

PERSONAL INFORMATION

Constance WILHELM-OLYMPIOU



 www.constancewilhelm.com

STATEMENT

I am an experienced humanitarian, development, and policy researcher and conflict analyst with more than a decade of field experience on many of the world's most pressing conflicts. Managing teams of up to 250 staff and multi-million dollar programmes, I have designed and implemented numerous development, humanitarian, strategic research, and evaluation projects using mixed qualitative and quantitative methods, on issues ranging from household vulnerability to local perceptions of conflict actors in Afghanistan, Syria, Yemen, Libya, and across the Horn of Africa and the Sahel for the EU, USAID, and the World Bank. Before completing my Master's in International Relations at Johns Hopkins SAIS, I worked in political negotiations on Iran and Afghanistan, applied research on violence against aid workers, and on policy research for think tanks at NYU and Princeton University, the OECD, and the Afghan Mission to the UN. **I will defend my doctoral thesis in May 2026 on French legal and security institutional responses to female Daesh returnees at King's College London.**

WORK EXPERIENCE

September 2020 - Present

Doctoral Researcher

King's College London, Department of War Studies
London, UK

- Thesis: *Between Politics and Law: Reckoning with French female IS returnees*
- Research domains: Counterterrorism, Gender, Law, P/CVE, Human rights/ethics
- Gave media interviews, practitioner trainings, and presentations on my doctoral research to:
 - COSPRAD's (Conseil Scientifique sur les Processus de Radicalisation) Conference at the CNRS (Centre Nationale de la Recherche Scientifique) in France (Nov 2025);
 - *France Culture's* "Question du soir: l'Idée" show (Sep 2025);
 - European Consortium for Political Research (Dec 2024);
 - École Nationale de la Magistrature (France) Training on Democracy and Terrorism (Dec 2024);
 - French Academic Network ProMete's Seminar on "Social sciences and judicial responses to mass violence" (Mar 2024);
 - *Le Monde* in May 2023;
 - Counter Extremism Project (May 2023)

November – December 2020

Consultant – Emergency Needs Assessment

Concern Worldwide
Northeast Afghanistan

- Assessed the context and needs of target populations in NE Afghanistan pertaining to food, livelihoods, market access, WASH, shelter/NFIs, education and protection, during COVID-19
- Analysed quantitative and qualitative data from the Emergency Needs Assessment conducted by Concern's M&E unit from August-September 2020
- Completed and presented a report based on this analysis to the Afghanistan Senior Management Team

May 2018 – July 2020

Project Manager

Altai Consulting

Horn of Africa, Sahel and Lake Chad regions, Libya, Tunisia

- Senior management for a 2-year monitoring and learning study of the EU Trust Fund for Migration (EUTF) in the Sahel and Lake Chad regions, designing methodologies and tools, line

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managing teams of national research teams and 7 international consultants, ensuring quality control of data and analysis, budget management, and conducting or supporting fieldwork and trainings in 13 countries. Research included psychological and socio-economic conditions for returning migrants, including possible drivers to join extremist groups in the region.

- Led in the design and execution of conflict analysis research for USAID OTI in Libya, including in-depth qualitative and quantitative research covering local conflict (militia/extremist group), governance and state trust, political, and socio-economic dynamics in multiple cities across the country; managed a team of 8 international and Libyan staff; and developed and presented report findings and policy recommendations to the client
- Conducted an end-line survey on a World Bank-Turquoise Mountain ethical carpet production project in Afghanistan
- Prepared the final report of an Expertise France-Tunisian government project on legal migration mechanisms and investment in Tunisia
- Managed a mid-term review in East Africa for the EUTF's Better Migration Management project of the project's status and achievements, conducting and managing fieldwork in Kenya, Ethiopia, Djibouti, Somalia, and Sudan; Developing research and survey tools and managing local teams evaluating various project sites across the regions
- Conducted fieldwork in Ouagadougou, Burkina Faso on an IOM mapping program of migration projects across the Sahel
- Represented Altai and its programming to key stakeholders, including the EU, USAID OTI, EU Member States, and the United Nations

May 2018

Food Security Consultant Danish Refugee Council (DRC)

Athens, Greece

- Developed a Food Security Assessment Questionnaire with Kobo Toolbox to gather data on household food security, coping mechanisms, and demographics for use in Skaramangas refugee camp and adaptable to other refugee camps in the country; conducted fieldwork for tool preparation, delivered an inception report, and conducted a Training of Trainers for DRC staff on the tool

