

**PAMELA R. KOVACS | B.COMM, LL.B (J.D.), M.A.**

2144 Halifax Street | Regina, Saskatchewan, Canada | S4P 1T9 | +001 (306) 525 1540  
Herengracht 48C | The Hague, The Netherlands | 2511EJ | +31 (0) 621 983 114  
[pamela.kovacs@mail.mcgill.ca](mailto:pamela.kovacs@mail.mcgill.ca) | [www.linkedin.com/in/pamelarosekovacs](http://www.linkedin.com/in/pamelarosekovacs)

*Dedicated social justice lawyer, project manager, and development professional with over 10 years of experience leading teams and contributing to research-informed access to justice, human rights, and pro bono initiatives.*

<u>SUMMARY OF EXPERIENCE</u>		
LEGAL PROFESSIONAL	MANAGER / ADMINISTRATOR	DEVELOPMENT PROFESSIONAL
*Preparing and litigating cases *Advising clients and managing corporate and litigation files *Legal research, writing, and drafting *Operation of legal clinics and pro bono legal services *Law reform and regulation	*Budgeting and forecasting *Staff / volunteer supervision *Partnership building *Communications, advocacy, events and public relations *Knowledge management *Strategic planning and policy development and implementation	*Program design and grant writing *Program implementation, monitoring, and donor reporting *Applied research and (organizational) learning *Capacity development and training *Stakeholder validation and 'Theory of Change' workshops

COUNTRIES OF FIELD WORK: Costa Rica, El Salvador, Ethiopia, Jordan, Kenya, Kyrgyzstan, Peru, Thailand, Tunisia (*Regional*), Turkey (*Regional*), Venezuela

PROFESSIONAL EXPERIENCE

INTERNATIONAL DEVELOPMENT LAW ORGANIZATION (*The Hague, The Netherlands*) **2012 to present**

**Legal & Research Analyst** (November 2017 to present)

**Research & Learning Officer** (November 2014 to November 2017)

**Research & Policy Associate & Legal Specialist, Access to Justice** (February 2013 to November 2014 – *Rome, Italy*)

**Consultant** (CANADEM, August 2012 to January 2013 – *Rome, Italy*)

Lead and collaborate on research, policy, and institutional projects to meet the strategic aim of building a 'culture of justice' through rule of law and human rights programming.

- Established and manage an internal knowledge product and publication development and clearance process to facilitate program and research interaction as well as greater linkages, efficiency and expediency of work.
- Lead and manage teams of researchers, coordinating and supervising project management, budgeting, and logistics.
  - Lead the development, implementation, and successful conclusion of multiple multi-country and global mixed-professional research projects focused on equitable access to justice, children's rights, and freedom of religion or belief.
  - Lead implementation of an organizational Lessons Learned Program that studies projects and the types of interventions relied on to foster change, sharing good practices both internally, as 'building blocks' for evidence-based theories of change in program design and implementation, as well as with the wider development community.
- Lead the implementation of an institutional knowledge management and learning initiative, including curating thematic libraries and disseminating knowledge.
- Provide technical input to the development of new programs and research proposals focused on human rights, access to justice, legal empowerment, and sustainable development, integrating research into program design.
- Supervise and carry out coordination, quality assessment and review of research products.

- Supervise and carry out preparation of research and program materials including concept notes, policy papers, thematic reports, briefings, sub-grant and partnership agreements, funding proposals, budgets and logic models.
- Participate in and present at workshops, conferences, and events, sharing program results and research findings.
- Act as Officer-in-Charge as needed for the Department of Research and Learning.

