

## MARIA STACEY

### Summary

A seasoned consultant with an extensive track record of managing and implementing complex health, human rights, development and social justice programmes, particularly with marginalised populations, using an inclusive, consultative, participatory approach. Skills encompass facilitating consultative processes; organisational development; curriculum development; participatory research and knowledge management; strategic planning; policy; advocacy; evaluation; proposal development; programme development and capacity building.

Areas of interest and expertise are sexual and reproductive health and rights, HIV, mental health, human rights, gender and sexuality, with a particular focus on the health and human rights of sex workers, and other key and vulnerable populations, in Sub-Saharan Africa.

### Personal Information

DATE OF BIRTH: 16.03.1967  
NATIONALITY: South African  
HOME LANGUAGE: English  
OTHER LANGUAGES: Afrikaans (good); isiXhosa and French (conversational)

Tertiary Education		
1995-1997	Masters, Clinical Psychology	University of Western Cape (cum laude)
1994	B.A. Hons (Psychology),	University of Western Cape (cum laude)
1988-1991	Diploma in General, Psychiatric, Community Nursing and Midwifery	Carinus College, Cape Town
1985-1987	B.A. degree (Majors: English, Psychology)	University of Cape Town
Consulting Experience		
Date	Organisation	Role and Project
June 2023 -	Lesotho Ministry of Finance-Global Fund Programme Management Unit (with PATA)	Programme Manager: Capacity strengthening of 15 community-based and community-led organisations
Nov 2022 - Sept 2023	UNAIDS, Equitable Finance Practice (with Equal International)	Consultant: Building momentum to accelerate progress on sustainable financing in East and Southern Africa
May - Aug 2023	Global Fund CRG (with PATA)	Team Leader: Facilitation of community dialogue to support development and costing of community priorities for Eswatini Global Fund funding request.
Nov 2022 - April 2023	UNAIDS	Consultant: Piloting of UNAIDS Inequality Framework and Toolkit, South Africa

Nov 2021 - October 2022	PATA (Paediatric AIDS Treatment for Africa)	Team leader: Project management and organisational development specialist for Global Fund Community Rights and Gender AGYW Strategic Initiative to support capacity strengthening of AGYW-led and -serving CBOs in 5 SADC countries.
Nov 2021- August 2022	ARASA (AIDS Rights Alliance of Southern and East Africa)	Development of a toolkit on data for advocacy for GBMSM and transgender activists, under the Global Fund AZIMA programme
June-August 2022	Kenya National AIDS Control Programme	Review and editing of a curriculum for the Kenya National Police Service college on respecting and promoting the human rights of key populations.
Nov 2021 - April 2022	NACOSA	Senior consultant with Impact Consulting: Evaluation of PrEP in the Global Fund National Sex Work Programme
Nov 2021 - April 2022	NACOSA	Senior consultant with Impact Consulting: Evaluation of the GLO economic empowerment programme in the Global Fund National Sex Work Programme
Aug 2021 - Mar 2022	UNAIDS East and Southern Africa	Documentation of success cases in the HIV response in 6 East and Southern African countries
Nov 2021-Mar 22	South-South Learning Network (Global HIV Prevention Coalition)	Development of a catch-up plan for the South African national key population programme to meet the goals and objectives set out in the National Strategic Plan
June - Sept 2021	South-South Learning Network (Global HIV Prevention Coalition)	Development of a law enforcement sensitisation manual on key populations, Uganda
April- Aug 2021	African Peer Review Mechanism/UNAIDS AU Liaison Office	Development of a compendium of best practices on HIV in Africa
Feb-April 2021	Medecins sans Frontieres	Organisational development support for three emerging sex worker-led organisations in Malawi
Feb - Aug 2021	Global Fund	Key Populations Writer: South Africa Global Fund Request for Funding
Mar - April 2021	Frontline AIDS	Team leader: Due diligence and capacity assessments of READY+2 consortium partners in 5 countries
Jan Dec 2021	Robert Carr Fund	Senior consultant: Facilitation of process to develop 2021 Request for Funding (RFP), and writing of RFP, and support for funding advice
Oct - Dec 2020	Global Fund	Consultant: Rapid mapping study of human rights and equity barriers to malaria amongst internally displaced people in conflict-affected north-east Nigeria
Oct 2020 - Jan 2021	UNAIDS East and Southern Africa	Consultant: Mapping and development of compendium of resources, including best practices, for Regional Knowledge Hub

