# Genevieve Grabman

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## Experience

**Immigration Attorney**, *American Bar Association, DC Bar Association, Washington, DC* August 2003 - present

* Provide pro bono assistance and court representation to immigrants, migrants, refugees, unaccompanied minors, and other displaced persons seeking US entry.
* Expertise in visas: E1, E2, G4, G5, H1B, H2A, J1, L1, L2, O, SIJ, and SIV; humanitarian parole; green card through family and marriage; consular processing; adjustment of status; naturalization; and waivers.
* Expertise in gender-based asylum claims, including related to forced marriage and sex trafficking.
* Conducted national advocacy campaign with TV, radio, and print ads about separated and detained refugee children.
* Legal sponsor for several refugees and legal guardian for a child with Special Immigrant Juvenile Status.

### Attorney, Human Resources (HR) Modernization Program April 2023 - present

*International Monetary Fund (IMF), Washington, DC*

* Lead $7.8 million global tech project to protect intellectual property (IP) and ensure personal data security and privacy.
* Direct HR knowledge management on employees and dependents with G4 and G5 visas.
* Advise on implementation of policies related to HR modernization via Enterprise Resource Planning (ERP) systems.
* Steer responses to internal and external audits and monitor compliance with audit recommendations.
* Develop strategy presentations, staff training, and Board documentation.
* Cultivate partner relations with United Nations (UN) agencies, funds, academic partners, and civil society.

### Attorney, Digital HR Project August 2020 – March 2023

### *United Nations High Commissioner for Refugees (UNHCR), Geneva, Switzerland and Washington, DC*

* Responsible for $18 million digital human resources project governance, risk, compliance (GRC), and audit.
* Served on project’s core team leading people, setting goals, and ensuring on-time and on-budget implementation.
* Direct HR knowledge management and responses on employees and dependents with G4 and G5 visas.
* Drafted 32 standard operating procedures (SOP), including on grievances and disciplinary actions.
* Used digital analytics to gather, measure, and evaluate diversity data and reported to UN on workforce diversification.
* Managed project change management, communications, and training for 19,000 personnel.
* Provided weekly messages, talking points, white papers, videos, and engagements for HQ and 180 country offices.
* Collaborated with Workday, a private entity, to establish a common purpose to support United Nations agencies.
* Collaborated with IMF, PAHO, UNAIDS, UNHCR, WHO, and WFP in cross-UN working group on transformation.

### Legal Officer, Policy and Compliance Specialist July 2010 – August 2020

*World Health Organization/Pan American Health Organization (PAHO), Washington, DC*

* Drafted legal analyses on personnel with G4 and G5 visas, privileges and immunities, disputes, and UN Staff Rules.
* Led digital knowledge management of PAHO/WHO policies and procedures.
* Established enterprise risk management (ERM) framework and conducted risk assessments for proposed collaborations with non-State actors under Framework Engagement for Non-State Actors (FENSA).
* Negotiated and reviewed personnel, purchasing, technology, and donor agreements.
* Resolved multiple audits by drafting, implementing, communicating, and training on new policies and 25 SOP.
* Based on the World Bank’s debarment framework, established procurement controls for $270 million biannual spend.
* Led programs in gender and public health in Haiti, Mexico, Nicaragua, Peru, and Trinidad and Tobago.
* Created engagement and resource mobilization plans with public and private donors.
* Presented research and coordinated panels at the Commission on the Status of Women, World Economic Forum, and UN General Assembly High Level Meeting on NCDs.

### Government Relations Director 2009 – 2010

*Physicians for Reproductive Health, Washington, DC*

* Led advocacy strategy with US Congress and the White House on reproductive health inclusion in Obamacare.
* Provided to Members of Congress draft legislative language and talking points on improving access to healthcare.
* Secured support of organization’s board of directors for health reform policies and positions.

