Andrea Novellis

Research, Policy Analysis and Consulting

PhD in Political Science specialising in conflict, governance and international affairs. Experienced in academic research, policy analysis and interdisciplinary projects.

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Core business

PHASE 1 Skill development

I developed my skills through doctoral training in Political Science, methodological coursework (including R and Stata), and fieldwork in Turkey, Iraq and Sri Lanka. Research appointments at L'Orientale and international research affiliations expanded my experience in academic and policy-oriented research. I strengthened my professional network by co-founding a scholarly association, organising conferences and collaborating with researchers internationally. Moving from civil-war research into early warning, food security and political risk has also allowed me to develop expertise applicable across different professional settings.

Sets his professional goals to be ambitious yet realistic.
Identifies and develops means to enhance his employability throughout his career; manages his professional development.
Broadens and upgrades his skillset, personal qualities and achievements.
Uses his networks to expand his scope of competence.
Knows how to transfer his expertise to other fields of activity.
Realizes the necessarily international dimension of his career path.
Accepts input from a mentor or coach to benefit his professional development.

PHASE 1 Evaluation

I developed evaluation skills through academic research, journal editing and consultancy. Guest-editing a special issue required assessing scholarly contributions and their engagement with existing research. As a consultant for ACAPS, I reviewed a report on humanitarian risk in Syria and provided expert recommendations. My own publications have undergone peer review, requiring me to assess criticism, reconsider arguments and strengthen empirical evidence. I also evaluate the reliability of documents, interviews and secondary sources in my research.

Evaluates the value of various documents concerning his field of expertise.
Is able to judge his own results in terms of both quality and added value.
Is willing to expose ideas to a critical audience; takes others' opinions of his work into account.
Is willing to evaluate the work of other contributors and provides reasoned, realistic judgments of others' work.

PHASE 2 Information management

My doctoral and postdoctoral research involved collecting, organising and critically evaluating extensive documentary and interview evidence. I worked with academic databases, archival materials, institutional documents, media sources and fieldwork records across several

countries. Comparative research required triangulating sources, tracking conflicting accounts and maintaining systematic records. I also developed expertise in handling sensitive research material under university-approved ethical procedures. Policy-oriented projects further strengthened my ability to retrieve, assess and synthesise information from different disciplines and institutions.

Conducts advanced searches using a range of software solutions, resources and techniques, recognizing the advantages and limitations of each.
Masters the creation, organization, validation, sharing, storing and archiving of information and/or raw data and addresses the associated risks.
Understands the legal, ethical and security requirements of information management.
Is familiar with the value of, and uses, metadata.
Advises and assists his staff using information-gathering and management methods, critiquing sources and evaluating information and data.
Makes his staff aware of information security and legal and ethical requirements.

PHASE 2 Expertise and methods

My PhD and subsequent research developed expertise in comparative politics, international relations, political violence and governance. I use qualitative interviewing, process tracing, comparative case studies and documentary analysis, supported by training in quantitative methods, including R and Stata. Fieldwork in Turkey, Iraq and Sri Lanka strengthened my capacity to design and conduct empirical research in different political environments. I have applied these methods in peer-reviewed publications and interdisciplinary projects addressing early warning, political risk and food security.

Is familiar with recent progress in fields related to his own.
Is able to engage in dialogue and collaboration with experts in other disciplines or fields of activity.
Takes ownership of new research methods and techniques.
Is able to document and evaluate his activities using statistical methods where applicable.
Can formulate complex problems that correspond to new challenges.
Is able to develop arguments in support of new projects.
Knows how to adapt his arguments to his audience.
Advises and assists his staff in making appropriate use of investigative methods, improving their performance and enhancing their skills.

Personal and relational qualities

PHASE 2 Communication

I developed communication skills through university teaching, international conference presentations, academic publishing and policy writing. I taught a course on peace and conflict at the Bandaranaike Centre for International Studies and contributed to teaching at the University of Milan. Consultancy for ARCI and the National Peace Council involved delivering staff training. Writing peer-reviewed articles, policy reports and public commentary has strengthened my ability to explain complex political issues to academic, professional and non-specialist audiences.

Adapts his register to communicate with experts in other fields at both the national and international levels.
Masters communication techniques for various contexts and media.
Communicates effectively when addressing a diverse and lay audience.
Knows how to address a community of professionals.
Educates and trains his staff in the use of digital communication technologies.
Is able to work and lead a group in at least English and one other world language.

PHASE 2 Collaboration

My research career has involved sustained collaboration across universities, research institutes and civil-society organisations. I co-founded the Italian Network for Kurdish Studies (RISC), co-organised international conferences and contributed to collaborative research involving institutions in Europe and South Asia. Co-authored publications, edited volumes and interdisciplinary projects have required coordinating contributions, reconciling different

perspectives and working toward shared outputs. These experiences have strengthened my ability to build and maintain international professional partnerships.

