



Janaina Tavares

Profile

Based in Brazil, I bring a deeply grounded understanding of Latin American humanitarian contexts and a lived Global South perspective that I believe is essential for inclusive and effective international governance. My experience working with Brazilian and regional civil society organisations has sharpened my awareness of the structural inequalities, localisation challenges, and community-driven approaches that shape humanitarian action across the region. This positioning allows me to bring voices and realities to the Board that are often underrepresented, strengthening the CHS Alliance's ability to deliver on its commitment to accountability and people-centred humanitarian response.

As a dedicated Human Resources executive with over 20 years of international experience, I have led People and Culture strategies across multiple countries and regions, guiding global remote and distributed teams through complex organisational challenges. A cornerstone of my work has been championing mental health and wellbeing as a strategic priority, not an afterthought. I have developed and implemented cross-cultural wellbeing approaches that recognise the diverse psychological, social, and cultural factors shaping people's experiences at work, and have partnered with global mental health organisations to embed evidence based practices into organisational culture. This expertise is particularly relevant to the CHS Alliance, where staff wellbeing and psychological safety are critical to sustaining effective humanitarian action.

As a strategic innovator and change leader, my unwavering commitment to diversity, equity, inclusion, and belonging underpins every initiative I lead. My track record in fostering positive, inclusive cultures and unlocking individual and collective potential aligns closely with the Alliance's commitment to accountability, dignity, and the well-being of the people it serves.

With a global outlook and a people-first approach, I am well-positioned to bring to the Board the strategic acumen and human insight needed to support the CHS Alliance in delivering on its mission.

Why is the CHS Alliance important to the sector?

For me, the CHS Alliance matters because it addresses something I have seen throughout my career — the gap between good intentions and real accountability. The Alliance holds organisations to a standard that puts affected people first, and it does so by also taking



seriously how those organisations treat their own people. That combination, external accountability and internal people practices, is incredibly powerful.

What motivates you to join the Alliance's Board?

I think of myself as a true world citizen. I was born in Brazil, have lived and worked in different parts of the world, and have spent over 20 years building People and Culture strategies across multiple countries and cultures. That journey has given me something I think is genuinely valuable for a Board like this, I can move fluidly between the Global South and the Global North, and I understand both worlds from the inside, not just from a distance.

What motivates me is precisely that perspective. I know what it feels like when global standards are designed without the realities of Latin America or the broader Global South in mind. And I know what best-in-class people practices look like in some of the world's most demanding environments. I want to bring both of those lenses to the CHS Alliance Board, to help shape a humanitarian system that is not only more accountable to the people it serves, but also more honest about the diversity of experience that needs to inform that accountability.