



ALESSANDRA PAUNCZ

Nonprofit Executive | Violence Prevention Expert | Program Development & Advocacy Leader

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PERSONAL DETAILS

- www.alessandrapauncz.it
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- Sex: Female
- Date of birth: 29/03/1968
- Nationality: Italian

EDUCATION HISTORY

Ph.D. in Gender Studies - Humanities Department
University of Rome 'La Sapienza' | 1999

Degree in Philosophy & Psychology (110/110 cum laude)
University of Florence | 1993

Specialization in Women & History Research
University of Florence | 1996 - 1997

Professional Training in Psychology
IRDE (Istituto Ricerche Dinamiche Educative) | 1988 - 1991

CORE COMPETENCIES

- Strategic Leadership & Organizational Development
- Policy & Advocacy at EU and International Level
- Programme & Project Management
- International Relations & Government Liaison
- Public Policy Development & Lobbying
- Financial Oversight & Resource Mobilization
- High-Level Stakeholder Engagement
- Gender Equality & Human Rights Expertise

LANGUAGES

- **Italian:** Native
- **English:** C2 (Fluent)
- **French:** B1 (Intermediate)
- **German & Hungarian:** A2 (Basic)

PROFESSIONAL PROFILE

International leader with over 30 years of expertise in human rights, gender equality, and domestic violence prevention, recognized for shaping European and national policies and building impactful organizations. Proven track record of leading networks across over 30 countries, influencing policy at the European Commission & Council of Europe, and designing pioneering intervention programs including Italy's first perpetrator program. Known as a dynamic communicator and strategic advisor with experience in government relations, advocacy, and high-level representation. Published author, keynote speaker at over 100 international conferences, and trusted consultant to governments and NGOs.

WORK EXPERIENCE & KEY ACHIEVEMENTS

Executive Director **2017 - Present**

Work with Perpetrators European Network (WWP EN), Berlin, Germany

- Drove the vision, strategy, and growth of Europe's largest network dedicated to perpetrator programs, securing financial stability and expanding impact across 30+ countries.
- Achieved EU recognition by aligning WWP EN's work with European gender equality strategies, influencing both funding priorities and legislation.
- Forged partnerships with the European Commission, Council of Europe, and UN agencies to embed perpetrator accountability in domestic violence prevention policies.
- Enhanced evaluation standards and knowledge-sharing systems, ensuring evidence-based programming across the network.
- Enabled the organization to remain financially sustainable by mobilizing resources and diversifying funding sources.

President **2009 - Present**

Centro di Ascolto Uomini Maltrattanti (CAM) Onlus, Florence, Italy

- Established Italy's first perpetrator program, creating a national model that became a reference for replication across Italy.
- Facilitated nationwide lobbying for perpetrator accountability, improving Italy's domestic violence framework.
- Expanded professional training for police, psychologists, and educators, equipping them with intervention and risk assessment tools.
- Raised awareness through public campaigns and community outreach, shaping cultural and policy shifts in addressing violence against women.

Trainer, Educator & Public Speaker **1997 - Present**

Independent Consultant

- Delivered over 500 training sessions on domestic violence, PTSD, trauma intervention, and perpetrator programs across Italy and Europe.
- Educated educators, psychologists, psychiatrists, police forces, teachers, social workers, and family therapists.
- Generated public awareness campaigns in high schools and communities, boosting early prevention and intervention.
- Contributed to professional development via advanced training programs for counselors and risk assessors.

Commissioner & Vice President **1999 - 2014**

Equal Opportunities Commission, Province of Florence

- Championed gender equality initiatives as Commissioner and VP, shaping local legislation and public policy.
- Planned and executed campaigns against gender-based violence, earning two national awards.
- Coordinated the Commission on Violence Against Women, driving multi-sectoral action and policy change.

Shelter Worker, Advocate, & Coordinator
Associazione Artemisia – Florence, Italy

1995 - 2009

- Advocated for survivors of domestic violence through direct support, risk assessments, and legal assistance.
- Coordinated staff and volunteers, building a strong service delivery framework for women's shelters.
- Secured funding through successful campaigns and grant writing, expanding the reach of Artemisia.
- Organized national campaigns to raise awareness on domestic violence.

