IOANA BAUER LLM, MA
CURRICULUM VITAE

All the information which you provide on this CV, except for your telephone numbers(s), postal and e-mail addresses and date and place of birth, will be made publicly available on the portal of the Council of Europe.

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Personal information

• Family name(s): BAUER
• First name(s): IOANA
• Nationality(ies): Romanian
• Sex: Male □ Female x

Relevant qualifications summary[1]

Human rights and policy expert with over 15 years of international experience preventing and combating trafficking in human beings and sexual exploitation. Former adviser in the Prime Minister's office, experience in working with UN agencies, OSCE and international organisations. Currently Independent Senior Expert with the World Bank Group, chairwoman of eLiberare and Advisor for the African Survivor Coalition.

Schwab Foundation Social Innovator of the Year 2026, Ashoka Fellow, GITOC Fellow and internationally recognised leader in systemic reform with a proven record of advancing victim protection frameworks and anti-trafficking policy at national, regional, and multilateral levels.

Current professional activity[2]

• Start date: January 2026 - present
• Name and address of employer: **World Bank Group**, Bucharest, Romania
• Sector of activity: Trafficking in Human Beings and Victim Protection
• Occupation or position held: **Senior Expert, Independent Consultant**
• Main activities and responsibilities:

- Provides technical assistance for the design of assistance programmes for victims of trafficking in human beings.
- Develops the proposed framework for introducing child advocates for child victims of trafficking.
- Designs the institutional and financing architecture for victim services based on a "money follows the beneficiary" model.
- Integrates survivor-centred, trauma-informed, child-sensitive and culturally appropriate principles into the proposed assistance and financing framework.
- Develops a pilot model aligned with Romania's National Strategy and National Action Plan against Trafficking in Persons.
- Conducts consultations with public authorities, international organisations, civil society organisations, service providers and survivor representatives.

• Start date: 2017 - present

• Name and address of employer: **eLiberare Association**, Bucharest, Romania

• Sector of activity: Specialised Anti-trafficking Civil Society Organization

• Occupation or position held: **President of the Board and Chairwoman**

• Main activities and responsibilities:

- Provides strategic leadership to the leading anti-trafficking NGO eLiberare, scaling locally developed protection models to globally recognised, award-winning good practice.
- Designed and deployed protection models to mainstream child protection and anti-trafficking action in humanitarian and migration contexts.
- Negotiated unprecedented international funding for victim assistance, piloting the first national Victim Emergency Fund designated to specialised NGOs.
- Strategic partnerships with key international stakeholders including UN Agencies (UNICEF, UNODC, UN Women, IOM, UNHCR), OSCE, ODIHR, FCSDO, European Commission, European Parliament, etc.
- Advanced a survivor- and community-led governance model integrating survivors' voices and expertise in advocacy, prevention, and service delivery.

• Start date: January 2024 - present

• Name and address of organisation/body: **African Survivor Coalition**, Pan-African

• Sector of activity: Survivor leadership, advocacy and child protection

• Position held: **Chair of the Technical Advisory Team**

• Main activities and responsibilities:

- Offers strategic oversight to leadership and members, anchored in survivor-centred, trauma-informed, and child protection principles.
- Assists in designing survivor-centred policies and programmes amplifying child-focused prevention, advocacy, and care across the pan-African network.
- Mentors members in designing and implementing locally rooted, trauma-informed initiatives.
- Champions survivor-centred strategy development and survivor-informed accountability, especially where children are concerned.

• Start date: February 2022 - present

• Name and address of organisation/body: **Economic and Social Council of Romania (autonomous consultative body)**, Bucharest, Romania

• Sector of activity: Public policy, Human Rights Advisory Body

• Position held: **Member representing civil society in the Human Rights and Equal Opportunities Commission**

• Main activities and responsibilities:

- Reviews draft legislation and public policy proposals from a human rights, children’s rights and civil society perspective.
- Drafts and presents non-binding advisory opinions and recommendations on compliance with constitutional, European Union and international human rights standards.
- Contributes independent civil society expertise to national social dialogue, with particular attention to the impact of proposed measures on vulnerable groups.

Relevant previous professional activity(ies)[3]

• Dates: 2022 - 2024

• Name and address of organisation/ body: **United Nations Ad Hoc Committee to Elaborate a Comprehensive International Convention on Countering the Use of ICT for Criminal Purposes**, New York, USA / Vienna, Austria

• Sector of activity: International criminal law and cybercrime policy

• Occupation or position held: **International Expert participating in the Ad Hoc Committee negotiations**

• Main activities and responsibilities:

- Contributed as an international expert on online child protection and safety, actively shaping intergovernmental negotiations.
- Drafted and promoted policy positions prioritising the fight against online sexual exploitation and abuse of children (OSEC).
- Proposed and successfully advocated for amendments advancing survivor protection, accountability of technology companies, and safeguards against digital harms.