Collaborates with people/teams who play a pivotal role on the global scale.
Leads networks and helps to institute dialogue between different entities.
Knows how to establish partnership relations with people working outside his field.
Has the ability to co-produce results and/or innovations.

PHASE 2 Analysis, synthesis and critical thinking

Comparative political research has trained me to assess competing explanations, identify causal mechanisms and distinguish well-supported findings from uncertain claims. My publications examine rebel cooperation, political transformation and governance across different countries. Research on early-warning failures required critically assessing institutional assumptions and contrasting interpretations of political crises. Policy reports and consultancy assignments have further developed my ability to synthesise extensive and sometimes contradictory information into clear assessments and actionable conclusions.

Knows how to apply his analyzing and synthesizing abilities to new fields.
Takes ownership of new analytical methods.
Has a novel and independent way of thinking and makes significant contributions.
Questions “business-as-usual” scenarios in his activity.
Advises his staff to help them develop their own capacities of analysis and synthesis.
Stimulates critical thinking among his peers and his staff.

PHASE 2 Open-mindedness and creativity

Working across different countries, institutions and disciplines has encouraged me to question established assumptions and adapt my analytical approaches. Fieldwork in Turkey, Iraq and Sri Lanka exposed me to different political and cultural perspectives. I have applied knowledge developed in civil-war research to new questions concerning early warning, political risk, food security and governance. Interdisciplinary collaborations and engagement with academic and practitioner communities have strengthened my ability to identify connections between different fields and develop new research questions.

Explores related fields.
Conceives new projects to find answers to essential questions.
Encourages his staff to seek challenge, be curious and engage in scientific questioning.
Defines and carries out innovative interdisciplinary projects with the help of contributors from various backgrounds.
Serves as a vector of innovation, a realistic visionary, a constructive agitator.
Encourages creativity and innovation among his staff.
Has acquired professional experience abroad in a culture other than his own.

PHASE 1 Commitment

Completing a multi-country doctoral research project required sustained independent work, extensive fieldwork and the coordination of complex research activities. I subsequently developed several academic and policy-oriented projects while maintaining an active publication record. These activities required meeting deadlines, responding to critical feedback and managing overlapping responsibilities in research, teaching, consultancy and conference organisation. I have continued expanding my expertise and pursuing international research collaborations beyond individual appointments.

Recognizes and can clearly identify his sources of motivation.
Is able to sustain his commitment and motivation in the face of setbacks and adversity.
Deals efficiently with the routine aspects of his job.
Strives for excellence; shows determination.
Learns from his mistakes and bounces back from failures.
Relies on the support and assistance of his peers.

PHASE 1

Integrity

Research involving political violence and sensitive political issues has made ethical responsibility central to my professional practice. My doctoral fieldwork received formal university ethics approval, and I developed procedures for informed consent, confidentiality and the responsible handling of interview material. In academic publishing and policy research, I apply careful source attribution, distinguish evidence from interpretation and acknowledge uncertainty. Collaborative publications and editorial work have reinforced my commitment to research transparency, intellectual honesty and appropriate recognition of others' contributions.

Respects the standards and practices of his entity.
Demonstrates integrity in the processing and dissemination of data.
Demonstrates integrity with respect to his partners' or competitors' contributions in accordance with intellectual property rules.
Upholds the confidentiality and anonymity of subjects taking part in studies and research.
Honors his commitments and ensures the congruence between actions and words.
Declares any conflict of interest.

PHASE 1

Balance

Combining doctoral research, international fieldwork, teaching, consultancy and editorial responsibilities has required careful planning and prioritisation. I have developed ways to organise overlapping commitments, establish achievable milestones and adapt working schedules to changing research requirements. Working across several countries and institutional settings has also taught me to recognise the limits of my expertise, seek advice from colleagues when necessary and allocate time according to the importance and urgency of different responsibilities.

Is aware of his aptitudes, knows how to take advantage of them and demonstrate them.
Expresses himself relevantly, confidently and didactically.
Recognizes the limits of his knowledge, skills and expertise, and knows where to find support when needed.
Is able to consider his practices and experience as part of the bigger picture.
Develops his strengths and knows how to correct his weaknesses by seeking the opinion of others.
Is aware of the need to reconcile career and personal life.
Develops mechanisms to cope with pressure and seeks support when needed.

PHASE 1

Listening and empathy

Fieldwork in Turkey, Iraq and Sri Lanka involved interviewing people with different political affiliations, experiences and perspectives. Conducting research on ethnic conflict and sensitive political questions required attentive listening, culturally appropriate communication and sensitivity to confidentiality concerns. I learned to formulate questions without imposing assumptions and to interpret accounts within their social and political contexts. Collaboration with researchers, civil-society organisations and local contacts further strengthened my ability to understand different priorities and communicate respectfully across cultural and professional boundaries.

Has the ability to listen in various situations.
Understands the needs and way of thinking of the people he deals with, including those with a different field of expertise, occupation and/or culture.

