HOLLY SOLBERG
Tempe, Arizona
+1-202-594-2517 holly.solberg@asu.edu LinkedIn Profile

PROFILE

An experienced leader and development practitioner with over 30 years in the field of international humanitarian and development policy and practice across Latin America, Africa, Asia, and the Middle East. Recognized for strategic vision, effective management of large-scale, complex portfolios (programs, teams, partnerships), organizational leadership and teambuilding, strategic partnerships, and donor relations. Demonstrated ability to translate multifaceted global development challenges into practical programs and accessible learning opportunities for students and practitioners. Recognized mentor, facilitator, and bridge between theory and practice.

CORE COMPETENCIES

- **University–Development Nexus:** Advancing innovative models linking academic institutions with implementing organizations.
- **Capacity Building & Staff Development:** Passionate about mentoring, training, and empowering staff, students, and partners. Expertise in building organizational capacity to improve program delivery, enhance operational efficiency, and foster a collaborative work environment.
- **Cultural Competence & Adaptability:** Extensive experience working in diverse, multicultural settings across multiple continents, with a deep respect for and understanding of cultural dynamics and community engagement.
- **Field Operations & Global Experience:** Extensive country and regional-level leadership across Latin America, the Middle East, Africa, and Asia in humanitarian and development contexts.
- **Stakeholder Engagement, Networking & Partnerships:** Extensive experience building and managing relationships with governments, donors, NGOs, academia, and communities; proven ability to influence and collaborate with partners to drive program impact and resource mobilization.
- **Financial Management & Resource Development:** Managing multi-million-dollar budgets; ensuring compliance, optimizing allocation, and securing funding through proposals and donor engagement.
- **Strategy & Program Leadership:** Design and deliver large-scale humanitarian and development programs from concept to implementation.
- **Monitoring, Evaluation & Learning (MEL):** Develop and implement MEL frameworks to measure impact, ensure accountability, and inform adaptive programming.
- **Gender Equality & Social Inclusion:** Integrate gender-sensitive and inclusive approaches; focus on empowering women, youth, and persons with disabilities.

CURRENT POSITION

Global Development Practice Lead/Strategic Partnerships Manager
Senior Global Futures Scientist*, Julie Ann Wrigley Global Futures Laboratory*
School for the Future of Innovation in Society (SFIS), Arizona State University | **August 2025 – Present**

- Support the growth and repositioning of the Global Technology and Development (GTD) master's program in SFIS by co-leading the revitalization of the program with a focus on increasing enrollment and student outcomes, strengthening industry connections, and identifying applied curricular offerings to enhance the course of study.
- Identify and strengthen opportunities for students to engage in hands-on, experiential learning and technical skills building (via internships, student work, etc.) in areas that will support their career objectives and ability to demonstrate tangible skills to prospective employers.
- Strengthen collaboration and partnership between SFIS, internal ASU entities, and external networks, organizations and professionals working to advance global development efforts; e.g. global development speaker series, drawing industry experts to engage with students, etc.
- Mentor and support students with applied projects, course work, professional development goals, network connections, etc.

PREVIOUS FULL-TIME POSITIONS

Senior Director, Global Implementation & Impact (GI&I), International Development Initiative (IDI)
Arizona State University | **June 2023 – June 2026**

- Member of the International Development Initiative (IDI) executive leadership team, responsible for strategy, design and delivery of a new implementation model, managing a team dedicated to providing fit-for-purpose administrative support and standard procedures for USG (USAID, INL) funded projects.
- Designed and established the operations and processes of the Global Implementation and Impact division, ensuring efficiency, compliance, and adaptability to ASU's diverse project needs.
- Oversaw budget planning and financial management for GI&I, working closely with Executive Leadership, financial officers and administrators to allocate resources effectively.
- Led overall management, technical and financial direction of GI&I team and IDI-administered projects, e.g. USAID-funded $80 million YALI Legacy Localization (YALI LL) project, and $3.5 million INL Norte Seguro Project, in collaboration with various academic units' initiatives to ensure alignment and compliance with USAID and ASU requirements.
- Supported bid-no bid process, proposal and budget design to ensure realism and feasibility for future project implementation.
- Provided support for 15 USAID-funded international ASU projects globally, engaging with stakeholders at all levels internally and externally to streamline processes and operations to ensure effective project implementation and impact.
- Line managed five members of the Global Implementation and Impact (GII) team and Project Directors/Managers working on projects administered by IDI.
- Built strong internal and external networks across academia, implementing partners, and donor agencies to promote effective program design and execution.
- Provided capacity support to faculty and student-facing units engaging in development-focused research, implementation, and policy dialogue.