• Dates: 2022 - 2024

• Name and address of employer: **OSCE Office for Democratic Institutions and Human Rights** (ODIHR), Warsaw, Poland

• Sector of activity: Human rights & Anti-Trafficking

• Occupation or position held: **Consultant and Lead Trainer**

• Main activities and responsibilities:

- Conducted country assessments and drafted policy recommendations on integrating anti-trafficking and child protection safeguards into refugee protection systems, with a focus on children displaced by war, as well as unaccompanied and separated minors.
- Designed and delivered training-of-trainers programmes for civil society, frontline responders, and refugee service providers.
- Facilitated high-level regional workshops and intergovernmental dialogues promoting survivor-informed, rights-based approaches across the OSCE region.

• Dates: March 2021 - September 2021

• Name and address of employer: **Office of the Prime Minister of Romania**, Bucharest, Romania

• Sector of activity: Public policy on child protection and anti-trafficking

• Occupation or position held: **Policy Adviser**

• Main activities and responsibilities:

- Directed child safety and anti-trafficking policy development at national level, leading reforms to strengthen state protection systems for vulnerable children.
- Drafted legislation and emergency ordinances establishing new governmental safeguarding structures and mechanisms.
- Chaired the national Child Safety Taskforce under the 'Caring for the Children' programme.
- Oversaw implementation of landmark child protection measures, including a toll-free child protection hotline, a real-time missing child alert system, and a cyber-forensics laboratory dedicated to combating OSEC/OSAC.

- Elevated the topic of anti-trafficking to the Prime Minister's Office, ensuring victims' rights gained political priority.

• Dates: February 2014 - March 2021
• Name and address of employer: **eLiberare Association**, Bucharest, Romania
• Sector of activity: Civil society anti-trafficking, prevention and education
• Occupation or position held: **Chief Executive Officer**
• Main activities and responsibilities:
- Led the organisational development of eLiberare into an internationally recognised anti-trafficking organisation focused on prevention, education, victim identification and survivor rights.
- Designed and scaled prevention programmes reaching more than 1.5 million students across 5,000 schools, with educational resources adapted or distributed in 18 countries.
- Led national advocacy on trafficking prevention, victim rights, labour exploitation, sexual exploitation and demand reduction.
- Established partnerships with government institutions, international organisations and civil society to strengthen referral pathways and coordinated anti-trafficking responses.
- Designed and delivered training programmes for more than 1,000 frontline professionals.

• Dates: March 2013 - February 2014
• Name and address of organisation/body: **A21**, Thessaloniki, Greece
• Sector of activity: Human trafficking prevention, survivor protection and aftercare
• Occupation or position held: Intern, Field Office and Aftercare
• Main activities and responsibilities:
- Worked directly with survivors of human trafficking, facilitating activities designed to strengthen critical thinking and life skills and reduce vulnerability to re-trafficking.
- Acted as a liaison between the organisation and the European Commission to support the development of partnerships for anti-trafficking campaigns.
- Planned and coordinated awareness-raising events, including engagement with institutional stakeholders and campaign ambassadors.
- Led fundraising campaigns supporting organisational development and survivor care programmes.
- Developed a community-based life skills training curriculum and implemented it with survivors of human trafficking in an emergency shelter setting.

• Dates: March 2011 - February 2012
• Name and address of organisation/body: **Willow Creek**, United States of America
• Sector of activity: Human trafficking prevention, survivor support and community-based services
• Occupation or position held: **Program Coordinator**
• Main activities and responsibilities:
- Piloted a drop-in centre providing support and services to victims and survivors of human trafficking.
- Led the development and implementation of an English as a Second Language (ESL) programme within the organisation.
- Recruited, coordinated and retained volunteers to support the delivery and continuity of the organisation’s programmes.

Relevant additional responsibilities[4]

• Dates: 2026
• Name and address of organisation/body: **Schwab Foundation for Social Entrepreneurship, World Economic Forum**, Geneva, Switzerland
• Sector of activity: Social Entrepreneurship, Social Innovation
• Position held: **Award recipient, Schwab Foundation Social Innovator of the Year 2026**
• Main activities and responsibilities:
- Recognised for developing systemic, survivor-informed approaches to combating trafficking in human beings and strengthening institutional responses.
- Participates in the Schwab Foundation's global community of social innovators and related cross-sector knowledge exchange.