Oct -Dec 2020	Frontline AIDS	Team Leader: Documentation of positive practices during COVID-19 in key and vulnerable population programmes
July-Nov 2020	UNFPA East and Southern Africa	Team Leader: Rapid Scoping Assessment on the Impact of COVID-19 on Sex Worker Programmes in East and Southern Africa
May-Nov 2020	Aidsfonds Netherlands/PITCH	Team Leader: Development of a Civil Society Shadow Report on the African Union Catalytic Framework to End AIDS, TB and Eliminate Malaria in Africa by 2030
March - July 2020	Global Fund, Community Rights and Gender Strategic Initiative (CRG SI)	Support to The Gambia for development of National Strategic Plan and Global Fund funding request (key populations, human rights and gender focus)
March 2020 - July 2020	Oxfam Germany/BMZ (German Federal Ministry of Economic Cooperation and Development )	Team Leader: Evaluation of SWEAT project: <i>Reducing Violence against Sex Workers: Empowering Sex Workers to Access Health and Justice through building solidarity, knowledge and capacity</i>
Oct 2019 - April 2020	Frontline AIDS	Technical assistance provider: South Africa Global Fund Human Rights Programme implementation; capacity assessment and development of a capacity-building plan
Oct 2019 - Dec 2020	ARASA (AIDS Rights Alliance of Southern Africa)	Team Leader: <i>Expanding Needs, Diminishing Means</i> report on of funding for civil society organisations in East and Southern Africa to implement social enabler and human rights programmes.
Oct-Dec 2019	SADC/UNAIDS East and Southern Africa	Consultant: Development of a programme guide to accelerate key population programming in the SADC region
July-Sept 2019	UNFPA Lesotho	Consultant: National capacity gap assessment and technical assistance plan for HIV prevention
Oct 2018 - March 2019	African Sex Worker Alliance	Research consultant: KP REACH Meaningful Representation, Dialogue and Advocacy Plan research on violence against sex workers in Africa: full research report and research brief
Oct 2018 - Feb 2019	NACOSA/Global Fund	Senior Consultant: Evaluation of the peer education model of the South African national sex work programme
Sep - Nov 2018	Equal International	Convening of a high-level meeting to activate an ambitious hepatitis C eradication strategy in South Africa, focusing on People Who Inject Drugs
July - Nov 2018	SADC Parliamentary Forum/UNFPA/UNDP	Consultant: Development of Minimum Standards for Strengthening the Role of Parliamentarians for Removing Barriers for HIV Prevention and SRHR Programming for Key Populations in the SADC

July 2018	AMSHer (African Men's Sexual Health and Rights)	Development of funding proposal to Robert Carr Network Fund (successful)
2017 - 2018	Open Society Foundation/OSISA	Senior researcher: Assessment of access to health care for sex workers in 5 SADC countries
Feb - July 2018	UNAIDS East and Southern Africa Regional Office	Consultant: Technical support to SADC and EAC for Stocktaking of progress in HIV Prevention Framework and Key Population Strategy
Oct 2017 - May 2018	HEARD, UKZN	Team Leader: Global Fund Baseline Assessment of Human rights barriers to HIV and TB services, SA
Oct - Nov 2017	UNPFA ESA Regional Office	Consultant: Development of SADC Regional HIV prevention framework and scorecard
August - Dec 2017	UNFPA South Africa/SWEAT	Research consultant: Report on a low-cost, local, comprehensive health model for sex workers in Eastern Cape, South Africa
July 2016 - Dec 2017	Global Alliance Against Trafficking in Women (GAATW)	Team Leader: Multi-country research project on sex worker organising and human trafficking: <i>Sex workers organising for change</i>
Feb - July 2017	Global Network of Sex Work Projects (NSWP)	Consultant: Development of a Policy Brief and Community Guide on sex work as work
July 2016 - May 2017	Sex Worker Education and Advocacy Taskforce (SWEAT)	Research Consultant: baseline study on sex workers and cervical cancer
Oct - Dec 2016	African Men Sexual Health and Rights (AMSHer)	Team Leader: Development of an Meaningful Representation, Dialogue and Advocacy Action Plan for Global Fund regional KP REACH grant
Oct - Dec 2016	UNPFA ESA Regional Office	Development of a technical guide for HIV and Sex Work in East and Southern Africa
July - Dec 2016	Global Network of Sex Work Projects (NSWP)	Development of a policy briefing paper for UNAIDS on sex work and ICT, and Smart Guide on sex work and ICT
June-Oct 2016	SWEAT	Development of a site coordinator training manual
June-Nov 2016	World Health Organisation (WHO)	Team member: Project to assist WHO to develop a Global Action Plan on HIV Drug Resistance

### Relevant Employment History

#### 2015 - 2016 **Networking HIV/AIDS Communities of South Africa (NACOSA)**

##### **Key Populations Manager**

- Senior management of Global Fund Sex Work; LGBTI and Gender-based violence programmes
- Strategic guidance to organisation on key population integration
- Programme development, oversight, quality improvement, monitoring and evaluation
- Participation in national and regional technical and advocacy committees

