

## ACADEMIC APPOINTMENTS

- 2021–present      *Director, Oxford Martin Programme on the Future of Development, Oxford Martin School & Associate Member, Department of Economics University of Oxford*
- 2019–2021      *Postdoctoral Prize Research Fellow Nuffield College and Department of Economics, University of Oxford*

## EDUCATION

- PhD in Economics, European University Institute, 2019  
Vilfredo Pareto Prize for best dissertation in Economics  
Visiting PhD Candidate, MIT Sloan School of Management, 2017–2018  
Master of Public Policy, Hertie School of Governance, 2011  
B.Sc., Business Administration, WHU Vallendar, 2009

## PUBLICATIONS

### Journal Articles

- “Image Concerns in Pledges to Give Blood: Evidence from a Field Experiment” (with Egon Tripodi). 2021. *Journal of Economic Psychology* 87: 102434. [doi:10.1016/j.joep.2021.102434](https://doi.org/10.1016/j.joep.2021.102434).
- “The Market-Reach of Pandemics: Evidence from Female Workers in Ethiopia's Ready-Made Garment Industry?” (with Morgan Hardy, Marc Witte, Gisella Kagy, and Eyoual Demeke). 2021. *World Development* 137: 105179. [doi:10.1016/j.worlddev.2020.105179](https://doi.org/10.1016/j.worlddev.2020.105179).
- “The Median Is the Message: A Good-Enough Measure of Material Well-Being and Shared Development Progress” (with Nancy Birdsall). 2015. *Global Policy* 60(4): 343–357. [doi:10.1111/1758-5899.12239](https://doi.org/10.1111/1758-5899.12239).
- “The Strugglers: The New Poor in Latin America?” (with Nancy Birdsall and Nora Lustig). 2014. *World Development* 60: 132–146. [doi:10.1016/j.worlddev.2014.03.019](https://doi.org/10.1016/j.worlddev.2014.03.019).

### Working Papers

- “The Impact of Firm Downsizing on Workers: Evidence from Ethiopia's Ready-Made Garment Industry” (with Morgan Hardy, Marc Witte, Gisella Kagy, and Eyoual Demeke). *Submitted*.
- “Job Search and Self Control: Experimental Evidence from Ethiopia”. *Submitted*.
- “Sorting into Incentives for Prosocial Behavior” (with Egon Tripodi). *Submitted*.

### Chapters in Edited Volumes

- “Development as Diffusion: Manufacturing Productivity and Sub-Saharan Africa's Missing Middle” (with Alan Gelb and Vijaya Ramachandran). 2015. *The Oxford Handbook of Africa and Economics: Context and Concepts*, edited by Justin Yifu Lin and Celestin Monga. Oxford: Oxford University Press. [doi:10.1093/oxfordhb/9780199687114.013.24](https://doi.org/10.1093/oxfordhb/9780199687114.013.24)
- “Global Markets, Global Citizens, and Global Governance in the 21st Century” (with Nancy Birdsall and Alexis Sowa). 2014. *Towards a Better Global Economy: Policy Implications for Citizens Worldwide in the*

## Reports and Books

“A Measured Approach to Ending Poverty and Boosting Shared Prosperity: Concepts, Data, and the Twin Goals” (with Shaohua Chen, Dean Jolliffe, Aart Kraay, Peter Lanjouw, Mario Negre, Espen Prydz, Renos Vakis, and Kyla Wethli). 2014. World Bank Group.

## Work in Progress

“Reducing Information Frictions in Ethiopian Labor Markets” (with Morgan Hardy and Marc Witte). *Analysis*.

“Memory, Trauma and Economic Behavior Among Refugees: Experimental Evidence from Teaching ‘Positive Imagery’ in Ethiopia” (with Gharad Bryan, Alexia Delfino, and Ashley Pople). *Analysis*.

“Can a debiasing intervention reduce gender bias in hiring? Experimental evidence from a large-scale apprenticeship program in Ethiopia” (with Girum Abebe, Livia Alfonsi, and Simon Franklin). *Data collection*.

“Ethiopia Urban Productive Safety Net and Jobs Project Evaluation” (with Girum Abebe, Livia Alfonsi, and Simon Franklin). *Data collection*.

