

# Anita Pavic

## Research and evaluation consultant

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## Profile

Independent researcher and evaluator with over ten years' experience in policy, UK public and third sector research and international development. I work with government departments, charities, funders and international organisations on evaluations, policy research and mixed methods studies, often on sensitive subjects such as gender, violence and safeguarding. My work ranges from interviews, focus groups and surveys to document review and analysis of public datasets, and much of it has been published or used in policy and campaigns.

## Experience

Research and Evaluation Consultant, Pavic Research & Evaluation (freelance) · Sep 2021 – present

- **Global health evaluation (ongoing)** · 2026 – present. Leading country case studies in Zambia and Guyana.
- **[Independent summative evaluation of the Fleming Fund, 2017–26 \(DHSC\)](#), quantitative data lead** · Dec 2023 – Apr 2026. Built the indicator dataset for baseline, midpoint and endline from TrACSS, WHO's Global Health Observatory and GLASS, UN statistics, InFARM and GRAM, and checked countries' self-assessments against their annual reports. Cleaned the data and flagged indicators that couldn't be compared across rounds.
- **[Future of Global Health Initiatives process evaluation \(Wellcome\)](#)** · Dec 2024 – Apr 2025. Led stakeholder mapping and analysis; co-author.
- **[CEPI 2.0 mid-term review \(CEPI\)](#)** · Mar – Sep 2024. Survey analysis, key informant interviews, qualitative analysis; co-author.
- **[Protection from sexual exploitation and abuse evaluation \(WFP\)](#)** · Jun – Nov 2023. Benchmarking against other agencies and coding of programme documents.
- **[Evaluation of Danish support to gender equality, 2014–2021 \(Ministry of Foreign Affairs of Denmark\)](#)** · May 2022 – Jul 2023. Coordinated the evaluation. Wrote country case studies for Mali, Kenya and Burkina Faso and case studies of UNICEF, UNFPA, MSI and the Green Climate Fund, testing reported results against documents and interviews.
- **[MOPAN assessment of UNAIDS](#)** · Oct 2022 – Mar 2023. Designed and ran a survey, reviewed documents, conducted and analysed key informant interviews.
- **Other evaluations:** British International Investment (document and interview coding), Defra Blue Planet Fund (interviews, evaluability assessment), LEGO Foundation (coding framework), BEIS Global Challenges Research Fund (survey analysis), FCDO Supporting Inclusive Growth in Somalia (transformational change and climate adaptation).

## Associate Director, Public team, Savanta, London · 2023 – 2026

- Led complex public and third sector research projects from design to reporting, using surveys, focus groups, online communities, and stakeholder interviews.
- Clients included the Home Office, UK Health Security Agency, Sport England, Plan International UK, the Institute for European Environmental Policy, Youth Futures Foundation, Youth Endowment Fund, and British Council.
- Project lead and co-author of published reports including [Children, Violence and Vulnerability 2024](#) (Youth Endowment Fund) and [Next Generation UK 2024](#) (British Council).
- Produced analysis and evidence-based recommendations for senior stakeholders, and acted as senior client contact throughout projects.

## Earlier roles

- **Research Manager, Bulbshare, London** · 2021 – 2023. Market and social research for public and commercial clients.
- **Researcher, The International Scholar** · 2020 – 2021. Research and fieldwork on conflict and peacebuilding in Northern Uganda.
- **Project Manager, Ashford Place, London** · 2019 – 2021. Ran employment, housing and financial inclusion programmes for young homeless people; managed budgets and reported to the GLA, Crisis and Homeless Link.
- **Researcher, Kune Network, Cork** · 2017 – 2018. Social research on community and youth issues.
- **Founder and President, Youth Association Ahimsa, Zadar** · 2015 – 2018. Youth policy advocacy in Croatia.

## Education

- MSc International Development: Poverty, Conflict & Reconstruction, University of Manchester, 2019
- BA French and Russian Language and Literature, University of Zadar, 2017

## Awards

- Research Hero, Market Research Society, 2022
- Finalist, ESOMAR Young ESOMAR Society (YES) Award, 2022

## Languages

English (fluent), Croatian (native), French and Spanish (advanced), Russian (intermediate).