Substitute National Expert

2003 - 2005

European Women's Lobby, Observatory on Violence Against Women

- Aided the National Expert in policy advocacy and research on violence against women.
- Contributed to EU-level initiatives and Observatory activities, ensuring Italy's position in European debates.

ADDITIONAL RESPONSIBILITIES

President, Relive (Relazioni libere dalle Violenze) – Florence | 2014 - Present

- Fostered the growth of Italy's national umbrella organization for perpetrator programs.
- Consulted with ministries and developed national standards for intervention and evaluation.

Board Member & Secretary, WWP EN – Berlin | 2014 - 2017

- Co-developed WWP EN's mission and strategic framework.
- Strengthened EU-wide advocacy for victim safety and perpetrator accountability.

National Campaign Manager, Artemisia/White Ribbon Campaign | 2005 - 2007

- Fundraised and managed strategy for Italy's White Ribbon Campaign.
- Positioned the campaign as a cornerstone in public discourse on men's role in preventing violence.

PUBLICATIONS

SCIENTIFIC PUBLICATIONS

1. **Vall, B.,** Grané-Morcillo, J., Lloberas-López-de-Sepúlveda, E., Aznar-Martínez, B., Lorente-De-Sanz, Baroncelli, L. & Pauncz, A. (2025). Pornography consumption among young people: An assessment of parents' and teachers' training needs. *Sexuality Research and Social Policy*, 1–12. <https://doi.org/10.1177/17455057251324321> [IF (JCR): 2.9, **Q1** - SOCIAL SCIENCES, INTERDISCIPLINARY]
2. **Vall, B.,** Grané-Morcillo, J., Regös, N., Pauncz, A. & Hester, M. (2024). Improving women's health and well-being by exploring the impact of emotional, physical, and sexual intimate partner violence. *Women's Health*. Advance online publication. <https://doi.org/10.1177/17455057251324321> [IF (JCR): 2.9, **Q1** – OBSTETRICS & GYNECOLOGY]
3. **Vall, B.,** Grané-Morcillo, J., Pauncz, A., & Hester, M. (2023). Measuring the outcome of perpetrator programmes through a contextualised and victim-centred approach: The Impact Project. *Social Sciences*, 12(11), 613–630. <https://doi.org/10.3390/socsci12110613> [IF (JCR): 1.7, **Q2** – Psychology, Multidisciplinary]
4. **Vall, B.,** Sala-Bubaré, A., Hester, M., & Pauncz, A. (2021). Evaluating the impact of intimate partner violence: A comparison of men in treatment and their (ex-) partners' accounts. *International Journal of Environmental Research and Public Health*, 18(11), 5859. <https://doi.org/10.3390/ijerph18115859> [IF (JCR): 3.39, **Q1** – Public, Environmental & Occupational Health (Social Science)]
5. Sengoele, M., Ponce, A., Perry, E., Pauncz, A., & Geldschlager, H. (2020). Reaching out and seeking help from frontline professionals: experiences of men perpetrating partner violence. *Journal of Gender-Based Violence*, 5(1), 149–161. <https://doi.org/10.1332/239868020X16040660254792> [IF (SJ): 0.579, **Q1** – Law]

ARTICLES IN NON-INDEXED JOURNALS WITH EXTERNAL ASSESSMENT

6. **Vall, B.,** Grané, J., Pauncz, A., & Hester, M. (2023). Perspective of survivors in perpetrator programme outcome evaluation: Results from a case example in the Italian context. *Culture e Studi del Sociale - CuSSoc*, 8(2).
7. Moffa, G., & Pauncz, A. (2023). La Violenza Maschile nelle Relazioni Affettive. Approfondimenti e Prospettive per Contrastare la Violenza di Genere. *Culture e Studi del Sociale*, 8(2), 3-8. <https://doi.org/10.3390/socsci12110613>
8. Pauncz Alessandra, Dire di no alla violenza domestica. Manuale per le donne che vogliono sconfiggere il maltrattamento psicologico, Franco Angeli, 2016