Regional Director – Middle East, North Africa & Caucasus
CARE USA | **2014 – 2018**

- Took CARE's presence and work in the Middle East and North Africa region to new heights in an extremely complex, fluid and volatile context – providing direction, stability and a unified vision for all CARE members in the MENA region.
- Provided leadership and high-level oversight of all key areas of regional and country office strategy and operational performance for CARE's presence in the Middle East, North Africa (MENA) and the Caucasus. Oversaw multi-year and annual operating planning processes (i.e. strategic Roadmaps) for each country and region.
- Line managed 7 country offices, including Yemen, Syria, Jordan, Turkey, oPt, Egypt and Caucasus. Grew the regional portfolio, heavily emphasizing regional management and oversight of the major humanitarian crises in Syria and Yemen. Maintained focus on humanitarian principles, program quality and impact, and donor compliance. As of January 2018, CARE's profile in MENA had an overall budget of approximately USD 75 Million, and 700 staff across 10 countries.
- Spearheaded the development, communication, and dissemination of CARE's regional MENA strategy, grounding it in the reality and complexities of conflict and humanitarian crises across the region, while promoting women's and youth's economic empowerment, addressing social and gender justice, including protection against gender-based violence.
- Led the establishment of the CARE Syria Country Office, including physical operations inside Syria and from surrounding countries (Turkey, Jordan, Lebanon, and Iraq).
- A 'founding member' of the 6-agency Syria Resilience Consortium, for which CARE was the lead agency. This involved effectively negotiating with and facilitating the Steering Committee, supporting the establishment of the Program Coordination Unit, and ensuring CARE fulfilled its role as the Prime for the multi-donor funded Consortium.
- Oversaw the organizational review and adaptation of CARE's operational presence in MENA to support future impact.
- Directed and managed CARE's Middle East Regional Leadership Team (10 Country Directors and 15 regional management team members), building and maintaining relationships, nurturing talent, ensuring responsible financial stewardship, increasing resource acquisition, monitoring program quality and impact; and ensuring the safety and security of all staff in an incredibly complex and volatile operating context.
- Led regional teams around shared directions and priorities delivered against annual operating plans, contributing to CARE's broader organizational priorities and strategies.
- Represented CARE at global, regional, and country level with key stakeholders and partners (government, civil society, donors, UN, peer non-governmental organizations, community participants)
- Member of CARE USA's global leadership team, International Programs and Operations senior management team, and CARE International's Emergency Response Working Group.

Director – Emergency and Humanitarian Assistance Team
CARE USA | **2012 – 2014**

- Led CARE USA's emergency and humanitarian team to provide technical support, oversight, and leadership for emergency preparedness and response operations in several countries.

- Provided strategic guidance, ensured technical support to CI members and country offices; and accessed resources for CARE's priority humanitarian sectors: Food Security, WASH, Shelter, Sexual, and Reproductive Health Rights.
- Facilitated CARE USA's engagement in emergency responses, coordinating with CI's Emergency Group (CEG); working with multiple operational, technical and sectoral units and divisions across the confederation to ensure sufficient staff surge capacity, financial contributions, advocacy and communications support for timely and effective emergency response.
- Managed key relationships in the USA with key bilateral donors (USAID, BPRM), the Gates Foundation, Interaction and Humanitarian Directors of Mercy Corps, World Vision, Save the Children and Oxfam.
- Member of CARE USA International Programs and Operations Team and CI Emergency Response Working Group.

