

Anna Strempel, Senior Consultant

Overview of Expertise

Anna is an experienced researcher and monitoring and evaluation specialist. She has supported and led the design of multiple monitoring and evaluation frameworks and theories of change, from the project and program level to organisation-wide processes. A skilled trainer and facilitator, Anna is passionate about helping organisations to clarify and achieve their goals and build evaluation capacity.

Anna has extensive experience across the environmental, community development, international development and asylum seeker/refugee sectors. She has worked for a range of NGOs, INGOs and research centres both domestically and internationally. This diverse professional background helps Anna to understand her clients' needs, and design theories of change and frameworks that meet them.

Qualifications & Training

2014 Master of Journalism / Master of International Relations, Monash University

2004 Bachelor of Social Science (Environment), RMIT University

Project Experience

Monitoring and Evaluation (M&E) Frameworks and plans.

- At the Asylum Seeker Resource Centre (2016 – 2020):
 - Developed and implemented an organisation-wide M&E strategy
 - Developed program logic models and M&E frameworks for the Centre's programs and services, including legal, health, advocacy, employment, empowerment, and education programs
 - Developed theories of change for the Centre's Innovation Hub and its social enterprises

Evaluations

- Conducted multiple program evaluations for the Asylum Seeker Resource Centre, including evaluating the efficacy of its Food Bank service and conducting developmental evaluation of the Centre's pandemic response (Asylum Seeker Resource Centre, 2016 – 2020)
- Designed and implemented evaluation methods and processes for the Refugee Education Support Program (Centre for Multicultural Youth, 2015 – 2016)
- Reported on a major evaluation for the ZeroCarbonMoreland program (Moreland Energy Foundation Ltd, 2011)
- Worked with local counterpart to evaluate the Kelompok Wanita Tani (Women's Farming Groups) project in Aceh, Indonesia (Institute for Agricultural Technology Extension, 2010 – 2011)

Design Facilitation & Capacity Building

- Developed and managed the Lived Experience Evaluators Project, which built the capacity of people seeking asylum to pursue careers in evaluation. Led a co-design process in collaboration with human-centred service designers, and oversaw successful implementation and evaluation of the pilot (Asylum Seeker Resource Centre, 2016 – 2020)
- Built the capacity of internal staff to conduct M&E within their own programs, including delivering workshops, facilitating collaborative processes and providing technical support and guidance (Asylum Seeker Resource Centre, 2016 – 2020)
- Facilitated human-centred service design processes for the Asylum Seeker Resource Centre's Innovation Hub, including service blueprinting and journey mapping across a range of programs (Asylum Seeker Resource Centre, 2016 – 2020)
- Facilitated pre-departure and debrief sessions for international development volunteers (Scope Global, 2014 -2017)
- Designed and delivered series of capacity building workshops for Hazara Afghan women, focusing on democratic participation and community activism in Australia (Diaspora Action Australia, 2016)
- Developed and delivered range of sustainability-focused capacity building programs for community, government and NGOs, including community workshops, industry training courses, and intensive capacity building programs for local government staff (Moreland Energy Foundation, 2004 -2009)
- Built the capacity of schools and community partners to design and deliver the Refugee Education Support Program (RESP) (Centre for Multicultural Youth, 2015 – 2016)

Research

- Coordinated numerous qualitative and quantitative research projects for government & NGO clients (RMIT University's Centre for Design and Centre for Urban Research, 2013 -2015), including:
 - a study of enforcement practices and stakeholder practices and perspectives for EPA Victoria
 - a large-scale mixed method study of energy efficiency in the residential rental sector for the Victorian Department of Sustainability and the Environment
 - a mixed method study of flood preparedness tools in collaboration with the Victorian State Emergency Service
- Conducted place-based analysis of education support needs among refugee and migrant communities (Centre for Multicultural Youth, 2015)
- Conducted major research project investigating structural inequalities within the humanitarian aid and development sector in Indonesia (Monash University, 2014)
- Composed briefing paper for research symposium on climate change adaptation (Centre for Design, Royal Melbourne Institute for Technology University, 2011)

