

Adrio Bacchetta – Principal Consultant



Adrio has worked in the field of humanitarian action and non-profit management since 1997. Prior to this he worked as an engineer for major construction projects and was the executive director of a specialist contracting firm.

In his humanitarian work with Médecins Sans Frontières he occupied management positions at project, country, regional operational portfolio and executive director Level. He worked in a wide range of contexts and on projects implemented in Central, South and East Asia, Latin America, Europe, South and Central Africa.

In September 2008 Adrio established Sandstone Consulting focussing on governance, strategy, organizational design and leadership. His approach combines the knowledge of management and organisational theory with deep hands on experience. He has supported organizations through significant restructure and change processes, working with executive directors/senior management, governing boards and their teams.

Adrio has an in depth understanding of international/ transnational NGO governance structures and operating models. His assignments have included organisational design, programme design, support to governing boards, performance/critical reviews and executive reorganisation. He is skilled in the planning and facilitation of meetings, workshops, seminars and conferences. He is also a board member of an NGO.

He has completed consultancies in Brazil, South Africa, Mexico, China, Switzerland, Kenya, Spain, India and Belgium. Clients have included Greenpeace International, MSF, Action Aid International, the Open Society Foundation, Oxfam International, Transparency International and Terre des Hommes. These assignments have been a combination of solo support and pulling together teams to suit the task at hand.

Adrio was a member of an advisory group for the International Civil Society Centre Global Governance Project¹ and has assisted in preparing and moderating seminars on INGO governance at Oxford University. He is a co-founder and associate director of the Baobab resource hub for INGO governance (www.baobab.org.uk).

WORK EXPERIENCE

2008 – Present: Principal Consultant - Sandstone Consulting.

Selected Recent/Current Consultancies

Transparency International (multiple projects 2012-2016)

- Facilitated a 3-day workshop on Business Integrity
- Worked with chapters from Guatemala, Ukraine, Ghana, Indonesia and Peru to develop a joint proposal and project management system for a project to address Open Governance.
- Supported the TI Secretariat in the development of Key Performance Indicators.
- Facilitated a workshop on financial integrity

Oxfam International – Reform of Global Operating Model (multiple projects)

- Designed and facilitated a workshop for the Oxfam International Supervisory Board to review their responsibilities and functioning in light of the changes in the global operating model.
- Designed and facilitated regular key multi-day Executive Board meetings (Comprising Executive Directors of all Oxfam affiliates) during a process of organisational transformation from 2013 - 2015.

Terre Des Hommes International Federation

- Supported the international board and secretariat in a participative process to development of a new federation level strategic plan for approval by the general assembly

Greenpeace International: Review & Global Coordination Function Redesign (Multiple Projects)

- Reviewed the newly agreed Greenpeace global operating model against the original criteria for success and provided advice to the strategic leadership team (2013).

Medecins Sans Frontieres International: Comprehensive Governance Reform

- Lead consultant for the global governance and executive reform of MSF. This highly complex and political reform included negotiating/adjusting membership criteria, rights, duties and mechanisms for the board and general assembly (re-writing statutes) and a complete reform of the international executive structure/ways of working.

Action Aid International (AI): Restructuring the Global Secretariat (Multiple projects)

- Worked with the CEO and senior management to restructure the secretariat management team and links to International Board
- Restructured and revised the ways of working of both the international secretariat and role of countries/affiliates in the Action Aid international system

UK Department for International Development (DFID)

- Lead a Management Review (team) to assess the program and financial management of Making All Voices Count, a multi donor and multi-stakeholder initiative in Africa and Asia (and USAID Grand Challenge)

Previous positions

2004 – 2008: Executive Director of Médecins Sans Frontières (MSF) Germany

MSF Germany is an organization of 100 staff, sending 250 volunteers to MSF projects, raising 70 million Euros in private funds and advocating for MSF in Germany. Member of the management team of MSF Operational Centre Amsterdam, steering projects in 30 countries with a budget of 120 million Euros/year and 3000 staff.

2003 – 2004: Country Director for MSF Mexico, responsible for public health and emergency response programmes in the states of Chiapas, Guerrero, Oaxaca and Chiapas. In particular Trachoma and Chagas projects

2000 – 2002: Operational Advisor for MSF: supporting management of missions in India, Sri Lanka, Burma, China, Indonesia, Democratic Republic of Congo, Angola, Uganda, Zambia, Congo Brazzaville, Burundi, Bangladesh and Cambodia.

1997 – 2000: Water and sanitation engineer, project coordinator and logistic coordinator in several countries, including Afghanistan and Bangladesh.

1987 – 1997: Geotechnical engineer; working in the UK, Hong Kong, Thailand and Australia.

1987 – 1991 Geotechnical Engineer

1991-1993 - Executive Director of Geotechnical Instruments (Hong Ltd).

1994-1997 - Senior Engineer for Over Arup and Partners (HK) Ltd working on large-scale building and airport projects 1994 - 1997.

EDUCATION

1983 – 1986 BSc Engineering Geomorphology – Queen Mary College London

1986 – 1987 MSc Engineering Geology – University of Newcastle-upon-Tyne

LANGUAGES

English – mother tongue

Spanish – Intermediate

German – Intermediate