present
Gender Director 2025–2026
Gender Director 2020–2022
Gender Manager 2018–2020
Gender and Project Management Advisor 2017–2018

Gender Equality, Intersectionality & Institutional Development

- **Gender Department Establishment:** Founded and developed the organisation's Gender Department, establishing its strategic priorities, operational framework, and institutional approach to gender equality and intersectionality.
- **Organisational Gender Mainstreaming:** Led the integration of gender and intersectional approaches across more than 10 departments, incorporating gender, age, ethnicity, and disability perspectives into institutional policies, programmes, and operations.
- **Gender Equality & Workforce Transformation:** Led initiatives that increased women's representation from 15% to 60%, subsequently achieving and sustaining gender parity across the workforce.
- **LGBTTTQIA+ Inclusion:** Designed and introduced the organisation's first LGBTTTQIA+ inclusion strategy, alongside training on sexual diversity and masculinities; representation of LGBTTTQIA+ people reached 17% of the workforce.
- **Safeguarding & GBV Prevention:** Developed and implemented institutional policies, prevention protocols, and referral pathways addressing gender-based violence, sexual harassment, and workplace harassment. Contributed to an affirmative-action salary policy for leadership positions, benefiting an organisational workforce of approximately 500 people.
- **Capacity Building & Gender Training:** Designed and facilitated 100+ workshops on gender mainstreaming, gender-sensitive approaches, sexual and reproductive rights, sexual diversity, and GBV prevention, with diverse populations, including in active conflict zones.

- **Gender Focal Point Network:** Established a nationwide network of 15 volunteer gender focal points in 2019, extending gender expertise to field operations across six regions.
- **Women's Economic Empowerment & Peacebuilding:** Designed and managed the organisation's first livelihoods project specifically targeting Indigenous women in a humanitarian mine-cleared area of Putumayo, Colombian Amazon. The initiative promoted socioeconomic inclusion and economic autonomy, strengthened women's agency, reduced economic vulnerability, and contributed to GBV prevention and peacebuilding.
- **Women's Collective Empowerment:** Supported the formation and organisational strengthening of a local women's association during a two-and-a-half-year field placement in the Colombian Amazon, facilitating its organisational development, association-building process, and initial plans and priorities.
- **Participatory GBV Prevention Projects:** Co-designed and co-implemented community-based GBV prevention projects in conflict-affected and marginalised territories. Facilitated participatory processes to identify priorities, develop context-specific interventions, and strengthen local ownership, leadership, and sustainability through intersectional and culturally sensitive approaches.

Project & Programme Management, Resource Mobilisation & Donor Relations

- **End-to-End Project Cycle Management:** Over 9 years of experience contributing to the design, development, implementation, coordination, and monitoring of humanitarian and development projects. Participated in the design and delivery of 15+ internationally donor-funded projects, covering concept development, proposal writing, budget management, implementation, monitoring, evaluation, and donor reporting.
- **Resource Mobilisation & Funding Development:** Identified funding sources, developed project proposals, and supported resource mobilisation for strategic programme areas. Secured the organisation's first dedicated funding for gender-related work in humanitarian mine action, establishing a funding stream for gender work.
- **Gender Funding & Donor Portfolio Expansion:** Contributed to expanding the organisation's gender-focused donor base from its first funding partner, Switzerland, to four initial international donors: Switzerland, Norway, Germany, and the United States.
- **International Donor Relations & Partnership Management:** Maintained relationships with international donors, supporting partnership development, programme coordination, funding negotiations, reporting, and identification of new opportunities. Cooperation partners included Switzerland, Germany, Norway, Japan, and the United States.
- **Budget Management & Financial Oversight:** Contributed to financial planning, budget development, expenditure monitoring, and resource allocation across multiple projects within an organisation with average annual budgets of approximately US$7–9 million.
- **Multi-Donor Programme Coordination:** Coordinated implementation across donor-funded initiatives, aligning operational priorities, personnel, financial resources, and deliverables with institutional strategies and donor commitments.

International Advocacy, Disarmament & Diplomatic Engagement

- **Global Disarmament Advocacy & Treaty Promotion:** Lead and coordinate international advocacy to promote States' accession to, ratification, implementation, and compliance with the Arms Trade Treaty (ATT), Anti-Personnel Mine Ban Convention, Convention on Cluster Munitions, and Treaty on the Prohibition of Nuclear Weapons (TPNW). Advance advocacy for international regulation of Autonomous Weapons Systems (AWS).
- **Multilateral Diplomacy & State Engagement:** Conduct advocacy and diplomatic engagement with governments, Permanent Missions, and diplomatic representatives in New York and Geneva, and through UN and OAS processes and international disarmament conferences. Engage with more than 25 States to advance treaty commitments, strengthen bilateral relations, and promote humanitarian disarmament priorities.
- **Treaty Implementation & State Support:** Support initiatives to strengthen national implementation frameworks and integrate humanitarian considerations into action plans and policies, including engagement involving Somalia, Peru, Iraq, and Syria.
- **National Policy Advocacy & Legislative Engagement – Colombia:** Lead and support advocacy to influence national policies on arms regulation, gender equality, humanitarian disarmament, and peacebuilding, engaging government institutions, members of Congress, and national authorities.
- **OAS Coalition Building & Leadership:** Spearheaded the establishment and consolidation of the Coalition for Humanitarian Disarmament and Multidimensional Security before the OAS, bringing together 13 civil society organisations from seven countries (2025). Lead coalition-building, strategic coordination, and joint advocacy.
- **Gender & Diversity in Disarmament Policy:** Active member of the international Gender and Diversity Working Group under the Anti-Personnel Mine Ban Convention and the Convention on Cluster Munitions. Contribute technical recommendations on gender-responsive treaty implementation, national action plans, review processes, and meaningful participation.
- **Community-Based Advocacy & Representation:** Facilitate the participation of conflict-affected communities, Indigenous Peoples, Afro-descendant communities, women's organisations, and other marginalised groups, bringing grassroots perspectives and priorities into institutional and diplomatic decision-making.