Business management and value creation

PHASE 2

Project management

I developed project-management skills through doctoral and postdoctoral research, competitive grant preparation and academic event organisation. My doctoral project required coordinating fieldwork, interviews, archival research and analysis across several countries. I was the principal proposal writer for the competitively funded ITALIM research project and co-organised international conferences and workshops. These activities involved defining objectives, scheduling tasks, coordinating contributors, managing deadlines and delivering research outputs

within institutional requirements.

Is attentive to discontinuities, trends and weak signals; is prepared for the unexpected; identifies unforeseen opportunities in the project.
Recognizes good ideas and best practices, identifies weaknesses and gaps.
Considers and implements any necessary changes in objectives, organization, schedule, resources and quality requirements.
Knows how to drive his staff in compliance with scheduling and time constraints.
Utilizes a wide range of project management strategies; clarifies priorities and formalizes expectations.
Introduces quality systems.
Guides difficult, complex projects to successful completion; manages several projects simultaneously and efficiently; can intervene to conduct project audits and propose action plans to get projects back on track.
Provides support or assistance to his staff; takes over on projects that lack leadership.

PHASE 1 Managing risks

Research on political violence required assessing ethical, security and confidentiality risks associated with fieldwork and interviews in politically sensitive environments. My doctoral project underwent formal ethics review, and its implementation required attention to research access and the protection of participants. Separately, my work at L'Orientale and consultancy for ACAPS developed my expertise in identifying political and humanitarian risks, evaluating uncertain evidence and communicating limitations. These experiences strengthened my awareness of risk assessment in both research practice and policy analysis.

Can determine the risks related to his project and the means for controlling them.
Is aware that technological and financial risks increase during the innovation process.
Understands the concept of corporate social responsibility.

PHASE 1 Decision-making

Independent research has required making consequential decisions about case selection, methodological approaches, fieldwork priorities and the interpretation of incomplete evidence. I developed these capacities through doctoral research and subsequent projects on political risk, early warning and food security. Preparing publications, research proposals and policy reports has involved identifying feasible objectives, evaluating alternatives and making choices under time and resource constraints. Collaborative and editorial work has also strengthened my ability to justify decisions and reconsider them in response to new evidence.

Knows how to make appropriate decisions for each phase of his project.
Assists his line management in making major decisions (e.g., reporting, scenarios)

PHASE 1 Obtaining and managing funding

I was the principal proposal writer for ITALIM, a competitive inter-university research project funded by the Italian Ministry of Foreign Affairs. This experience developed my ability to formulate research objectives, establish the relevance and feasibility of proposed activities, and prepare a coherent funding application. I have also prepared applications for international research fellowships and grants, adapting research plans, methodologies and timelines to different funding requirements. These activities have strengthened my understanding of competitive research funding and project development.

Manages his own funding and is comfortable in discussions with budget, financial and economic decision-makers.
Understands the funding process and knows how to determine the profitability of an activity.
Knows how to answer a request for proposals and/or write a grant application.

PHASE 1 Producing results

I have translated independent and collaborative research into peer-reviewed journal articles,

book chapters, policy reports and teaching activities. My publications include articles in Democratization and Civil Wars, alongside research on political risk and early warning. Consultancy for ACAPS, ARCI and the National Peace Council required delivering outputs tailored to practical needs, including expert assessments and staff training. These experiences strengthened my ability to move from research design and evidence collection to completed outputs, incorporating feedback and adapting findings to different audiences.

Knows how to transform ideas into innovations.
Quickly deploys prototype and test phases; involves internal and external customers in these phases.
Learns the lessons of the initial tests.
Understands the policies and processes involved in publishing and exploiting research outcomes in his entity.
Is able to determine the most appropriate means of exploiting his results (e.g., patent, publication).

Strategy and Leadership

PHASE 1 Strategy

Developing research projects and funding proposals has required identifying substantive priorities, assessing institutional opportunities and aligning activities with longer-term objectives. As principal proposal writer for ITALIM, I helped formulate a research project addressing the international politics of food security. My subsequent research has connected academic questions with wider policy concerns, including political risk, crisis anticipation and governance. These experiences developed my ability to identify research opportunities, formulate coherent objectives and consider the strategic relevance of proposed activities.

Is aware of how his project fits into the organization's strategy and the strategic directions of the sector or field of activity.
Understands relationships between entities and individuals (the role and drivers of each).
Is able to identify influent people that support his projects and understand what they stand to gain from it.

PHASE 1 Leadership

I co-founded the Italian Network for Kurdish Studies (RISC) and have contributed to organising international academic conferences and workshops. These initiatives involved mobilising professional networks, coordinating participants and developing shared scholarly activities. Guest-editing journal special issues required working with contributors and coordinating publication processes. Through these experiences, I developed the ability to initiate projects, bring people together around common objectives and support collective outcomes without relying on formal hierarchical authority.

Exercises leadership in connection with a project of which he is in charge.
Knows how to be persuasive and enlist support for a project
.Mobilizes skills for a project of which he is not in charge; manages human resources even when people do not officially report to him.
Builds alliances.
Establishes relationships based on trust.