#### SHORT-TERM DEVELOPMENT PROJECTS

**Election Observation** (*El Salvador*), 2012  
**Human Rights Centre** (*Costa Rica*), 2012  
**Elephant Nature Foundation** (*Thailand*), 2011

**Canadian Humanitarian** (*Ethiopia*), 2010  
**Peace Villages Foundation** (*Venezuela*), 2010  
**Developing World Connections** (*Peru*), 2010

#### PRO BONO LAW SASKATCHEWAN (*Regina, Canada*)

**2008 to 2011**

**Consultant** (2010 to 2011)

**Founding Executive Director and Staff Lawyer** (2008 to 2010)

Developed and launched the Organization, designing policies, long-term strategies, and benchmark goals. Secured initial funding and recruited volunteers. Led program administration, budgeting, and program development. Managed volunteers and staff while handling a high volume of files as Staff Lawyer. Developed programs province-wide, maintained quality control, and reported on program success. Cultivated relationships with volunteer lawyers, community organizations, media, and strategic partners. Wrote successful proposals for funding and expansion. Advocated for legislative reform and advancement, ensuring recommendations were acted upon.

- Recruited a volunteer base of 200 lawyers, totaling 10% of available volunteers.
- Secured sufficient funding to safeguard organization and program stability for the foreseeable future.
- Developed specialized programs for indigenous groups, immigrants and refugees, seniors, and children.
- Earned national recognition for programs and delivery models.
- Promoted the Organization via public relations and marketing, writing press releases and developing and crafting a successful public image, including television, newspaper, and radio appearances.

#### MCKERCHER LLP (*Regina, Canada*)

**2005 to 2008**

**Associate Lawyer**

Supported senior attorneys with legal research, file management, and client interfacing. Conducted extensive work in insurance and medical defence litigation, corporate and commercial law, and provided general family, criminal, labour, landlord/tenant, wills/estates and pension law advice. Developed a successful referral relationship with a large accounting firm and brought several new clients to the firm.

- Junior Lawyer on several major court cases including conflict of laws files, insurance defence, medical negligence, and class action files. Appeared or co-appeared before all levels of court in Saskatchewan.
- Progressively achieved greater authority over files and legal practice and reliably met or exceeded billing targets.
- Supported development of the firm's Pro Bono Committee and earned the Canadian Bar Association's (CBA) National Young Lawyer Pro Bono Award (2006).

#### PRO BONO STUDENTS CANADA (*Saskatoon, Canada*)

**2003 to 2005**

**Program Director, University of Saskatchewan**

Developed and directed projects for law students in the areas of legal research, drafting documents, legal education, clinical placements, and assistance for counsel. Recruited supervising attorneys on a voluntary basis and matched them to projects aligned to specialty and preferences. Recruited law students and supervised progress and performance to ensure projects were completed with quality and on schedule.

- Grew the program substantially and proactively launched multiple new programs.
- Established partnerships with a free legal clinic and indigenous court circuit program.
- Earned national recognition for creating a strong program with sustainable growth.
- Presented successful projects at the national conference for Pro Bono Students Canada (PBSC).
- Earned recognition as an outstanding alumnus from PBSC and the University of Saskatchewan.

**RESTORATIVE CIRCLES INITIATIVE: Research Assistant** (*Saskatoon, Canada*) **2004 to 2005**

Supported coordination of restorative justice programming for Aboriginal youth implicated in criminal law matters. Reviewed client files and prepared reports and statistical analyses.

**MEGATAB RESEARCH: Assistant Manager, Coding Department** (*Montreal, Canada*) **2000 to 2002**

Supervised workflow, quality assurance, and performance for market research projects. Wrote coding manual to facilitate training and succession planning.

**WORKING IDEAS: Researcher** (*Montreal, Canada*) **2000 to 2002**

Provided detailed research and reports regarding charitable incorporation, historical place names, and annual report trends. Advised on financing and project feasibility.

**COMMUNITY EXPERIENCE INITIATIVE: Database Consultant** (*Montreal, Canada*) **2002**

Created, developed, and maintained a database for partnership information management. Provided training for users and monitored performance and usability of database features.