January 2017 – November 2017

Project Manager Altai Consulting

Kabul, Afghanistan

- Led Altai's Third-Party Monitoring of the Afghanistan Reconstruction Trust Fund (ARTF), a pooled donor funding mechanism hosted by the World Bank that supports the Government of Afghanistan (GoA) in various development initiatives
- Developed research and survey tools and managed local teams evaluating various project sites country-wide, focusing especially on: Monitoring the GoA's primary education program, especially regarding improvements in teaching quality and facilities and in girls' access to quality education across the country; Evaluating two nation-wide GoA/World Bank Irrigation Projects; and Establishing the strategic groundwork for a mobility patterns database and inception report for new Forced Displacement programming for IDPs and returnees in Afghanistan as a joint initiative between the Government of Afghanistan, the World Bank, and UN agencies, taking into account governance, stabilization, and drivers for fleeing conflict
- Represented Altai and its programming to stakeholders, including the World Bank, the Government of Afghanistan, and UN agencies

April 2016 – December 2016

Program Manager, Rural Development; Technical Coordinator, Sustainable Development

ACTED

Kabul, Afghanistan

- Technical and managerial oversight and coordination for ACTED's programming related to economic development and community resilience, microfinance, disaster risk reduction, vocational training and literacy, infrastructure, and agriculture
- Managed a multi-year, NORAD-funded \$20M rural development and stabilization project in northern Afghanistan, with direct responsibility for over 250 program staff, conducting WASH,

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economic development, youth and skills development programming, education, irrigation, and agriculture programming

- Provided strategic and technical guidance to integrate projects into the country-wide programmatic strategy, alongside strategic development of area-based approaches in the country, and built staff's technical capacity in development programs
- Led in donor relations and a donor strategy for development actors across the country; represented the program to key stakeholders
- Led in monitoring/assessing program implementation, budget, reporting, and compliance with logistics and procurement policies

September 2015 – April 2016

Program Manager, Acting Area Coordinator

ACTED

Al Hudaydah and Raymah Governorates, Yemen (from Amman, Jordan)

- Remotely managed multiple USAID and EuropeAid-funded emergency relief, food security, and livelihoods
- projects and a team of 40 staff on the ground in Al Hudaydah and Raymah Governorates
- Provided strategic and adaptive leadership for the program, adapting activities to context
- Led in monitoring/assessing program implementation, budget, reporting, and compliance with logistics and procurement policies
- Represented program to local and international actors

November 2014 – Sept 2015

Syria Humanitarian Program Supervisor and Adviser

Middle East Council of Churches (MECC)

Beirut, Lebanon

- Remotely Managed a humanitarian program in Syria, partnered with and implementing for Mercy Corps, including:
 - Led in creatively addressing any challenges facing the program (encompassing WASH rehabilitation, hygiene promotion, and NFI distribution in central and south Syria) or the partnership with Mercy Corps
 - Led in timely and accurate financial and narrative reporting, financial management and budgeting; supported audit/review processes
 - Developed, guided, and implemented financial, administrative, HR, MEL, and procurement policies and systems for MECC, and ensured full program compliance with all relevant internal, donor, and international regulations and donor agreements
 - Served as primary liaison with the donors and attending meetings with relevant stakeholders
 - Led in all capacity building activities, including providing technical support and coaching to team members in Syria

June 2013 – August 2013

Peace and Conflict Advisor

OECD - Governance for Peace and Development, Development Directorate

Paris, France

- Provided operational and substantive support to New Deal (g7+) implementation, including developing country briefs for New Deal pilot countries, for use by the Director of the OECD Development Assistance Committee and by the New Deal Secretariat
- Contributed to project design for a new initiative on joint (donor-partner) risk assessments, including to the project's inception report
- Finalized a project and report on gender and state-building

September 2010 – July 2012

Acting Head of Policy Outreach (Aug 2011-Jul 2012)

Special Assistant to the Director (Sep 2010-Jul 2011)

Center on International Cooperation (CIC), New York University

New York, NY, United States

- Organized and provided research support for high-level conferences in Istanbul, Dubai, and New York in preparation for the Heart of Asia – Istanbul Process 2011-2013 regional conferences on Afghanistan

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- Conducted research and analysis on issues such as: global peace operations; rule of law/organized crime; political settlements; strategic trends in peacebuilding and state-building in fragile states; climate change, energy, and resource scarcity; and Afghanistan in transition
- Drafted, edited, and distributed research and policy reports and institutional updates
- Led on developing a communications and promotional strategy and a new website; strengthened institutional profile and partnerships through communication and coordination with key stakeholders and assuring intra-office coordination and information exchange
- Drafted grant proposals and assisted in grant administration and implementation for major governmental and multilateral donors and drafted donor reporting materials
- Assisted in budget and project management
- Organized, worked as rapporteur, and managed follow-up for meetings at all levels