Program Management

- Managed the Lived Experience Evaluators Project pilot from design through to reporting and future planning (Asylum Seeker Resource Centre, 2016 – 2020)
- Managed the Monitoring & Evaluation team at Asylum Seeker Resource Centre, including overseeing multiple internal and external evaluations, managing staff and volunteers, and managing the design and implementation of a whole-of-organisation M&E strategy
- Managed implementation of the Refugee Education Support Program (northern metropolitan region) in partnership with Foundation House (Centre for Multicultural Youth 2015 – 2016)
- Coordinated various research projects relating to energy efficiency and sustainability (Royal Melbourne Institute for Technology University, 2013 – 2015)
- Delivered programs for young people from refugee, asylum seeker and disadvantaged backgrounds and trained volunteers to support and administer programs (Australian Red Cross, 2012 - 2013)
- Managed portfolio of sustainability-focused projects, including project design, implementation and evaluation (Moreland Energy Foundation Ltd, 2004-2009)
- Coordinated advocacy work relating to residential energy efficiency, including writing submissions, developing campaign materials and managing partnerships (Moreland Energy Foundation Ltd, 2004 -2009)

Positions held

2016 -2020	Monitoring & Evaluation Manager, Asylum Seeker Resource Centre
2014 -2017	Facilitator, Scope Global
2015 -2016	Multicultural Youth Education Project Officer, Centre for Multicultural Youth
2013 -2015	Research Officer (Beyond Behaviour Change Group), Centre for Urban Research, RMIT University
2012 -2013	Children and Families Officer, Australian Red Cross
2010 – 2011	Women's Network Officer, Institute for Agricultural Technology Extension, Indonesia
2009 -2010	Research officer, Centre for Design, RMIT University
2007 -2015	Tutor, School of Global, Urban and Social studies, RMIT University
2004 -2009	Household Program Coordinator, Moreland Energy Foundation Ltd.

Memberships

Australian Evaluation Society (2020)

Academic Publications

Horne, R., Strengers, Y., Stempel, A. (2016). 'Policing and polluting: The role of practices in contemporary urban environmental pollution governance', *Environmental Science and Policy* (pending acceptance)

Stempel, A., Nicholls, L., Strengers, Y. (2015). 'Disconnections case studies: understanding the householder experience', commissioned by the Consumer Action Legal Centre

Curtis, J., Strengers, Y., Stempel, A., Clarke, M., Horne, R. (2014). 'Improving compliance outcomes: Understanding behaviours and practices of business environmental performance', commissioned by EPA Victoria

Stempel, A., Padgham, L., Horne, R., Zambetta, F. (2014). 'Flood! Evaluating the potential for serious games as educational resources for flood preparedness', report for RMIT University's GlobalCities Research Institute

Stempel, A., Strengers, Y., Horne, R. (2013). 'EPA Approaches to Behaviour Change Report', commissioned by EPA Victoria

Horne, R., Dalton, T., Berry, M., Stempel, A. (2010) 'Understanding drivers, attitudes, and barriers to 'green' investment by landlords of private rental properties in Victoria – Stage 2', contracted report for the Victorian Department of Sustainability and the Environment

Conference presentations

Stempel, A. (2018). 'The Lived Experience Evaluators Project: Combining design thinking and innovation to build cultural capital in the evaluation sector', presentation to AES International Conference, Launceston 2018

Stempel, A. (2018). 'Doing Human-Centred Service Design in the Community Sector: Why It's Great, Why It's Hard and What We've Learnt', presentation to SDNOW2 conference, Melbourne 2018

Stempel, A. (2015). 'Building a wealth of resentment: inequalities in the international aid and development sector', abstract and presentation to ACFID University Network Conference, Melbourne 2015

Stempel, A., Nazariah, Tinning, G., Lines-Kelly, R., McLeod, M. (2012). 'Aceh's women farmers take charge of their future', abstract and presentation to International Women's Conference, Cairns 2012

Stempel, A. (2015). 'Building a wealth of resentment: inequalities in the international aid and development sector in Indonesia', abstract and presentation to 9th International Convention for Asia Scholars, Adelaide 2015