Head – Emergency Capacity Development
CARE International | **2007 – 2012**

- This was a newly created position. I was responsible for developing and implementing an overall vision and strategy for emergency capacity development for CARE International (CI). This was agreed to/adopted by all 13 Members (CI).
- Strengthened linkages and engagement of CARE International Members to roll out an inter-dependent approach to emergency capacity development work focusing on adherence to common policies and protocols (through the development of the CARE Emergency Toolkit); ensuring commitment and support (human and financial) to effectively implement a unified global roster for emergency deployments (RED); an emergency staff leadership and practitioners training curriculum; and advancing strategic emergency priorities of building capacities in core technical areas (Food Security, WASH, Sexual and Reproductive Health Rights, and Shelter).
- Managed a team of technical specialists working closely with counterparts in various parts of CI to ensure continued coordination for the development and roll out of priority emergency capacity development areas.
- Engaged in inter-agency efforts to strengthen coordinated approaches to humanitarian work and contribute to external humanitarian policy and advocacy, e.g. the Gates-funded Emergency Capacity Building Project (ECB), the UN and other multilateral agencies (e.g. Mercy Corps, Save the Children, World Vision, Oxfam).
- Contributed to overall leadership and management of CARE International's Emergency Group (CEG) and CARE International's global emergency strategy, including standing in for the Humanitarian Director and Head of Operations.
- Deployed to provide hands on support to emergency response operations and represent CARE International at country, regional and global fora, including CARE regional leadership team meetings, inter-agency meetings with ICVA, ECB, IWG and UN engagement (e.g. WFP partner consultations, facilitating UN-OCHA humanitarian coordinator orientations, etc.).

Asia Regional Emergency Coordinator / Program Quality Advisor
CARE USA | **2005 – 2007**

- Oversaw emergency preparedness and response activities in the Asia region, with emphasis on disaster risk reduction, climate change adaptation and gender. Provided guidance to the Country Directors and Emergency Team Leaders.

- Emergency deployments for CARE Pakistan's October 2005 earthquake response, and to Tsunami affected countries (Sri Lanka, India, Indonesia and Thailand) providing operational response coordination, fundraising, monitoring of funding disbursements, reporting and preparing media messaging leading up to the one-year anniversary (of the Tsunami).
- Representation with key stakeholders, e.g. CARE emergency focal points, donors, UN, and NGOs.
- Analyzed, researched, documented, and provided recommendations to senior leadership to enhance emergency preparedness and response capacities. Supported action research including gender dynamics in emergency programs; reviewed program quality and monitoring tools; and identified common nexus programming and transition challenges.
- Supported the development of regional strategies to improve program quality, emergency preparedness, and response.
- Facilitated capacity development sessions with Country Office teams related to emergency response activities and initiatives (e.g. disaster risk reduction principles, development of emergency preparedness plans and training requirements, monitoring program quality and progress on tsunami programs, Avian Influenza Preparedness, etc.)
- Assisted development of the regional emergency action plan, emphasizing application of Disaster Risk Reduction principles, building human resource capacity and strengthening coordination among key CI actors with Country Offices.

East and Central Africa Regional Emergency Coordinator
CARE USA| **July-September2006**

- Established the position of Regional Emergency Coordinator in the East and Central Africa Region, providing support, technical inputs and oversight on emergency preparedness and response to 11 Country Offices.
- Represented CARE in regional forums for humanitarian analysis, planning and intervention.

Assistant Country Director, Head of Programs
CARE Mozambique| **2004-2005**

- Oversaw CARE Mozambique's program portfolio of USD 10 million, including emergency, transition and development projects in food security, water and sanitation, maternal child health, HIV/AIDS, governance, and micro-finance.
- Established and managed strategic partnerships at NGO, donor, UN, and diplomatic levels (major funding sources/relationships included USAID, DFID, CIDA, AusAID and EU).
- Member of the Senior Leadership Team, contributing to the Country Office's management, strategy, and performance.
- Line managed 4 sectoral coordinators and was responsible for all Country Office emergency preparedness and response.