• Dates: 2020
• Name and address of organisation/body: **UN University Delta 8.7 Justice Policy,** New York, USA
• Sector of activity: Public Policy, Research
• Position held: **Subgroup leader**
• Main activities and responsibilities:
- Led a thematic subgroup on evidence-based policies to achieve SDG Target 8.7.
- Coordinated the review and analysis of academic and policy evidence on effective justice responses to trafficking in human beings and modern slavery.
- Contributed to the development of the Delta 8.7 Justice Policy Guide, providing recommendations for national and multilateral policymakers.
- Facilitated collaboration among international experts from academia, governments, international organisations, and civil society to identify evidence-based policy interventions.

• Dates: 2020
• Name and address of organisation/body: **ProTECT Platform, subsequently established as the ProTECT Federation,** Bucharest, Romania
• Sector of activity: Civil society – anti-trafficking, prevention and education
• Position held: **Co-founder**
• Main activities and responsibilities:
- Co-founded Romania's national coalition of specialised anti-trafficking civil society organisations, subsequently established as a federation.
- Strengthened coordinated civil society advocacy and institutional dialogue on victim protection, national referral mechanisms and anti-trafficking legislation.
- Represented civil society expertise in consultations with Romanian public authorities and international partners.

• Dates: 2020
• Name and address of organisation/body: **Ashoka,** Bucharest, Romania
• Sector of activity: Social Entrepreneurship, Social Innovation
• Position held: **Fellow**
• Main activities and responsibilities:

- Selected as an Ashoka Fellow for developing systemic solutions to trafficking in human beings and social exclusion.
- Contributes to peer learning and cross-sector collaboration within Ashoka's global network of social entrepreneurs.

• Dates: 2020
• Name and address of organisation/body: **Global Initiative against Transnational Organised Crime,** Geneva, Switzerland
• Sector of activity: Transnational Organised Crimes
• Position held: **Resilience Fellow**
• Main activities and responsibilities:

- Selected for the Resilience Fellowship in recognition of community-based responses to trafficking and organised crime.
- Contributed frontline expertise to international research, policy dialogue and knowledge exchange on trafficking and community resilience.

• Dates: 2016
• Name and address of organisation/body: **Aspen Institute Young Leaders Program,** Bucharest, Romania
• Sector of activity: Leadership, Public Administration, Public Policy
• Position held: **Young Leader**
• Main activities and responsibilities:

- Selected for a values-based leadership programme bringing together emerging leaders from government, business, civil society and academia.
- Completed seminars on ethical leadership, public decision-making and cross-sector cooperation.

Other honours and awards

- 2025 – Collaborative Disruption Award, Data to Disrupt Trafficking
- 2023 – Amplify Prize, Global Center for Women and Justice
- 2022 – Disruption of Recruitment Award, Data to Disrupt Trafficking
- 2021 – Child10 Award, Child10 and Her Majesty Queen Silvia of Sweden
- 2020 – Serious and Organised Crime Network Award, UK Home Office
- 2020 – European and North American Finalist, UN SDG We Empower Challenge
- 2014 – Trust Women Scholar, Thomson Reuters Foundation

Education/training[5]

• Dates: March 2026
• Title of qualification awarded: **Certificate of Completion** for the **Leadership for Systemic Change Program**
• Principal subjects/occupational skills covered: Systemic Change, Social Impact

• Name and type of organisation: **John F. Kennedy School of Government at Harvard University, Executive Education.**

• Dates: 2023 - 2025

• Title of qualification awarded: **Master of Laws (LLM) in Cybercrime, Cybersecurity and International Law**

• Principal subjects/occupational skills covered: International criminal law, Cybercrime, Technology-facilitated exploitation, Treaty drafting, Victim- and survivor-centred approaches

• Name and type of organisation: **United Nations University for Peace (UPEACE)** in partnership with **United Nations Interregional Crime and Justice Research Institute (UNICRI)**

• Dates: 2022

• Title of qualification awarded: **Training-of-Trainers Certification**

• Principal subjects/occupational skills covered: NRM, Indicators of Human Trafficking

• Name and type of organisation: **Training of trainers' course for CSOs and frontline responders on the topic of countering trafficking in human beings and the national referral mechanism, ODIHR**

• Dates: 2021

• Title of qualification awarded: **Certificate of Completion**

• Principal subjects/occupational skills covered: **Online Child Sexual Abuse and Exploitation: A Comprehensive Perspective**

• Name and type of organisation: **ICMEC, UNODC, US Department of State**

• Dates: 2020

• Title of qualification awarded: **Trauma Care Certification**

• Principal subjects/occupational skills covered: Trauma-informed care, Survivor-informed interventions

• Name and type of organisation: **Atlas Free**

• Dates: 2015 - 2016

• Title of qualification awarded: **Professional Certificate in Human Trafficking**

