

HECTOR FELIPE RAMIREZ'S CV

+57 3115763739 | hframirez905@gmail.com | [LinkedIn: Héctor Felipe Ramírez H](https://www.linkedin.com/in/HéctorFelipeRamírezH) | Driver's license: A2, B1 & C1

Practitioner with 9+ years of experience in human rights, peacebuilding, youth, gender, and project/program management. Proven record in designing, managing, and evaluating multi-million-dollar donor-funded projects across Latin America, the Balkans, and Asia. Expertise in results-based management, stakeholder engagement, and social inclusion. Excellent interpersonal skills and demonstrated ability in mixed-methods research methodologies, fundraising, strategic communications, participatory facilitation, and financial management.

Education

Lund University, Sweden

Master of Science | International Development and Management 09/2018 – 08/2020
Scholarship holder and elected Student Representative

Universidad del Magdalena, Colombia

Specialist in Human Rights and International Humanitarian Law 10/2014 – 12/015

Universidad de los Andes, Colombia

Specialist in State, Public Policy and Development 03/2012 – 03/2013

Universidad de los Andes, Colombia

Undergraduate degree in Political Science 08/2007 – 03/2012

Work Experience

DIGITAL TRANSFORMATION AND ARTIFICIAL INTELLIGENCE CONSULTANT 01/2026 – Present

Renta Espacio | Bogota, Colombia

- Lead the optimization of no-code solutions, the automation of operational and business workflows, and the management of internal platforms, CRM tools, and reporting applications.
- Implement practical artificial intelligence (AI) solutions, including AI-powered assistants, instant messaging engineering for sales and customer service, automated response systems, lead scoring, executive reports, bot enhancements, AI-powered content generation, and quality assurance.
- Integrate multiple digital ecosystems, including Google Workspace, AppSheet, DataCRM, the WhatsApp Business API, and internal databases, while developing user protocols, training materials, and capacity-building sessions to strengthen digital adoption and operational efficiency across all teams.

EXPERT CONSULTANT ON TRANSITIONAL JUSTICE AND PROJECT DESIGN 02/2025 – 06/2025

United Nations Development Programme -UNDP | Bogota, Colombia

- Designed and formulated a restorative justice project in Tumaco for women and members of the LGBTIQ+ community survivors of sexual and gender-based violence, developing a full theory of change, logical framework, and a comprehensive monitoring and evaluation system.
- Led the evaluation of 4 restorative justice projects in Colombia, producing strategic recommendations for sustainability, and institutional strengthening. Led the consultancy team operations (technical, administrative, and logistics), ensuring on-time delivery of all outputs.
- Facilitated a co-creation process with 13 civil society organizations and ethnic authorities, systematizing findings into actionable lessons learned, best practices, and donor reports.

Sabbatical year. South East Asia, China, Europe, Colombia, and Central Asia travels 12/2023 – 01/2025

P2 PROGRAMME ANALYST. SIDA Funded JPO

06/2021 – 12/2023

United Nations Population Fund | Sarajevo, Bosnia and Herzegovina

- Co-managed a USD 1.5 Million regional project on youth participation and hate speech with UNDP, UNESCO, and UN Women across 5 Balkan countries achieving 100% donor compliance. Designed & implemented 28+ activities within the youth and peacebuilding portfolios creating monitoring frameworks, theories of change, strategic partnerships, and financial and narrative reporting.
- Secured over EUR 247,000 funding from the Italian Government for youth exchanges addressing



intergenerational transfer of trauma in divided communities. Developed and published the Abridged Youth Peer Peacebuilding Manual, institutionalized in 3 universities, and trained 550+ youth through a regional Trainer-of-Trainers program in a 1-year time frame. Facilitated inter-agency cooperation establishing the first UN Country Team Youth Advisory Body in Bosnia and Herzegovina.

- Led UNFPA's work on social inclusion, coordinating inclusion initiatives reaching 760 beneficiaries (Roma, youth with disabilities, LGBTQ+), one being recognized as best practice by UNFPA and Special Olympics.
- Supported the gender and conflict-related sexual violence portfolio, programmatic monitoring and evaluation under the results-based management approach, and supported more than 15 social media advocacy campaigns alongside institutions, civil society, and the private sector.

INTERNATIONAL SUPPORT

07/2019 – 01/2020

Partnership for Sustainable Agroforestry Project, German Agency for International Cooperation – GIZ | Dili, Timor-Leste

- Led participatory land-use planning across multiple municipalities; conducted monitoring for mid-term and final project evaluations.
- Conducted mixed-methods research on economic diversification & agroforestry practices; produced policy briefs informing donor strategies, and coordinated national events attended by the diplomatic community.
- Implemented the project's gender strategy, supervising consultancies and ensuring inclusion of women and marginalized groups.