## SELECTED NON-ACADEMIC EXPERIENCE

2019–2020	<i>Economist</i> , World Bank, Social Protection & Jobs Global Practice
2014–2018	<i>Short-Term Consultant</i> , World Bank, Development Research Group
2012–2014	<i>Research Associate</i> , Center for Global Development
2011–2012	<i>Research Consultant</i> , United Nations Conference on Trade and Development

## RESEARCH GRANTS

2023	International Growth Centre (IGC): GBP 150,000 (with Gharad Bryan and Sarah Winton)
2022	International Growth Centre (IGC) Ethiopia Small Projects Facility: GBP 15,610 (with Niclas Moneke)
2022	International Growth Centre (IGC) Ethiopia Small Projects Facility: GBP 6,640 (with Morgan Hardy and Anne Krahn)
2021	World Bank Social Protection & Jobs Global Practice: USD 390,00 (with Girum Abebe and Simon Franklin)
2021	International Growth Centre (IGC) Ethiopia Small Projects Facility: GBP 8,000 (with Niclas Moneke)
2021	World Bank Social Protection & Jobs Global Practice: USD 390,00 (with Girum Abebe and Simon Franklin)
2021	University of Oxford John Fell Fund: GBP 4,500
2020	Abdul Latif Jameel Poverty Action Lab (J-PAL) Jobs and Opportunity Initiative: USD 63,896.80 (with Girum Abebe, Stefano Caria, Bruno Crépon, and Simon Franklin)
2020	International Growth Centre (IGC) Ethiopia Small Projects Facility: GBP 3,877 (with Pramila Krishnan and Andualem Menigstu)
2020	International Growth Centre (IGC) Research Grant: GBP 76,304 (with Morgan Hardy and Marc Witte)

2020	Private Enterprise Development in Low-Income Countries (PEDL) Exploratory Research Grant: GBP 39,930 (with Morgan Hardy and Marc Witte)
2020	WZB Seed Funding: EUR 16,200 (with Maja Adena)
2019	DFID / UNHCR / World Bank “Building the Evidence on Forced Displacement”: USD 300,000 (with Thomas Ginn)
2019	World Bank / DFID “More, Better, and More Inclusive Jobs” Industrial Labor Market Research Program for Ethiopia: USD 450,000 (with Morgan Hardy)
2019	Private Enterprise Development in Low-Income Countries (PEDL) Major Research Grant: GBP 465,000 (with Morgan Hardy)
2018	World Bank DIME / DFID ieConnect for Impact Grant: USD 125,000 (with Kevin Croke and Morgan Hardy)
2018	International Growth Centre (IGC) Ethiopia Small Projects Facility: GBP 19,960 (with Kevin Croke and Morgan Hardy)
2018	European Commission, EUTF Horn of Africa Window Grant: EUR 5,000
2018	DFID Ethiopia Strategic Analysis Research and Evaluation Fund: GBP 4,410
2018	European University Institute, Presidential Research Grant: EUR 6,700
2017	Private Enterprise Development in Low-Income Countries (PEDL) Exploratory Research Grant: GBP 34,865 (with Kevin Croke and Morgan Hardy)
2016	Russell Sage Foundation, Small Grant in Behavioral Economics: USD 6,764 (with Egon Tripodi)
2014	IZA/DFID Growth in Labor Markets in Low Income Countries Grant: GBP 90,000 (with Alan Gelb and Vijaya Ramachandran)

#### AWARDS, HONORS, AND FELLOWSHIPS

2015	World Bank Human Development VPU Award
2017–2018	German Academic Exchange Service (DAAD): PhD grant for visit at MIT Sloan
2014–2018	German Academic Exchange Service (DAAD): PhD grant for study at EUI
2015	World Bank Development Research Group VPU Award
2010	Georgetown University Graduate School of Arts & Sciences: Full tuition grant
2010	German Academic Exchange Service (DAAD): Grant for United Nations internship

#### SELECTED CONFERENCE AND SEMINAR PRESENTATIONS

2021	University of Bonn
2020	World Bank, CSAE Conference
2019	DIME Seminar (World Bank), German Research Group on Development Economics Conference (DIW Berlin), IZA/World Bank/NJD Conference on Jobs and Development (World Bank), European Economic Association (University of Manchester), European Association of Labor Economists Conference (Uppsala University)
2018	IZA Summer School in Labor Economics, Spring Meeting of Young Economists (University of Balearic Islands), ESA World Meeting (WZB Berlin), EEA Annual Congress (University of Cologne), Science of Philanthropy Initiative Conference (Indiana University), PEDL-IGC Conference (Oxford and LSE), IZA Conference on Labor Markets in East Africa (Addis Ababa)
2017	World Bank ieConnect for Impact Workshop (Lisbon), PEDL-IGC PhD Conference (Oxford)

- 2014 Oxford Handbook of Africa and Economics Authors Conference (Peking University), Conference on Latin American Inequality in the Long Run (World Bank Buenos Aires)
- 2013 CSAE (Oxford), Africa Lunch (IMF), Africa Private Sector Lunch (World Bank), Latin American Studies Association Annual Congress
- 2012 German Development Institute Brown Bag (DIE)

## TEACHING

- 2020–2023 *MSc in Development Economics, University of Oxford*: Development Economics, Firms & Labor Markets in Low-Income Countries
- 2020–2021 *MSc in Development Economics, University of Oxford*: Graduate Tutorial Supervision

## TRAINING AND SKILLS

- Languages English (fluent), German (fluent); French (intermediate), Italian (intermediate)