• Principal subjects/occupational skills covered: Prevention, Protection, Prosecution, Partnerships in Anti-Trafficking

• Name and type of organisation: **Vanguard University, Costa Mesa**, California, USA

• Dates: 2009 - 2011

• Title of qualification awarded: **Master of Arts (MA) in Professional Communication (emphasis in Public Relations)**

• Principal subjects/occupational skills covered: Political communication during crisis

• Name and type of organisation: **East Tennessee State University (ETSU)**, Johnson City, TN, USA

• Dates: 2006 - 2009

• Title of qualification awarded: **Bachelor of Arts in Political Science**

• Principal subjects/occupational skills covered: Political theory, Public administration, Comparative politics and Democratic governance

• Name and type of organisation: **National School of Political and Administrative Studies (SNSPA)**, Bucharest, Romania

Publications[6]

1. **Survivor-Informed Indicators for the Identification of Victims and Survivors of Trafficking in Human Beings.** OSCE Office for Democratic Institutions and Human Rights (ODIHR), 2025. **Led the drafting of the publication.** Available at: https://cdn.osce.org/sites/default/files/f/documents/e/9/584634.pdf
2. **The Role of Medical Professionals in Detecting and Referring Trafficking Victims.** eLiberare, 2025. **Expert Reviewer.** Available at: https://eliberare.com/studiu-rolul-profesionistilor-domeniul-sanatatii/
3. **Health and Slavery: A Healthcare Provider's Guide to Modern-Day Slavery and Human Trafficking.** Springer, 2024. **Co-author** of the chapter *"When Doing No Harm Means Making the Hard Call: How Civil Society and Medical Practitioners Can Join Hands in Anti-Trafficking Efforts."* Available at: https://link.springer.com/book/10.1007/978-3-031-48319-6
4. **Practical Guides for the Implementation of the National Identification and Referral Mechanism (NRM) in Romania.** eLiberare, ANITP, IOM Romania, UNICEF, British Embassy, DSU, ASSMB, 2023–2024. **Editor on behalf of eLiberare.** Series of four national guidance documents for community members, specialised practitioners, professionals working with children, and healthcare professionals. Available at: https://anitp.mai.gov.ro/ro/docs/MNIR/
5. **Guidance on Trauma-Informed National Referral Mechanisms and Responses to Human Trafficking.** OSCE, 2023. **Contributor.** Available at: https://odihr.osce.org/sites/default/files/f/documents/1/9/549793.pdf
6. **Standing Up for Our Rights: Feminist Insights from the Ukraine Response.** ActionAid, 2023. **Expert Reviewer and drafting support.** Available at: https://actionaid.org/sites/default/files/publications/1292%20AA%20Feminist%20Insights%20Ukraine%20Policy%20Brief%20AW%20DIGITAL_0.pdf
7. **Online Child Sexual Abuse Material in Romania.** eLiberare, 2023. **Coordinator of the study.** Available at: https://eliberare.com/analyses-and-studies/?lang=en
8. **Practical Guide for Meaningful Survivor Engagement.** eLiberare, 2022. **Co-author.** Available at: https://www.eliberare.com/wp-content/uploads/2024/04/Practical-Guide-for-Meaningful-Survivor-Engagement_no-bleed.pdf
9. **DELTA 8.7 Justice Policy Guide.** United Nations University Centre for Policy Research, 2021. **Co-author and contributor to the drafting.** Available at: https://collections.unu.edu/eserv/UNU:8067/Delta87_JusticePolicyGuide.pdf
10. **Aggravating Circumstances: How Coronavirus Impacts Human Trafficking.** Global Initiative Against Transnational Organised Crime (GI-TOC), 2020. **Contributor.** Available at: https://globalinitiative.net/wp-content/uploads/2020/06/Aggravating-circumstances-How-coronavirus-impacts-human-trafficking-GITOC-1.pdf

Computer skills

• Software packages[7]

Microsoft 365; Google Workspace; Microsoft Teams; Zoom; Webex; Trello; Asana; Monday.com; Canva; AI-assisted drafting tools, including ChatGPT, Claude and Gemini.

• Other IT skills and competences[8]

Advanced digital research and online collaboration; evidence synthesis; digital knowledge management; virtual facilitation; and online stakeholder engagement.

Language skills[9]					
Mother tongue	Romanian				
	Understanding		Speaking		Writing
Language	Listening	Reading	Spoken interaction	Spoken production	Writing skills
English	C2	C2	C2	C2	C2
German	C1	C1	C1	C1	C1
Spanish	C1	C1	C1	C1	C1
Italian	B1	B1	B1	B1	B1
French	A1	A1	A1	A1	A1

Common European Framework of Reference for Languages