

Clear Horizon

CURRICULUM VITAE

Celia Finch (She/They) Senior Consultant



Overview of Expertise

Celia Finch is a policy influence and reform specialist with over a decade of experience shaping migration, settlement, and equity agendas across Australia, the Asia Pacific and global forums. They use monitoring, evaluation and learning (MEL) as a strategic tool to influence government decisions, unlock funding, build trusted partnerships, embed equity and to learn how to create positive impact. Celia has led high-level policy reforms with national governments, UN agencies and civil society networks, positioning evidence and equity at the centre of decision making, strategy development and international cooperation.

Their key strengths include driving reform agendas by creating inclusive spaces where people who the decision impact directly shape policy and program decisions; leveraging strong analytical skills to design tailored evidence systems that resonate with decision-makers; and building genuine, trust-based relationships across sectors to sustain collaboration.

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

Indonesian Language, Universitas Pendidikan Indonesia

Project Experience

Policy Influence and Reform



- Drafted the **ASEAN guidelines on Alternatives to Detention for Children in the Context of Migration**, shaping regional policy on migration (Individual consultant 2024-2025)
- **Led the Asia Pacific branch** of the worlds' peak civil society network advocating to end immigration detention and expand community-based care (International Detention Coalition, 2023 - 2025)
- **Provided strategic advice to the Royal Government of Thailand** on the evaluation of Thailand Memorandum of understanding on Alternatives to Detention which has subsequently resulted in the expansion of community-based care to the Rohingya community. Influenced Thailand's migration reforms, including the removal of Article 22 of the CRC, parliamentary debates on migration management, and the establishment of a National Screening Mechanism (International Detention Coalition, 2023 - 2025)
- **Member of the UN facilitation team** to embed the Global Compact on Migration across UN country teams globally.

- **Advanced gender equity in migration policy**, advising on the impacts of detention on women and gender diverse people through partnerships with UN Women and regional stakeholders (IDC, 23 -25)
- Support the **NSW Coordinator General for Settlement**, Professor Peter Shergold AC, coordinate all tiers of government and non-government sectors to enhance the ability of community to inform government decision making, set priorities for action, identify system-level issues and trial new approaches to refugee settlement policy development and program delivery (Multicultural NSW, 2018 – 2021)
- **Secured \$10M in new government funding** for vulnerable visa holders and refugees during COVID-19 through a successful policy proposal (Multicultural NSW, 2018–21)
- **Coordinated 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)
- Revised **NSW Strategy to manage the return of people from foreign conflict zones** (NSW Department of Premier and Cabinet 2022-2023)
- **Coordinated NSW Government multi-agency response** to influence Commonwealth Government changes to the Pacific Australia Labor Mobility (PALM) scheme (NSW Department of Premier and Cabinet, 2022 – 2023)
- Oversaw the **NSW Government Closing the Gap governance mechanism** (Aboriginal Affairs 2021-2022)
- **Lead the design of an \$8.7 million investment into ACCOs** and Aboriginal Businesses to advance Closing the Gap objectives (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)

Strategic Measurement, Evaluation and Learning (MEL) and Evidence for Change



- **Led End of Program Outcome (EPO) Evaluations and Reflection** processes for the Solomon Islands Infrastructure Program (Clear Horizon 2025)
- Contribute to **MERLA plan and baseline studies** for the Papua New Guinea- Australia Transport Sector Support Program (Clear Horizon 2025)
- **Provide strategic advice on MEL systems** to the Pacific Australia Skills Program (Clear Horizon 2025)
- **Drafted evaluation and learning report for the Regional Peer Learning Platform** that brings together the governments of Australia, Thailand, Malaysia, Indonesia and New Zealand to discuss alternatives to immigration detention for children. The report analysed outcomes achieved and key design elements that contributed to success resulting in securing further funding and informing strategic direction (International Detention Coalition 2023- 2025)
- **Conducted cost benefit analysis and evaluations** on the comparative advantage of community-based alternatives to immigration detention against immigration detention facilities in Malaysia and more broadly Southeast Asia (International Detention Coalition 2023- 2025 and Lighthouse Partnerships, 2018 – 2020)
- **Published global research** on digital technology in alternatives to detention in *Forced Migration Review*, shaping international discourse on the intersection of migration and technology (IDC, 2023–25).
- **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).
- Led an **action peer research process** with 15 young people from refugee backgrounds (MNSW '18-22)
- **Led mid-term evaluation and subsequent implementation of recommendations** of a community policing program across Papua, West Papua and Maluku (IOM, Indonesia, 2016)
- **Designed learning framework for Disaster Risk Reduction Programs in Indonesia** particularly USAID funding in Aceh and camp management capacity building in Java (IOM 2013-2015)



Partnerships and Stakeholder Engagement

- **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)
- Member of ESCAP **Stakeholder Advisory Group for the Asia Pacific Global Compact on Migration** Regional Reviews (International Detention Coalition, 2023 - 2025)
- **Co-chair of the UN Network on Migration's ATD Workstream in the APAC region** (International Detention Coalition, 2023 - 2025)
- Steering Committee member of the **Asia Pacific Refugee Rights Network**
- **Coordinated senior leaders from the government and non-government sectors through the Joint Partnership Working Group and NSW Government Immigration and Settlement Planning Committee (GISPC)** 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).

Leadership and Roles held

2025 - Now	Senior Consultant, Clear Horizon
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	MEL Consultant, International Organisation for Migration Indonesia
2013 - 2015	Project Officer, Migration Support Programs, Australian Red Cross