Assistant Country Director, Head of Programs
CARE Ethiopia | **2002-2004**

- Led the design, implementation, monitoring and evaluation of all CARE Ethiopia emergency, transition and development programs; directly managed 12 staff and a portfolio of USD10 Million.
- Directed emergency response efforts during two major drought/food insecurity emergencies.

- Provided technical, managerial, and coaching to Sector Coordinators & Project Coordinators, emphasizing developing skills and promoting programmatic integration of cross-cutting organizational priorities and approaches (e.g. rights-based, nexus, gender, equity and inclusion, community empowerment, advocacy, HIV/AIDS, and governance).
- Provided leadership at the organizational level in various ways: a member of the Senior Leadership Team; assumed overall responsibility for the Country Office as needed; HIV/AIDS Task Force, Gender Task Force, Staff Development and Scholarship Committee; and participated in regional leadership forums.

Previous Professional Experience

- Emergency and Transition Program Coordinator, CARE Ethiopia 2000-2002
- Project Officer, Emergency Group, CARE USA 1997-1999
- Operations Support Officer, Emergency Group, CARE USA 1995-1997
- Program Officer, Southern Africa Regional Management Unit, CARE USA 1994-1995
- Peace Corps Volunteer, Conservation of Natural Resources, Guatemala 1991-1994

INDEPENDENT CONSULTANCIES

Research Advisor
CARE | **April-June 2023**

Co-facilitated a participatory process for the development of a Women Lead in Emergencies (WLiE) Learning Agenda for CARE.

Technical Advisor
Trickle Up | **November-December 2022**

Provided program management and guidance to Trickle Up's largest Graduation project, FUERTE (Strength, Unity, Empowerment, Resilience for Women in Extreme Poverty), in Mexico.

Interim Program Director
Trickle Up | **May 2022 – October 2022**

Oversaw the development of program operational plans, supported new business development and proposal design, provided staff coaching, and recruitment of key posts, and led the development of the organization's global scaling strategy. Provided overall oversight and strategic guidance to the Asia and Americas regional teams and the Refugee Affairs team with capacity building, integration of key programmatic areas, specifically climate change adaptation and mitigation, gender transformative approaches, and continued expanded focus on ultra/extreme poor, specifically women, persons with disabilities and displaced.

LAC Deputy Regional Director Humanitarian
CARE | **April 2021-November 2021**

Managed and oversaw key aspects of the Latin America and Caribbean (LAC) regional humanitarian response to both the Venezuela crisis and the Central America migration response, including capacity assessments of country programs, technical and financial oversight, and line management of the regional humanitarian team.

LAC Deputy Regional Director, Venezuela Crisis
CARE | **October 2019 – September 2020**

Led CARE's 4-country response to the Venezuela crisis (Ecuador, Colombia, Peru, Venezuela), including regional strategy development, launch of a new Colombia country office, program quality improvement, financial stewardship, and cross-confederation stakeholder coordination.

LAC Acting Regional Director
CARE | **August – October 2019**

Provided leadership and high-level oversight of all key regional and country office strategy and performance areas for CARE's presence in the Latin America and Caribbean region.

Interim Program Director AC Acting Regional Director
Trickle Up | **March – August 2019**

Supported the VP of Programs on strategic and organizational change initiatives, including revising program strategies across 4 country programs, drafting the Program Quality Framework, Roadmap, and Theory of Change, coaching team members, facilitating "ways of working" sessions, and supporting Program Director recruitment.

Analyst/Researcher
CARE International in Myanmar | **November – December 2018**

Conducted analytical review of CARE International's position on the Rakhine State crisis (post-August 2017), including stakeholder interviews, document review, and a Myanmar field visit to assess the humanitarian landscape (UN, INGOs). Delivered a report with recommendations for CARE's external and in-country engagement.

EDUCATION

Master of Arts in Humanitarian Assistance, *The Fletcher School of Law & Diplomacy / Tufts University*

Bachelor of Science in Biology, *California Lutheran University*

Languages: English (native), Spanish (advanced), French (basic), Portuguese (basic)