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President of *Ciudad Nuestra*, a Peruvian think-tank on public security and human rights. International consultant and member of the United Nations Experts Network on Security and Justice Reform and of the Latin America Working Group of the Interamerican Dialogue.

Minister and Vice Minister of the Interior between 2001 and 2003 when an ambitious effort to reform the Peruvian National Police was started. Has co-authored three books on this process with the sponsorship of the Open Society Institute and the Ford Foundation. President of the National Penitentiary Institute -responsible for managing the Peruvian prison system- (2001), Deputy-Ombudsman for Human Rights and the Disabled (1997-2000) and Executive Secretary of the Ad-hoc Commission tasked to revise over four thousand judicial rulings on terrorism (1996-9).

Human Rights Officer of the United Nations Centre for Human Rights in Geneva (1988-1989) and Political Officer in three peacekeeping missions in Central America (1990-4). In El Salvador was part of the team that facilitated the end of the civil war and supervised the implementation of the peace accords. His book on the Salvadoran peace process and the creation of a new civilian and democratic police force was sponsored by the US Institute of Peace and published by the Jesuit University in El Salvador in 1999. In Honduras headed the UN team (CIAV/UN) that, with UNHCR's support, repatriated more than 20,000 members of the National Resistance and their relatives back to Nicaragua. In Nicaragua was a member of the UN Mission (ONUVEN) that observed the presidential elections in early 1990.

Consultancy work for the Interamerican Development Bank, the United Nations Development Programme and the High Commissioner for Human Rights, the World Bank, the Andean Community, the Ford Foundation, the Open Society Institute, the *Instituto para la Seguridad y la Democracia* (Mexico) and the Swedish and Norwegian agencies for international development.

Ph.D. (1987) and M.Phil. (1984) in International Relations at Cambridge University and MA (1983) in Development Studies at East Anglia University. BA (1981) in Law, Catholic University, Lima.

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