

Clear Horizon

CURRICULUM VITAE

Celia Finch, Senior Consultant



Overview of Expertise

With over 10 years' international and Australian experience in policy reform, projects and evaluation across the community, private and government and non-government sector and a Master of International Security, Celia brings a wealth of knowledge and networks to support clients to address complex social challenges through innovative ways.

She has a strong passion for participatory evaluation and policy and has significant expertise in partnership building, having worked in cross-agency and cross-cultural contexts in the humanitarian and human rights sector, with a particular focus on migration policy. She is highly adept in mixed-methods evaluation approaches and a skilled facilitator with experience delivering reflection workshops to foster shared learning and improvements.

Qualifications & Training

Master of International Security, University of Sydney

Bachelor of International and Global Studies (French and Political Economy), University of Sydney

Complete Guide to Measurement, Evaluation and Learning, Clear Horizon

International Humanitarian Protection and Action, Australian Red Cross

Practical Participation Approaches in Aid and Development, Australian Council for International Development

Indonesian Language, Universitas Pendidikan Indonesia

Project Experience

Measurement, Evaluation and Learning (MEL) and Research



- **Supported longitudinal evaluations** for infrastructure projects in the Solomon Islands, ensuring adaptive learning and evidence-based decision-making over time (Clear Horizon 2025)
- **Created evaluation and learning reports** for the Regional Peer Learning Platform between the governments of Australia, Thailand, Malaysia, Indonesia and New Zealand on alternatives to immigration detention for children, analysing the outcomes achieved and key design elements that contributed to success securing further funding and informing strategic direction (International Detention Coalition 2023- 2025)
- **Designed and conducted research** on the impact of digital technology in Alternatives to Detention (ATD), published in global migration policy reports. (International Detention Coalition 2023- 2025)

- **Designed the global and regional (Africa, America's, MENA, Europe, APAC) MEL framework**, including the Asia Pacific team's first program logic to articulate broader goals, intermediate outcomes and activities to assist in scoping our work program and facilitating further ways to measure the impact of advocacy work (using the SIPSI technique) (International Detention Coalition, 2023 – 2025)
- **Co-founded Lighthouse Partnerships**, an international partnership across the Asia Pacific to conduct evaluations and strategic planning for civil society working on forced migration (Lighthouse Partnerships, 2018 – 2020)
- Developed the **NSW Government Refugee Settlement Outcomes Framework** to monitor achievements and progress of the 2016/17 budgetary commitment to support newly arrived refugees (Multicultural NSW, 2017 – 2018).
- Action research on **community and police relationship dynamics** in West Papua and Maluku, developed monitoring systems to gather an evidence base to inform the Netherlands Government. (IOM, Indonesia, 2015 – 2017).
- **Led mid-term evaluation** of a community policing program across Papua, West Papua and Maluku (IOM, Indonesia, 2016)

Policy Development



- **Drafted the ASEAN guidelines on Alternatives to Detention for Children**, shaping regional policy on migration (Individual consultant 2024-2025)
- **Led policy reform efforts** across multiple countries, with a focus on Australia, Thailand, Malaysia, Indonesia, Japan and South Korea, working with civil society, UN, and government stakeholders to end immigration detention and expand community-based care (International Detention Coalition, 2023 - 2025)
- Support and oversee research and policy opportunities on the **impacts of detention on women** and gender diverse people (International Detention Coalition, 2023 - 2025)
- **Led governance and accountability processes** as co-chair of the UN Network on Migration's ATD Workstream in the APAC region, member of UNNM Stakeholder Advisory Group and part of the global facilitation team, supporting UN country teams to embed the Global Compact on Migration into national policies and programs (International Detention Coalition, 2023 - 2025)
- **Supported advocacy efforts in Thailand that led to significant legislative and policy changes**, including the removal of Article 22 of the CRC, parliamentary debates on migration management, the revision of the Memorandum of Understanding on Alternatives to Detention (ATD), and the establishment of a National Screening Mechanism (International Detention Coalition, 2023 - 2025)
- Coordinate the NSW Government response to the **settlement of over 50 Unaccompanied Humanitarian Minors (UHMs)** evacuated from Afghanistan (NSW Department of Premier and Cabinet 2022-2023)
- Revise NSW Strategy to manage the **return of people from foreign conflict zones** (NSW Department of Premier and Cabinet 2022-2023)
- Strengthen **NSW Closing the Gap Governance mechanism**, including for senior level government officials, NSW CAPO members and the Minister for Aboriginal Affairs to improve strategic planning across government (NSW Aboriginal Affairs 2021-2022)
- Delivered the **Refugee Youth Policy Initiative** to create more inclusive and effective policy solutions for refugee young people (Multicultural NSW, 2018 – 2021).
- **Led to the co-design and development of the Multicultural Youth Linker Pilot** which was subsequently funded for \$3million over 3 years. (Multicultural NSW, 2018 – 2021).



- **Co-hosted and facilitated the Regional Peer Learning Platform on Alternatives to Detention for Children in the Context of Migration between the Governments of Thailand, Malaysia, Indonesia, Australia and New Zealand**, including representatives from ASEAN Committee on the Promotion and Protection of the Rights of Women and Children (ACWC) and facilitated bilateral governmental peer learning opportunities in Southeast and East Asia, and served as the focal point of ESCAP Stakeholder Advisory Group for the Asia Pacific Global Compact on Migration Regional Reviews (International Detention Coalition, 2023 - 2025)
- **Coordinated NSW Government multi-agency response** to influence Commonwealth Government changes to the Pacific Australia Labour Mobility (PALM) scheme (NSW Department of Premier and Cabinet, 2022 – 2023)
- **Bring together senior leaders from the government and non-government sectors** through the Joint Partnership Working Group to improve the settlement system in NSW, including enhancing the ability of the community to inform government decision making, set priorities for action, identify system-level issues and to trial new approaches to refugee settlement policy development and program delivery (Multicultural NSW, 2018 – 2021).
- Co-ordinated capacity building projects for organisations in Aceh to implement **Disaster Risk Reduction Initiatives** (IOM, Indonesia, 2015 – 2017).

Positions held

2025 – Current Senior Consultant, Clear Horizon International

2023 – 2025 Asia Pacific Regional Manager, International Detention Coalition

2022 – 2024 Senior Associate, NSW Department of Premier and Cabinet, Social Policy Branch

2021 – 2022 Senior Project Officer, NSW Department of Premier and Cabinet, Aboriginal Affairs

2018 – 2022 Senior Policy Officer, Multicultural NSW

2018 – 2020 Co-Founder and Director, Lighthouse Partnerships

2017 – 2018 Policy Officer, Settlement, Multicultural NSW

2015 – 2017 MER Consultant, International Organisation for Migration Indonesia