#### 2009- 2015 **Sex Worker Education and Advocacy Taskforce (SWEAT)**

**Deputy-Director; National Programme Manager** [Acting Director: October 2014-February 2015]

<ul style="list-style-type: none"><li>• Overall management of Global Fund National Sex Worker HIV Programme</li><li>• Networking; partnership building; advocacy and lobbying</li><li>• Strategic planning, organisational management and resource mobilisation • Contribution to research and knowledge management</li><li>• Strategic and technical support to Sisonke Sex Workers Movement</li></ul>
2008-2009 <b>South African National Council on Alcohol and Drug Dependence (SANCA) Western Cape: Sinethemba Programme: Programme Director</b> <ul style="list-style-type: none"><li>• Programme and policy development • Programme Management</li><li>• Individual and group psychotherapy</li></ul>
2003 <b>Walvis Bay Multi-purpose Centre, Namibia: HIV/AIDS Counsellor</b> <ul style="list-style-type: none"><li>• Group and individual counselling</li></ul>
1998-2002 <b>Trauma Centre for Survivors of Violence and Torture, Cape Town Programme Manager: Crisis Response Programme</b> <ul style="list-style-type: none"><li>• Programme management</li><li>• Individual, group and family trauma counselling • Clinical Supervision of counsellors</li></ul>

### **Selected Short Courses**

Monitoring and Evaluation, NACOSA, 2012

Motivational Interviewing, UWC School of Public Health, 2012

Project Management, NACOSA, 2014

Certificate in Infectious Diseases, Global Health e-Learning, 2020

Theory of Change for Development, Wits University, 2020

### **SELECTED PUBLICATIONS**

#### **Selected Reports**

UNFPA East and Southern Africa (2021). [Rapid Scoping Assessment on the Impact of COVID-19 on Sex Worker Programmes in East and Southern Africa](#)

Frontline AIDS & Aidsfonds (2021). [Accelerating community-led HIV responses: adapting positive practices beyond the COVID-19 crisis](#) (Chapters on men who have sex with men in their diversity; transgender people; sex workers; adolescent girls and young women; intersections across marginalised populations)

ARASA (2020). [Expanding needs, Diminishing Means: Mapping of Trends in Funding in Southern and East Africa](#)

African Sex Worker Alliance (2019). [‘Every sex worker has got a story to tell about violence’: Violence against sex workers in Africa.](#)

Global Fund (2018). [Baseline assessment -South Africa: Scaling up Programs to Reduce Human Rights-Related Barriers to HIV and TB services.](#)

Global Alliance Against Trafficking in Women (2018). [\*Sex Workers Organising for Change: Self-representation, community mobilisation, and working conditions.\*](#)

SWEAT (2018). [\*Low cost, integrated model for sex work programming.\*](#)

UNFPA East and Southern Africa (2017). *Scaling Up Combination Prevention for HIV among Sex Workers in East and Southern Africa: A Primer for UNFPA Country Teams.*

NSWP (2017). [\*Policy Brief: Sex work as Work.\*](#)

NSWP (2016). [\*Briefing paper and Smart Service Providers' Guide: Sex Work and ICT.\*](#)

## **Selected Articles**

Modisaotsile, I., Stacey, M. Odek, W., Ogutu, D. & Kindyomunda, R. (2023) Heightened risk of unintended pregnancy among sex workers and sex worker organizations' response during the stringent COVID-19 containment measures in East and Southern Africa, *China Population and Development Studies* <https://doi.org/10.1007/s42379-023-00128-1>

Stacey, M.; Ofield-Kerr, A.; Lane, T. & Orte, C. (2019). Hepatitis C in South Africa: A primer for civil society on the need for action, *Spotlight NSP*. Available at: <https://www.spotlightnsp.co.za/2019/05/16/hepatitis-c-in-south-africa-a-primer-for-civil-society-on-the-need-for-action/>

Stacey, M (2015). Lessons learnt from scale up of the national sex work programme. *HIV Nursing Matters*: June 2015; v6 (2)

Konstant, T.; Rangasami, J.; Stacey, M. & Stewart, M. (2014) Estimating the Number of Sex Workers in South Africa: Rapid Population Size Estimation. *AIDS and Behavior*. <http://www.springerlink.com/openurl.asp?genre=article&id=doi:10.1007/s10461-014-0981-y>

Strebel, A., Shefer, T., Stacey, M., Shabalala, N. (2013). Lessons from the Evaluation of a Public Outpatient Substance Abuse Treatment Programme in the Western Cape. *Social Work/Maatskaplike Werk*, 49 (1), 38-52

## **Books**

Contributed chapters to:

- Sex Workers: An introductory manual for Health Care Workers in South Africa (2012) Desmond Tutu HIV Foundation
- *X-Kits: Psychology* (2005). Published by Pearson Education South Africa.
- *Fresh Perspectives: Psychology* (2007). Pearson Education.

## **References**

1. Ms Oratile Moseki, Lead: Global Advocacy (Human Rights) Frontline AIDS

Email: [omoseki@frontlineaids.org](mailto:omoseki@frontlineaids.org)

2. Mr Keith Mienies, Community, Rights and Gender Team, Global Fund  
Email: [Keith.Mienies@theglobalfund.org](mailto:Keith.Mienies@theglobalfund.org)
3. Agnes Ronan, Programme Director, Paediatric-Adolescent Treatment Africa (PATA),  
Email: [agnes@teampata.org](mailto:agnes@teampata.org)
4. Innocent Modisaotsile, Senior SRH Advisor, UNPFA, East and Southern Africa Regional  
Support Team. Email: [modisaotsile@unfpa.org](mailto:modisaotsile@unfpa.org)