June 2011 – July 2012

Research Assistant (part-time)

Humanitarian Outcomes

New York, NY, United States

- Contributed to ALNAP's 2012 State of the Humanitarian System Report, including conducting an organizational mapping and analysis of the international humanitarian system as well as collecting and analyzing survey data on relevant organizations

June 2009 – May 2010

Adviser and Assistant to the Ambassador of Afghanistan

Permanent Mission of Afghanistan to the United Nations

New York, NY, United States

- Wrote speeches and talkingpoints, conducted research and analysis, and served as meeting rapporteur for H.E. Dr. Zahir Tanin
- Primary areas of research: Afghanistan and the UN, rule of law and governance, political settlements, conflict resolution, peacebuilding, humanrights, and refugees/internally displaced persons

April 2010 – July 2010

Non-Resident Fellow and Research Associate

Liechtenstein Institute on Self-Determination, Woodrow Wilson School, Princeton University

Princeton, NJ, United States

- Conducted policy research on areas related to fragile and conflict-affected states, with a focus on Afghanistan

January 2010 – April 2010

Special Assistant to the Director

Liechtenstein Institute on Self-Determination, PSIA, Princeton University

Princeton, NJ, United States

- Conference Administrator for the LISD Afghanistan Implementation Colloquium in Baden, Austria (25-28 Feb 2010), a track 1.5 private diplomacy conference on the current state of and ways forward in Afghanistan
- Managed and developed meeting logistics, agenda, and the outcome document
- Managed and led a student support team of 20+ and acted as a primary contact for 100+ expert- and ministerial-level participants
- Conducted research and writing primarily on Afghanistan and its neighbors, including the country's political, legal, developmental, humanitarian, educational, infrastructural, and socio-cultural situation

June 2007 – January 2010

Research Assistant to the Director (part-time)

Liechtenstein Institute on Self-Determination, PSIA, Princeton University

Princeton, NJ, United States

- Conference organizer and rapporteur for the LISD Colloquia in Petersberg, Germany (4-7 Sep 2008) and in Vaduz, Liechtenstein (2-9 July 2007): track 1.5 private diplomacy conferences on the state of Afghanistan since 2001 and on Iran's Nuclear Program
- Conducted policy research on areas related to fragile and conflict-affected states

EDUCATION AND TRAINING

September 2020 - Present

Doctoral Candidate

King's College London, Department of War Studies

Field of Study: **International Relations**

- Thesis: *Between Politics and Law: Reckoning with the Question of the French female Islamic State returnees*
- Supervisor: Prof. Vivienne Jabri (Department of War Studies); Second Supervisor: Dr. Nicola Palmer (Dickson Poon School of Law)
- Fully funded student under UK Economic and Social Research Council (ESRC): LISS-DTP

September 2012 – June 2014

Master of Arts, International Relations and International Economics

Johns Hopkins University, School of Advanced International Studies (SAIS)

Field of Study: **Conflict Management Concentrator with additional focus on Intl Law**

- Thesis: *Martyrdom in Revolt*. Supervisor: Professor I. William Zartman
- Selected Courses: Economic Migrants, Refugees & Human Security; Conflict Mediation & Dispute Resolution; Statistical Methods for Business & Economics; Patterns of Protest & Revolt; Strategy and Policy
- Research Experience: Field research trip to the Philippines, including Mindanao and Manila, led by Profs. I. William Zartman and Terrence Hopmann in January 2014, engaging with armed opposition, government, and military actors in contested areas; Research Assistant for Professor I. William Zartman from May–October 2014 for the 2019 book "How Negotiations End"

September 2005 – June 2009

Bachelor of Arts with Distinction

McGill University

Field of Study: **Double Major in Philosophy and Anthropology; Minor in Political Science**

PERSONAL SKILLS

Mother tongue(s) French, English

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Spanish	B1	B1	A2	A2	A2
Arabic (Levantine)	B1	B1	A2	A2	A1
Greek	A2	A2	A2	A2	A1

Digital skills

- Strong command of MS Office Suite
- High level skill on using Kobocollect and ODK data collection and analysis tools

ADDITIONAL INFORMATION

Publications

- Wilhelm-Olympiou, Constance and Köse, Helin. (2023). "Jugement des revenantes de Daesh en France : une période charnière". *Le Caveat*. (also available in English)
- Wilhelm, Constance (2021). "Peace in the time of Pandemic 2: A Clash of Rights and Security", *Strife*. King's College London Department of War Studies.
- Wilhelm, Constance (2021). "Peace in the time of Pandemic", *Strife*. King's College London Department of War Studies.