9. *La violenza di genere e gli strumenti di risk assessment*, I Quaderni della Fondazione degli Psicologi della Toscana, <http://www.fondazionepsicologi.it/wp-content/uploads/2016/06/La-violenza-di-genere.pdf>
10. Pauncz, A. (2016). *Il lavoro in gruppo con uomini autori di violenza in ambito domestico*. MINORIGIUSTIZIA, (2), 98–123. <https://doi.org/10.3280/MG2016-002008>
11. Pauncz Alessandra, *Piccola guida per le operatrici dei servizi antiviolenza*, epub, 2016
12. Pauncz Alessandra, *Da uomo a uomo. Uomini maltrattanti raccontano la violenza*, Erickson, 2015
13. Pauncz Alessandra, *Shifting Power. How to recognize and overcome abusive relationships*, CreateSpace, 2014
14. Pauncz Alessandra, "Verso il luogo delle origini: riflessioni di una operatrice eretica „, in Bozzoli, Merelli, Ruggerini, *Il lato oscuro degli uomini. La violenza maschile contro le donne: modelli culturali di intervento*, Ediesse, Roma, 2013
15. "Perché è così difficile considerare la violenza domestica come una violazione dei diritti umani? „ (Commento psico-sociale alla Legge 119/2013, la c.d. legge sul Femminicidio), in *Questioni e Giustizia*, n.6, 2013
16. Pauncz Alessandra, *Trasformare il Potere. Come riconoscere e cambiare le relazioni dannose*, Romano, 2012
17. Pauncz Alessandra, *All Eyes on you, A guide to being and American Women in Florence. Stories and advice from student to student*, Associazione Artemisia, 2009
18. Pauncz Alessandra, *Piccola guida per Uomini che vogliono cambiare*, Progetto Cesvot Innovazione, 2009
19. Pauncz Alessandra, "The power to change: group models" in A.A.V.V. "Power to Change – how to plan and set up self help groups for women that have witnessed domestic violence", Daphne Project, 2008
20. Pauncz Alessandra, "Perché credere di non avere diritti?", *Filosofia e questioni pubbliche*, vol. III, n. 1, 1997
21. Pauncz Alessandra, "Coping e Stress: rassegna di strumenti per la misurazione delle modalità di coping in situazione di stress", *Bollettino di Psicologia Applicata*, n.212, anno XLI, 1994

ADDITIONAL TRAININGS

- **2024:** Working with Women's Use of Force, Melissa Scaia, Turning Points
- **2023:** Strategic Leadership & Communication, Spitfire Communication
- **2022 - 2023:** Perpetrator Work & Risk Assessment, Caledonian Training
- **2018:** Evaluation Techniques for Non-Administrative Personnel, Sciaky Group
- **2013:** Advanced Intensive Narrative Therapy, Evanson Family Therapy Centre
- **2013:** Conflict Resolution & Dissolving Conflicts, In Dialogue
- **2012:** Narrative Therapy – Level 2, Institute for Narrative Therapy, London
- **2011:** Narrative Therapy – Level 1, Institute for Narrative Therapy, London
- **2010:** Working with the Consequences of Trauma, Institute for Narrative Therapy, London
- **2009:** Working with Perpetrators of Domestic Violence, Ires, Barcelona
- **2005:** Psychosocial Expert (ONU Licence), International Criminal Court (ICC)
- **2003 - 2004:** Legal Psychology & Family Law Disputes, Istituto di Terapia Familiare, Florence
- **2002:** Treatment of Sexual Offenders, European Community Project WOLF
- **Oct. 2000:** Group Psychosocial Treatment for Batterers, Emerge, Boston
- **Jun.–Jul. 2000:** Defusing and Debriefing in Critical Incidents, Centre for Trauma, Italy
- **Sept. 1999:** Facilitator of Self-Help Groups, AMA – Trento Association, Italy
- **1995:** Counsellor for Women Victims of Violence, Milan & Bologna Centres for Battered Women

TECHNICAL SKILLS

- Office Tools: Microsoft Office Suite (Word, Excel, PowerPoint), Outlook
- Collaboration Platforms: Skype, Zoom, WebEx
- Web & Research Tools: Internet Explorer, Safari, Google Chrome
- Other: Pages for Mac, QuickTime