

INVESTIGATIONS CONSULTANT



Jennifer CALMELAT

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Over 8 years of dedicated experience with leading international NGOs (ICRC, MSF) and UN agencies (UNFPA, UNICEF), as well as with university hospitals, public French universities, and top business schools within a 12-year career spanning Human Resources, Finance, Investigations, Safeguarding and Programme Management.

Demonstrated expertise in PSEAH and fraud investigations, humanitarian project management, and compliance and accountability frameworks.

Trilingual in French, English, and Spanish, with proven ability to operate effectively in multicultural environments and high-risk operational contexts.

Work Experience

Investigation Consultant & Trainer (Freelance)

Oct 2023 - Current

OSACO, UNICEF, MSF, French Businesses Schools, French Public Universities - Remote

- **Conducted investigations** into behavioral misconduct, abuse, and corruption, including comprehensive risk mapping, in-depth interviews, and analytical reporting.
- **Delivered training** on investigative techniques and facilitated information sessions on PSEAH (Prevention of Sexual Exploitation, Abuse, and Harassment).
- **Deployed to four countries** Eswatini, Côte d'Ivoire, Ethiopia, and Cameroon to support investigations and strengthen local investigative capacity.
- **Led remote investigations** for France, Singapour, Kenya, Tanzania, Rwanda, Yemen, Peru, The Gambia, Tchad, DRC.

Investigation Consultant (Freelance)

July 2024 - May 2025

UNFPA - Remote

- **Case Management** : Intake and leading investigations into allegations of PSEAH, fraud and corruption.,
- **Managing case workflows** including interviews, evidence analysis, and report writing.
- **Prepared advisory memos to strengthen organizational integrity**, compliance, and accountability.

Projet Management Officer - Strategy & efficiency

July 2022 - May 2024

University Hospital Saint-Pierre & Foundation Saint-Pierre - Brussels

- **Implemented transversal projects** - Ukraine aid project - field visit to Kiev & coordination of projects with Panzi Hospital - Dr Denis Mukwege
- **Coordinated the development of a new polyclinics**, mobile mental health clinic and transversal projects
- Leveraged various **project with change management approach**, Prince 2 methodology, project governance analyses; risk matrice, coaching, reporting of project front of Head of medical department, Board, directors, investors
- **Led the opening of new polyclinics** (transversal project management)

Behaviorial Comitee Member (Freelance)

Sept 2021 - Dec 2023

Médecins sans frontières - GAREC - Group for Advice and Research into Ethics and Conduct - Remote

- **Implementation of the Behavioural Committee**, writing of the ethical policies.
- **Dissemination of the whistleblowing mechanism** to different stakeholders.
- **Investigations** of reported complaints.
- **Presentations and facilitation** of strategic and informative meetings with different stakeholders.
- **Design and planning** of dedicated training to promote an inclusive and safe workplace.

Deputy Coordinator - Intercultural Mediation

Jan 2021 - July 2022

BELRefugees - the Citizen Platform - Brussels

- **Definition of the strategy** of the mediation department with project management
- **Coordination the registration** and arrival of residents within centers, mediation on site and dispatching 35 persons per day to accommodation facilities, supervising and coaching **7 cultural mediators**
- **Recruitment, training and induction** of the new team members
- **Represented the organization** toward the local police in case of incident with the resident, Management of the communication with local hospital in case of medical evacuation/emergency

Protection Delegate

2019- 2020

International Committee of the Red Cross (ICRC) - Chocó, Quibdó - Colombia

- **Project management** : defined, monitored, reported protection activities, access to education and food security negotiation and projection of subsidies with local mayors. (participatory approaches)
- **Representation of the ICRC** towards local public institutions (mayors, defenders of human rights, local NGOs)
- **Contribution of the humanitarian dialogue** with weapon bearers, State, non-State groups
- **Case management** : missing persons, forensic, **recruitment of minors**, mine contamination, **sexual violence**, infraction of IHL

HR/Finance Manager

2017 - 2019

Médecins Sans Frontières (MSF) - Pakistan, Karachi - Democratic Republic of Congo, Kalemie - Sierra Leone, Kenema

- Operations support
- HR Manager (**case management fraud and corruption**)
- Mass Recruitment Manager
- HR/FIN Manager

Treasury Coordinator* / Business developer*

2013-2016

Nexans - Brussels** / Leyton consulting - Brussels**

- Operated cash management in SAP, lean management projects with SAP (focal point), continuous improvement methodology, recruited new staff, trained new employees on lean management*
- Negotiated with CFOs and CEOs on R&D project fiscal incentives**
- Managed two assistants, coordinated project on R&D subsidies, € 850K revenue, 36 new clients**

Academic History

Master of specialization | Law

Human Rights (Bioethics, history, philosophy, sociology)

Saint Louis University

Brussels - Belgium (2020-21)

Master | Business and Administration

Burgundy school Business

Dijon - France (2012-13)

Academic exchange at the university of FU-JEN

Taipei - Taiwan (2011)

Bachelor | Sociology of organizations

Paris 12 University Paris East Creteil

France (2009-11)

Certification

CHS Alliance (Core Humanitarian Standard)

- Investigator Qualification Training Scheme Tier 1,2 & 3

Online - 2022 & 2023 & 2024

OSACO

- Effective Workplace Investigation workshop

Online - Nov 2023

ACFE

-CFE

Online - Ongoing 2025

Languages & International Exposure

Fluent : French native, Spanish, English

Basic : German



Trainings

UNDSS :

- BSAFE

Online - July 2024

UNICEF

- PSEA

Online - July 2024

UNFPA :

- Fraud and Corruption Awareness and Prevention

Online - July 2024

Ethics vision International

- Investigations Foundations

London - May 2025

- Global safeguarding

- Child sex offenders

- London - Nov 2024