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- Wilhelm, Constance (2014). "Identity politics: the MNLF, the MILF, and what their differences mean for the transition". In Hopmann, P. Terrence & Zartman, I. William (Eds.), *Mindanao: Understanding Conflict 2014* (pp. 27-38). Washington, D.C.: Johns Hopkins.
- Wilhelm, Constance (2014). "Responsibility to Protect: R2P Doesn't Work". SAIS Observer, 3/30/14.
- Taylor, Glyn, Abby Stoddard, Adele Harmer, Katherine Haver, Paul Harvey, Kathryn Barber, Lisa Schreter, and Constance Wilhelm. The State of the Humanitarian System. London: ALNAP/ODI 2012
- Bruce Jones, Jake Sherman, Megan Gleason, and Constance Wilhelm (2011). "Recent Evolutions in Statebuilding: From Supporting Capacity-Building to Political Processes in Statebuilding" in *Situations of Fragility and Conflict: Relevance for US Policies and Programs*, USAID.

Media/Presentations

- Wilhelm-Olympiou, Constance (November 2025), Presentation for COSPRAD's (Conseil Scientifique sur les Processus de Radicalisation) Early Researchers Conference at the CNRS (Centre Nationale de la Recherche Scientifique), Paris, France.
- Terrorisme : les femmes sont-elles justiciables comme les autres ?" Feature Interview on "Question du soir: l'Idée" (24 September 2025). *France Culture*.
- Wilhelm-Olympiou, Constance (19 December 2024). "Political Violence on Trial" [panel presentation]. European Consortium for Political Research's (ECPR) Online Seminar Series on Political Violence.
- Wilhelm-Olympiou, Constance (4 March 2024). "Les 'Revenantes' face à la justice" [panel presentation]. French Academic Network ProMete's Seminar on "Les sciences sociales et les réponses de la Justice face aux violences de masse".
- Featured in Seelow, Soren (2023), "Comment juger les « revenantes » de l'Etat islamique ? La justice antiterroriste aux prises avec les stéréotypes de genre". *Le Monde*.
- Featured in Michon, Esther (15 May 2023), "Etat islamique: Comment la justice française juge les « revenantes »". *L'Heure du Monde* (podcast).
- Panelist for Counter Extremism Project (CEP) Webinar "A Sisyphean Task? Prosecuting Returnees from Syria and Iraq in France", 2 May 2023.

Teaching and Conferences

- Wilhelm-Olympiou, Constance (11 December 2024). La prise en charge des retours de zone [panel presentation]. École Nationale de la Magistrature Training: Démocratie et Terrorisme, Paris, France.
- Conference Co-Chair and Co-Organiser, "Protection and Justice in Times of Counter-Terrorism: Insights from the UK and France", 7-8 September 2023, King's College London.
- Guest lecturer (16 March 2023). Institut National des Langues et Civilisations Orientales, « L'action humanitaire en situation de crise », lecture on humanitarian action and operating in humanitarian crises, with a theoretical and practical component
- Guest lecturer (5 October 2022). University College Dublin, POL 42330 Research Design 2022, "Week 4: Comparative and Cross-National Research", lecture on conflict research, programme evaluation, and survey design
- Graduate Teaching Assistant at King's College London for Spring 2022 term, "Contemporary Security Issues"; nominated for King's Education Award 2022 in this role

Article and Book Contributions

- Research Assistant for: I. William Zartman Ed. (2019). How Negotiations End: Negotiating Behavior in the Endgame. Cambridge University Press. Cambridge, UK.
- New York University Center on International Cooperation (2014). China and the United States on the Afghanistan-Pakistan Region: An Analysis of Goals and Perspectives.
- OECD (2013). Gender and Statebuilding in Fragile and Conflict-Affected States, Conflict and Fragility, OECD Publishing.
- Wolfgang Danspeckgruber (2011). Self-Determination in Our Time: Reflections on Perception, Globalization and Change. From *Schriften des Historischen Kollegs Herausgegeben von Lothar Gail Kolloquien 79*, pp. 307-331.
- Liechtenstein Colloquium Report: Petersberg Papers on Afghanistan and the Region. Liechtenstein Institute on Self Determination, Princeton University. Petersberg, Germany, 2011.
- New York University Center on International Cooperation (2010). Globalization and Scarcity: Multilateralism for a world with limits.
- Afghanistan on the World Stage: Statements of H.E. Zahir Tanin, Ambassador and Permanent Representative of the Islamic Republic of Afghanistan to the United Nations. New York: Permanent Mission of Afghanistan to the United Nations, 2009
- Eds. Wolfgang Danspeckgruber and Robert Finn. Building State and Security in Afghanistan. Princeton University - Woodrow Wilson School. 2007.