**NATIONAL ACTIVITIES**

CBA Legal Aid Committee (*National*), 2009-2011  
 Access to Justice Committee (*Regina*), 2007-2008  
 Regina Free Legal Clinic (*Regina*), 2005-2010  
 CBA Pro Bono Committees (*National*), 2005-2010

Pro Bono Students Canada (*Saskatoon*), 2002-2005  
 Frontier College Tutoring (*Saskatoon*), 2003-2005  
 Commerce Communique (*Montreal*), 2001-2002  
 McGill Business Watch (*Montreal*), 1999-2002

**EDUCATION**

**Master of Arts (MA) in International Law and Human Rights** **2012**  
 United Nations mandated University for Peace (*Costa Rica*)  
Thesis: Developed and Developing Views on Access to Justice

**Bachelor of Laws (LLB/JD)** **2005**  
 University of Saskatchewan (*Canada*) | Year of Call to the Bar: 2006

**Bachelor of Commerce (BComm) in International Business and Strategic Management** **2002**  
 McGill University (*Canada*)

### ADDITIONAL EDUCATION AND TRAINING

<b>Training of Trainers Certificate</b> International Development Law Organization	June 2016
<b>Basic Security in the Field (BSITF II) &amp; Advanced Security in the Field (ASITF) Certificates</b> United Nations Department of Safety and Security	October 2015
<b>Negotiating with Style Certificate</b> Maracon and Associates International	June 2012
<b>International Refugee Law Certificate</b> United Nations High Commissioner for Human Rights (UNHCR)	May 2012
<b>Human Rights Council Chairperson</b> (Award for Best Chairperson - Mediator) Model United Nations Conference	March 2012
<b>Principles and Guidelines for United Nations Peacekeeping Operations Certificate</b> Peace Operations Training Institute	February 2012
<b>International Humanitarian Law Certificate</b> International Committee of the Red Cross and University for Peace	December 2011
<b>Yoga (Siromani) Teacher Training Certification (TTC-200 HR)</b> Neyyam Dam Sivananda Yoga Vedanta Ashram	February 2011
<b>Continuing Professional Development</b> (36 accredited hours / 3 years) Law Society of Saskatchewan ( <i>Canada</i> )	Current

### PRESENTATIONS

Continental Conference on Collaboration Between the Judiciary and Community Justice Institutions (*Kigali*): ***“Linking Formal and Customary Dispute Resolution Systems”*** (August 2017). [LINK](#)

West Asia North Africa (WANA) Institute Expert Meeting (*Amman*): ***“Human Security and Countering Violent Extremism in Jordan”*** (July 2017). [LINK](#)

International Bar Association Annual Conference (*Washington*): ***“Sustainable Development Goals”*** (September 2016).

Knowledge Platform on Security and the Rule of Law (*The Hague*): ***“Civil Society, Networks, and Policy Influencing” & “Adaptive Programming Political Economy Analysis”*** (April and June 2016).

Third World Conference of Women’s Shelters (*The Hague*): ***“Children’s Rights”*** (November 2015).

International Juvenile Justice Observatory Conference (*Brussels*): ***“Promotion of Diversion and Alternatives to Detention (Jordan, Sudan, Tunisia)”*** (December 2014).

International Bar Association Annual Conference (*Tokyo*): ***“Pro bono and young lawyers”*** (October 2014). [LINK](#)

United Nations mandated University for Peace Commencement Speech (*El Rodeo*): ***“Some Thoughts, Legal and Otherwise, on Life After UPeace”*** (May 2012). [LINK](#)

United Nations mandated University for Peace Brown Bag (*El Rodeo*): ***“Facebook and Privacy: The Good, the Bad, and the Ugly”*** (December 2011).

National Managing Partners Conference (*Montreal*): ***“Roundtable on Access to Justice and Pro Bono Issues in Canada”*** (January 2010).

University of Saskatchewan College of Law Speaker’s Series (*Saskatoon*): ***“Perspectives on the Problem of Access to Justice”*** (September 2009).

