

CELINE INTOMBIYENHLE MASHELENI

Senior Applied Researcher | Qualitative & Mixed-Methods | Economic Empowerment & Livelihoods

Zimbabwe & South Africa • Available for remote / contract engagements

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PROFESSIONAL SUMMARY

Senior applied researcher with 7+ years of experience designing and leading qualitative and mixed-methods research across Africa and other international contexts, specialising in economic empowerment, livelihoods, labour markets, and financial inclusion. Experienced in leading designing culturally responsive research approaches, and translating complex evidence into strategic recommendations for funders, policymakers, and programme teams. Proven ability to lead research independently in complex environments while collaborating effectively across multidisciplinary and cross-cultural teams with critical and applied AI/LLM fluency. **Coverage in Ethiopia, India, Lesotho, Malawi, Mauritius, Morocco, Mexico, Peru, Rwanda, South Africa, The Gambia, Zimbabwe**

SELECTED RESEARCH LEADERSHIP

- Led the design, delivery, and management of qualitative and mixed-methods research across multiple countries, overseeing end-to-end research processes from study design and fieldwork to analysis and reporting.
- Designed and implemented community-based and participatory research with migrant workers, informal workers, rural women, and young people, developing culturally responsive recruitment and engagement strategies
- Synthesised complex qualitative and mixed-methods evidence into policy briefs, evaluation reports, and strategic recommendations that informed programme design, funding decisions, and organisational learning.
- Designed and facilitated research capacity strengthening and training for regional teams, worker organisations, and partners across Morocco, India, Peru, and Mauritius.

CORE EXPERTISE

- **Research design & methods:-** Qualitative and mixed-methods inquiry; in-depth interviews, focus groups, ethnography, participatory and community-based research; reflexive thematic and narrative analysis; Surveys;
- **Data management & analysis:-** Qualitative coding and synthesis ; CAQDAS (NVivo, Atlas.ti , Dedoose / coding workflows).; quantitative workflows (cleaning, structuring, aggregation, visualisation) across Excel/Sheets, Airtable, and Tableau; working familiarity with statistical analysis using SPSS, STATA/R.
- **Monitoring, Evaluation & Learning:-** Monitoring, evaluation, and learning (MEL), including evaluation design, learning frameworks, outcome measurement, and participatory methods.
- **Insight, writing & communication:-** Reports, policy briefs, and impact narratives; translating complex findings succinctly for non-academic and strategic audiences.
- **Facilitation & capacity building:-** Designing and facilitating in-person and online reflective sessions, workshops, and multi-stakeholder dialogues; training regional teams.
- **Project leadership :-** Planning and delivering multi-country research projects; coordinating interdisciplinary teams, timelines, and deliverables to scope.

APPLIED RESEARCH & EVALUATION EXPERIENCE

Economic Empowerment, Livelihoods & the World of Work

- **Impact Team Consultant, Women in Informal Employment: Globalising and Organising (WIEGO)** MEL and research on various funded informal-worker economic empowerment programmes, Worldwide (2023–present).
- **Doctoral Researcher, University of Cape Town** conducting 40+ in-depth interviews and community-based fieldwork with migrant e-hailing (platform) workers on experience using e-hailing apps, livelihoods, precarity, and economic opportunity in Cape Town (ongoing).
- **Impact Team Consultant, WIEGO School** Evaluation of the Economic Justice two-part online workshop (2025).
- **Evaluation Consultant, Concern Worldwide** Evaluation of the Pathway Manager Skills and Development Platform, Ireland (2023).

Youth Development & Education

- **Evaluation Consultant, African Institute of Mathematical Sciences** Evaluation of teacher training programme, Rwanda (2023).

- **Lead MEL Consultant, Africa Matters Initiative** “Her Future, Her Environment” youth empowerment programme (2024).
- **Lead MEL Consultant, Africa Matters Initiative & Rise for the World** Monitoring and evaluation of the “We Are the Ones We’ve Been Waiting For” youth education and development programme (2022).
- **Course Content Developer & Facilitator, Africa Matters Initiative & Rise for the World** Global Citizenship module for youth participants (2022).
- **Evaluation Consultant, French Embassy of South Africa** Evaluation of the “French Language Teaching in Malawi” education project (2024–2025).
- **Research Assistant, SmartStart** Community mapping study, early childhood learning and development (2022).

Gender & Women's Empowerment

- **Evaluation Consultant, French Embassy of South Africa** Evaluation of “Strengthening the prevention of unintentional early pregnancy in South Africa & Malawi” (2024).
- **Qualitative Research Assistant, French Embassy Civil Society Development Fund** Final evaluation of feminist organisations working on GBV prevention and economic empowerment of rural women, South Africa & Lesotho (2022).

Social Protection, Human Rights & Civil Society

- **Researcher & Project Coordinator, National Social Protection Policy of The Gambia** M&E framework development (2023).
- **Impact Team Consultant, WIEGO School** Evaluation of the Social Protection Building Blocks and Financing workshop (2024).
- **Researcher, South African Human Rights Commission** Evaluation of provincial offices (2022).
- **Researcher, UNICEF** Parenting programmes in South Africa scoping study (2022).

Facilitation & Capacity Building

- **Outcome Harvesting training and support, WIEGO** Online training (2023–present);
- **Outcome Harvesting Training** In person member-based organisation training in Casablanca, Ahmedabad, and Lima; workers' affiliate training in Port Louis, Mauritius.
- **Training Assistant, Etafeni Day Care Centre** Theory of Change development workshop (2023).

EMPLOYMENT HISTORY

Lecturer	University of Cape Town, Dept. of Sociology	2025–present
Impact Team Consultant	WIEGO	2023–present
Consulting Associate	Fructuous Consulting	2023–present
Monitoring & Evaluation Practitioner	Southern Hemisphere Development Consultancy	2022–2023
Project Coordinator	Vokal.club / Fempo.net	2021–2022
Junior Researcher	African Climate & Development Initiative (UCT)	2019–2020
Liaison Office Intern	UNESCO Addis Ababa Ethiopia	2018–2019
Junior Project Intern	Ethiopia ACT	2017

EDUCATION

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- **PhD, Industrial Sociology** University of Cape Town (in progress; dissertation on migrant platform labour, livelihoods, and place-making).
 - **MPhil, Development Studies (with distinction)** University of Cape Town (2022). *Title: Fourth Industrial Banking: Case Studies into Digitising Banking Models and the Foreseeable Effects in South Africa.*
 - **BSocSci Honours, Development Studies** University of Cape Town (2019).
 - **BSocSci, Law & Sociology** University of Cape Town (2018).

REFERENCES

Ms Carmen Wilson-Grau Supervisor, Impact Team, WIEGO carmen.wilson@wiego.org +31 63 827 9022

Ms Miriam Chikwanda Lead Consultant, Fructuous Consulting miriam@fructuousconsulting.africa +27 83 526 2896