

# Rhoda Garland, ACMA

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## Education

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### **University of Malta**

*October 2012 to June 2015 (part-time)*

MA Disability Studies

### **SAP and Microsoft IT Certifications**

### **ATC Chart, Nottingham, UK**

*March 1994 to November 1995 (part-time)*

CIMA (professional accountancy qualification).

### **Nottingham Trent University, UK**

*September 1989 to July 1993*

BA(Hons) Accounting and Finance,

### **Nottingham Trent University, UK**

*September 1987 to July 1988*

Foundation Course in Accounting.

### **Sir William Perkins School, Chertsey, Surrey, UK**

8 O levels including English and Mathematics.

2 A levels in Economics and English Literature.

## Employment

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### **Executive Director**

*Commission for the Rights of Persons with Disability (Malta) October 2015 to date*

- Working towards insuring the implementation of UNCRPD in Malta.
- Responsibility for decisions relating to the Equal Opportunities (Persons with Disability) Act 2000
- Liaising with relevant Government bodies, entities and NGOs to plan and monitor the strategic objectives outlined in the CRPD Business Plan
- To support and advise in the development, monitoring and co-ordination of the National Policy
- To act as a channel of communication between CRPD and various ministries, departments and NGOs, to ensure that the views of disabled people play a central role in decisions taken.
- Responsibility for management of CRPD staff, and day to day running of operations within CRPD

### **Consultant**

*Commission for the Rights of Persons with Disability (Malta) October 2014 to October 2015*

- Providing Administration for EU PROGRESS Project including:
  - Organisation and logistics for Disability Week 2014
  - Administering the courses relating to the project in line with EU requirements
  - Monitoring, approving and recording costs related to the project
- Acting in an advisory capacity and as a personal assistant to the Commissioner
  - Organisation of ad-hoc projects
  - Attending meetings to represent the Commissioner or CRPD

## **Research Analyst UNCRPD Focal Point Office**

*Parliamentary Secretariat for the Rights of Persons with Disability and Active Aging June to Sept 2014*

- Research and writing of Maltese UN State Report for compliance with UNCRPD
- Liaising with ministries / DPOs / NGOs / other entities to gather data

## **IT Related Work**

*IT Consultancy work and business analysis April 2006 to June 2014*

- Work with three IT companies implementing business IT solutions in Maltese companies
- Business Process Re-engineering

## **Financial Analyst Work**

*Business Analysis Contract work in the banking and insurance sectors June 2000 to Dec 2005*

- Project and contract work in financial modelling and insurance in the UK

## **Management Accounting Work**

*Accounting and Finance work in Blue Chip companies in the UK August 1993 to June 2000*

- Companies included The Boots Company, Bass, Rolls Royce, Securicor and Electrocomponents.

## **Personal and Voluntary Work Information**

As a disability activist I was the President of Breaking Limits, a DPO which is run by and on behalf of people with disability in Malta to improve inclusion and awareness of the issues that affect the disability sector. There are a lot of NGO's in the disability sector and one of the aims that Breaking Limits has it to increase co-operation between the NGOs, so that a united voice can be presented to the government.

I have been involved in advocacy work with politicians from all political parties in Malta, highlighting issues and building relationships with the aim of ensuring that when ministers consider policy they are aware of the effects that their policies may have on people with disability. I believe that discussion and reasoned argument is the best way to persuade politicians that proposals should be given due consideration.

In my work with Breaking Limits the improvement of inclusion for people with disability is very important and activities such as sports festivals, which I have been involved in organising, are a good way to both improve the inclusion of people with disability in society and raise awareness of the abilities that these people possess. As the members of Breaking Limits are volunteers it is essential that good teamwork prevails, as we have limited time and I feel in this respect I am a good team player as well as leader.

My career in finance has given me the ability to manage a budget very well as often this is essential to the final result of the project undertaken. I have been in charge of teams and financially in charge of corporate divisions to ensure the smooth running of the organisation within the constraints and objectives given. I am a good 'people person' and have always managed my teams very effectively.

I have extensive experience of managing projects, both within a team as part of an organisation and also when hired as a consultant to design and implement projects on behalf of an organisation.

## **General**

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I enjoy sailing, scuba diving (I hold the PADI Open Water certification), snorkelling and in the past have bred exotic stick insects and lizards. I like to travel and have spent time in Europe, Western and Southern Africa, South-East Asia, The Caribbean and the Canadian Rockies. I also enjoy listening to all kinds of music and making beaded jewellery.