### Associate Attorney 2007 – 2009

*Buc & Beardsley, Washington, DC*

* Represented clients in Food & Drug Administration and USAID debarment proceedings.
* Advocated and minimized risks for generic pharmaceutical firms, non-profit organizations, and health clinics.
* Reviewed food, drug, and public health regulatory submissions.

**Senior Government Relations Associate and Counsel** 2003 - 2007

*National Breast Cancer Coalition, Washington, DC*

*Global Health Council, Washington, DC*

*Center for Health and Gender Equity, Takoma Park, MD*

* Advocated for congressional budgets, appropriations, and legislation in public health and international development.
* Managed counsel in First Amendment challenge to USAID in an US Court of Appeals.
* Drafted and submitted comments to federal agencies.

### Human Rights and Gender Advisor 2001 – 2003

*The Futures Group International, USAID/POLICY Project, Washington, DC*

* Developed human rights-based reproductive health and AIDS policies with civil society groups in 40 countries.
* Created human rights and health evaluation tools and trained on their use.

### Country Manager 1998 – 1999

*Abt Associates, Bishkek, Kyrgyzstan*

* Managed national and regional health reform project with Kyrgyz Ministry of Health, USAID, and the World Bank.

## Education

### Juris Doctor 2003

###  *Georgetown University Law Center, Washington, DC*

 Awards: Public Interest Law Scholar, Dean’s List

 Clinic: Center for Applied Legal Studies asylum law clinic

 Dissertation: The Reproductive Health Law Index

### Master of Public Health 2001

###  *Johns Hopkins University School of Public Health, Baltimore, MD*

 Awards: Merit Scholarship

 Department: Health Policy and Management

 Thesis: Bridestealing in Kyrgyzstan: Addressing Human Rights and Health Concerns

### Bachelor of Arts in Political Science and International Studies 1995

###  *University of North Carolina, Chapel Hill, NC*

###  Awards: Honors and Distinction, Phi Beta Kappa

 Specializations: Spanish and Latin American politics

 Honors Thesis: How the Inter-American Court of Human Rights Enforces Its Decisions

#### Certifications and Trainings

Certified Information Privacy Professional (CIPP)/US

Change Management with Cutter Consortium

Chartered Institute of Purchasing and Supply Certificate in Procurement and Supply Operations (CIPS 2)

Chartered Institute of Purchasing and Supply Advanced Certificate in Procurement and Supply Operations (CIPS 3)

Chartered Institute of Purchasing and Supply Diploma in Strategic Public Procurement (CIPS 4)

United Nations Procurement Division Certificate in the Fundamentals of Procurement

International Standards Organization (ISO) 31000: Risk Manager

International Standards Organization (ISO) 31000: Lead Risk Manager

Professional Evaluation and Certification Board (PECB): Trainer

PAHO Results-Based Management

Workday: financial, human capital, and case management modules

##### Admitted to Practice Law

New York 2004

District of Columbia 2005

U.S. District Court for the District of Columbia 2007

United States Supreme Court 2009

#### Languages

Spanish - Proficient written and spoken

French - Intermediate spoken

## Community Involvement

**Treasurer**, **Board of Directors**,*African Mother’s Health Initiative, Lilongwe, Malawi*  2009 – present

Write grant proposals to governments, foundations, and private donors for organizational operations in Malawi.

 Monitor compliance with lobbying, political speech, funding, and donation laws.

 Maintain federal non-profit status and prepare and file annual federal taxes.

 Register to solicit donations in 25 states annually.

**Resource Mobilizer**, *American Association for the Advancement of Science, Washington, DC* 2003

 Wrote proposal to National Institutes of Health for an international right to reproductive health evaluation project.

**Intern**, *World Health Organization, Geneva, Switzerland and Washington, DC* 2001 – 2002

Drafted text for Framework Convention for Tobacco Control International Negotiation Body.

**Peace Corps Volunteer**,*UNICEF, Bishkek, Kyrgyzstan* 1996 – 1998

Developed national health and human rights curriculum and teacher training on Convention on the Rights of the Child. Taught English to over 300 students in a village high school.