

Mónica Ducoing González

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My experience has focused on organizations that promote sustainable development and DEI. I have held leadership positions covering Mexico and Central America and worked on diverse programs with a focus of +10 Latin American countries.

Professional experience

Palladium: Make it Possible

CATALYZE APEP Partnerships and Program Manager

May 2024 – March 2025 (Terminated by USAID)

Responsible for designing program activities to address entrepreneur's growth, including access to capacity building and access to investments.

- Supervised the initiative's activities in 10 Latin American countries, sourcing for, evaluating and monitoring subcontractors and grantees.
- Reported to USAID offices and government counterparts
- Generated partnerships to position the program and to engage local incubators, accelerators, investment advisors and investors, particularly in countries with less developed ecosystems in Central America and Caribbean.
- Led MEL activities doing data analysis and recommendations for improvements for the program.

Pro Mujer

México Country Representative | June 2022 – May 2024

I supervised and coordinated the work of the local teams of financial services, education & entrepreneurship and health to align the work of the organization to the strategic priorities and the local context assuring a feminist perspective.

- Developed multi-annual strategic plans and annual operation plans
- Oversaw all grant-related projects ensuring KPIs were met and the budget execution according to the plan.
- Coordinated the operations and management team, supervising 26 people and provided guidance based on their position objectives, performance assessments and personal career goals.
- Searched for and developed fundraising opportunities.
- Developed partner relationships with local NGOs and community-based groups, local and federal government agencies, INGOs, DFIs, multi-laterals, investors, corporates, among others.
- Was the spokesperson for Pro Mujer at events, forums, meetings with donors, governments, partners and media.
- As a legal representative, managed the legal, financial, risk and administrative structure of the non profit organization

Sr. Project Manager | January 2022 – May 2022

In charge of coordinating the expansion of Pro Mujer to the Southeast of Mexico through 4 projects focused on economic empowerment and entrepreneurship. I developed a network of implementing and strategic partners including NGOs, universities, incubators, government entities and financiers.

Aspen Network of Development Entrepreneurs (ANDE)

Head of Central America and Mexico | January 2019 – December 2021

I coordinated the work of ANDE in all Central American countries and Mexico.

- Led regional strategy development, in collaboration with a Board of Directors that included diverse stakeholders such as universities, capacity developers, investors, among others.
- Program planning and implementation supervision
- Searched for and developed fundraising opportunities and partnerships to expand the work of the organization.
- Led research, working groups and trainings such as Ecosystem Maps, Impact Investing Landscape, Global Acceleration Learning initiative, among others.
- Team development in Mexico and Guatemala, including recruitment performance management, career development and coaching. Supervising 5 people.

- Represented ANDE at national and international events
- Served as an advisor to the Senior Management Team and global Board of Directors on the regional strategies, programmes, regional opportunities identified, team development among others.
- Administrative and legal management of the office.
- Member engagement activities

Central America and Mexico Program Coordinator | November 2017 – December, 2018

Managed +5 projects, including a learning labs on impact measurement with a gender focus, agriculture MSMEs and led research projects around impact investing.

Prometeo Sustentable

Co-Founder | September 2015 – December 2018

Gastromotiva

Communication and Events Coordinator | June 2016 – September 2017

Impact Hub Ciudad de México

Operations and Project Manager | March 2014 – May 2016

BBVA

CSR internship | September 2013 – March 2014

CarralSierra

Account Coordinator | October 2010 – June 2013

Education

Consejo Latinoamericano de Ciencias Sociales

Higher Diploma in Popular and Feminist Economies | 2024

Harvard Business School Online

Certificate Program, Power and influence for positive impact | 2024 – 2024

Art of Hosting: training in participatory leadership | 2016 and 2017

Escuela de Organización Industrial

International Master in Sustainable Development and Corporate Responsibility | 2012 – 2013

Universidad Iberoamericana

Bachelor's Degree in Communication | 2006 – 2010

Volunteering

KipTik, social enterprise | Consultant | Current

Central American Impact Investment Platform (GSG NAB) | Board of Directors | 2019 –2021

Fundación Origen | Social service | 2010

Competences

- Ability to generate connections and long-term and relationships
- Leadership
- Setting-up processes and systems
- Strategic thinking
- Assertive communication
- Conflict resolution
- Creativity
- Detail-oriented

Knowledge

- Advanced English
- Microsoft office
- Salesforce
- Asana