LEAD ADVISOR IN TRANSITIONAL JUSTICE AND MISSING PERSONS

01/2017 – 08/2018

Peacebuilding Program – ProPaz, German Agency for International Cooperation – GIZ | Bogota, Colombia

- Forged strategic partnerships with the Attorney General's Office, Special Jurisdiction for Peace, and Search Unit for Missing Persons to advance justice processes under the 2016 Peace Agreement with the accompaniment and funding of the European Union – EU.
- Managed grants and subsidies with Civil Society Organizations (e.g., Colombian Commission of Jurists, Humanas NGO), improving victims' participation and women's access to justice. Carried out monitoring and evaluation activities taking into consideration migration and border dynamics.
- Produced comprehensive reports on human rights violations for transitional justice institutions, informing advocacy and policy reforms, systematized knowledge, managed learning and communications.
- Directed operational and financial planning for the transitional justice component; monitored implementers and consultants, ensuring accountability and evaluation of projects and consultancies.

HEAD OF AGUACHICA'S OFFICE

02/2016 – 12/2016

Colombian Agency for Reincorporation and Normalization | Aguachica, Cesar, Colombia

- Directed a team of 15 staff across 14 municipalities, implementing the national reintegration policy for ex-combatants, carrying out its analysis, monitoring and evaluation at the regional level.
- Secured COP \$2.3 Billion (~USD 600k) in municipal funding for reintegration initiatives sustainability. Systematized 15 best practices into knowledge products for national policy adoption.
- Designed & implemented an innovative political reintegration pilot (dialogue platform for ex-combatants, victims, and social leaders fostering reconciliation), awarded funding by the Ministry of Interior.
- Generated partnerships with the private sector for income generation, created communication strategies, and represented the institution in the media.

NATIONAL SUPPORT PRACTITIONER

05/2015 – 12/2015

Organization of American States – Mission to Support the Peace Process | Valledupar, Colombia

- Monitored and analyzed conflict dynamics in 3 departments (Guajira, Magdalena, and Cesar), producing reports and policy recommendations for senior government and military officials on security, displacement, Disarmament, Demobilization, & Reintegration – DDR, and peacebuilding.
- Collected and triangulated qualitative and quantitative conflict data to guide national peacebuilding strategies. Supported the monitoring of humanitarian assistance, disaster risk response, migration, and border dynamics with Venezuela.

ADVISOR TO THE OMBUDSMAN

04/2014 - 04/2015

Transitional Justice Support Project – ProFis. German Agency for International Cooperation | Barranquilla, Colombia

- Designed and delivered strategic litigation training for judicial representatives on human rights, gender-based violence (GBV), and intercultural dialogue with ethnic and indigenous peoples to strengthen reparations in high-profile transitional justice cases.
- Established an inter-institutional coordination mechanism for the Justice and Peace Law, chosen by 6+ national institutions and international actors as technical secretariat. I compiled lessons learned, conducted learning activities, and systematized knowledge on reparations in a chapter of a book I published.

LEGAL AREA ASSISTANT

09/2012 – 06/2013

Transitional Justice Support Project – ProFis. German Agency for International Cooperation, GIZ | Bogota, Colombia

- Monitored the processes and hearings within the special transition process of the Justice and Peace Law, as well as special monitoring of the case of José Ever Veloza García.
- Supervised legislative processes related to transitional justice, human rights, corporate responsibility, and due diligence. Contributed to the publication of educational and advocacy materials.

MANAGEMENT ASSISTANT

02/2013 – 02/2014

Renta Espacio | Bogota, Colombia

- Directed and executed the company's communications, advertising, and marketing strategy. I developed and implemented campaigns to enhance brand visibility across various online and offline media channels, and led the renewal of the company's corporate image.
- Led corporate social responsibility (CSR) initiatives, ensuring that activities were aligned with the company's values and generated a positive impact.

RESEARCHER

02/2012 – 05/2012

Interdisciplinary Center for Development Studies, Universidad de los Andes | Bogota, Colombia

- Provided qualitative research methods assistance in the preparation of a protocol for flexible field trips for students, researchers, and teachers.

Languages

Spanish: **C2**. English: **C2**, French: **C1**, Bosnian: **B1**, Tetum (Timor-Leste's language): **B1**. Swedish: **A2**

Technical skills & personal interests

Quantitative and qualitative data & M&E: NVivo, SPSS, Results-Based Management, Logical framework, Surveys

Graphic design & communications: Canva, Prezi, CapCut (video editing)

Program / Project management: Monday.com, Google Suite, Microsoft Office, Outlook, Zoom, Teams.

Personal Interests: I am a professional juggler who enjoys music, performing arts, artificial intelligence & learning.

Publications

- Fellow and columnist for the Canadian Pegasus Institute. Most recent articles published in 2024: [Harmony in Diversity: What to Expect from COP16 in Colombia](#), [COP16: A Turning Point for Nature and Communities - Outcomes, Challenges, and the Road Ahead](#).
- [UNFPA \(2023\) Abridged Youth Peer Peacebuilding Manual](#). Hector Felipe Ramirez, Editor.
- [Ramírez, Héctor \(2020\). Community-driven development in Timor-Leste: a case study of the National Village Development Program from 2015 to 2020. Lund University, Lund, Sweden](#).
- [Ramírez, Héctor \(2017\). Transitional justice and indigenous reparation by judicial means. In, Justice and Peace Process, evaluation and contributions in cases of indigenous communities, Ed. Cortés, E. Corporación Universitaria de la Costa](#). Document in Spanish.
- Member and former writer at the Organization of Foreign Affairs – Utrikespolitiska föreningen (UPF). Last published article: <http://www.theperspective.se/?p=5504>