Canadian Bar Association Young Lawyers Podcast (*Canada-wide*): ***“Passionate About Pro Bono: Making It Happen in Private Practice”*** (August 2009).

Young Lawyers Canadian Bar Association Directorate (*Ottawa*): ***“Developing a National Young Lawyer Pro Bono Project”*** (October 2008).

National Pro Bono Conference (*Vancouver*): ***“Creating Pro Bono Opportunities for Government Lawyers”*** and ***“Models for Service Delivery to Rural and Remote Communities”*** (September 2008).

Canadian Legal Conference (*Quebec City*): ***“Pro Bono Mentorship Program Launch”*** (August 2008).

Canadian Bar Association Mid-Winter Meeting (*Yellowknife*): ***“Pro Bono Mentorship”*** (February 2008).

Canadian Bar Association Saskatchewan Branch Annual Meeting (*Regina*): ***“Child and Youth Representation”*** (January 2008).

Canadian Legal Conference (*Calgary*): ***“Pro Bono Update”*** (August 2007).

Canadian Bar Association Online Seminar (*Canada-wide*): ***“Integrating Pro Bono Initiatives Into Your Practice: Young Lawyers Can Do Pro Bono Work”*** (April 2007).

Canadian Bar Association Saskatchewan Branch Annual Meeting (*Saskatoon*): ***“Access to Justice”*** (February 2007).

Canadian Legal Conference (*St. John’s*): ***“Young Lawyer Pro Bono Award”*** (August 2006).

Canadian Bar Association Saskatchewan Branch Annual Meeting (*Saskatoon*): ***“Pro Bono Rising”*** (February 2005).

### PUBLICATIONS

Editor, <b><i>“Pro Bono Committee Newsletter.”</i></b> International Bar Association	2014+ <a href="#">LINK</a>
Contributing Author & Project Manager, <b><i>“Transition and Continuing Professional Development in Afghanistan and Beyond: Ten Lessons from IDLO’s Justice Training Transition Program Experience.”</i></b> IDLO	2017 <a href="#">LINK</a>
Contributing Author & Project Manager, <b><i>“Freedom of Religion or Belief and the Law: Current Dilemmas and Lessons Learned.”</i></b> IDLO	2016 <a href="#">LINK</a>
Contributing Author & Project Manager, <b><i>“Children’s Equitable Access to Justice: Central and Eastern Europe and Central Asia.”</i></b> UNICEF-IDLO	2015 <a href="#">LINK</a>
Author, <b><i>“Navigating Measurement Challenges in Rule of Law Programming.”</i></b> Knowledge Platform on Security and Rule of Law	2015 <a href="#">LINK</a>
Author, <b><i>“Access to Justice and the International Human Rights Framework.”</i></b> Canadian Lawyers for International Human Rights	2015 <a href="#">LINK</a>
Author, <b><i>“Transitional justice: Embracing the complexities.”</i></b> Peace and Conflict Monitor	2012 <a href="#">LINK</a>
Contributor and Editor, <b><i>“Peru Blog.”</i></b> Developing World Connections Project Blog	2010
Columnist, <b><i>“Pro Bono Law.”</i></b> Law Society of Saskatchewan Bencher’s Digest	2008-2010
Columnist, <b><i>“Pro Bono Spotlight.”</i></b> Canadian Bar Association Bar Notes	2005-2010
Author, <b><i>“Child and Youth Representation.”</i></b> Saskatchewan Trial Lawyers Association Advocate	2008
Author, <b><i>“Reflections on Dugald: His Law Student Clinic Legacy.”</i></b> University of British Columbia Law Review, Vol. 40, No. 2 (2007): 843-857	2007
Author, <b><i>“Pro Bono: Compelling Fiction and Candid Fact.”</i></b> Canadian Bar Association Addendum	2006
Co-Editor, <b><i>“Casebook for Cooperative Law 462.3.”</i></b> University of Saskatchewan College of Law	2005

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