- **International Campaigns & Civil Society Coordination:** Coordinate organisational engagement in ICBL, the Cluster Munition Coalition (CMC), ICAN, the International Network on Explosive Weapons (INEW), and Stop Killer Robots, supporting joint advocacy, strategic communications, and civil society coordination.
- **Diplomatic Representation & International Negotiations:** Represent the organisation at the UN General Assembly First Committee, OAS General Assemblies, Meetings of States Parties to the Anti-Personnel Mine Ban Convention, and the Second World Summit for Social Development in Doha (2025). Hosted four official side events at Meetings of States Parties to the Anti-Personnel Mine Ban Convention.
- **Policy Research & Strategic Advisory:** Co-authored an OAS policy brief on governance and regulation of AWS and coordinated expert discussions with three academic partners. Contributed technical expertise to policy reports on the ATT (Mexico, 2024) and landmines (El Salvador, 2026).

Research, Knowledge Production & Expert Engagement

- **Partnerships, Research & Policy Publications:** Established and strengthened more than nine strategic partnerships with international organisations, research institutions, and civil society networks, expanding opportunities for collaboration, knowledge production, and policy advocacy. Spearheaded the development of a strategic partnership with Human Rights Watch to advance ongoing research on the humanitarian and human rights impacts of armed drone use in Colombia and the Americas. Co-developed three policy briefs with the Geneva International Centre for Humanitarian Demining (GICHD) on the Youth, Peace and Security agenda, contributing to research and policy recommendations. Authored and contributed to multiple articles and publications on humanitarian disarmament, gender equality, arms control, and the Women, Peace and Security and Youth, Peace and Security agendas.
- **Women in Disarmament & Strategic Communications:** Contributed to the creation and development of the Women Who Disarm podcast, amplifying women's voices, expertise, and leadership in disarmament, arms control, and peacebuilding.
- **International Expert Panels & High-Level Policy Engagement:** Served as an expert panellist and speaker in international, regional, and high-level decision-making forums, contributing expertise in three key areas: gender equality and the integration of intersectional approaches into public policy and decision-making; development and humanitarian action; and public relations, strategic communications, and advocacy. Participated in forums and expert discussions in Switzerland, Norway, El Salvador, Mexico, and Colombia, as well as numerous regional and international online platforms. Engaged with multilateral institutions, including the United Nations Institute for Disarmament Research (UNIDIR), the Gender and Diversity Working Group, States including Norway, and international humanitarian organisations. Also contributed as an expert to the Directors' Meeting coordinated by the United Nations Mine Action Service (UNMAS), in collaboration with the Geneva International Centre for Humanitarian Demining (GICHD).
- **Knowledge Sharing & Gender Mainstreaming:** Contributed technical expertise and recommendations to international discussions on integrating gender perspectives into disarmament frameworks, policies, and operational practices.

UNICEF & NGO Paz y Democracia · Colombia — 2019

- **Community-Based GBV Prevention:** Facilitated workshops on gender-based violence prevention, gender roles, sexuality, and sexual and reproductive health and rights in a conflict-affected area with high rates of adolescent pregnancy.
- **Adolescent Health & Awareness:** Delivered two community workshops reaching 20 participants, addressing STI prevention, contraception, and adolescent sexual and reproductive health.

GFR Media · Area Coordinator · Puerto Rico — 2016

- **Career Progression & Performance Recognition:** Promoted from Sales Promoter to Team Leader and subsequently Eastern Region Sales Coordinator in recognition of outstanding sales performance.
- **Sales Team Leadership:** Led and coordinated newspaper subscription promoters across Puerto Rico's Eastern region, overseeing subscription enrolment and sales activities.
- **Regional & Event Coordination:** Coordinated promoters' participation in promotional events and activities to expand newspaper subscriptions and customer engagement.

EDUCATION

Master in Public Affairs, Specialisation in Conflict Mediation
Universidad del Turabo, Puerto Rico

B.A. in Political Science
Universidad de Puerto Rico, Río Piedras Campus

TRAINING & CERTIFICATIONS

- **Practical Mediation Training Programme (2016):** 16 training units; practical training and practicum in alternative dispute resolution and mediation procedures. Provider approved by the Office of Alternative Dispute Resolution of the Supreme Court of Puerto Rico.
- **Mediation Programme (2015):** 60 training units in mediation, negotiation techniques, and conflict resolution. Provider approved by the Office of Alternative Dispute Resolution of the Supreme Court of Puerto Rico.
- **Domestic Violence Prevention Programme (2016):** 8 training units in domestic violence prevention, intervention frameworks, and victim support protocols.
- **Mine Action Fellowship:** Mines Action Canada, 2018–2023; participation in five international fellowship forums in Geneva and Oslo, including a youth statement at the Fourth Review Conference of the Anti-Personnel Mine Ban Convention (Oslo, 2019).
- **Social Cartography**

LANGUAGES

Spanish: Native | **English:** C1 | **French:** A1