Dr. Fanny Badache

ORCID: 0000-0002-7395-2163; Google Scholar

AREAS OF EXPERTISE

International organizations

United Nations, international civil service, peacekeeping, peacebuilding, international bureaucracies

Research methods

Qualitative methods (archives, interviews, content analysis), quantitative methods (statistical analysis), reflexivity, mixed methods

Public management and administration

Public policies, diversity, representation, human resources management

Geographical regions of expertise

Geneva, New York, Mali, Democratic Republic of the Congo

ACADEMIC POSITIONS

September 2025 – August 2027	Marie Sklodowska-Curie Postdoctoral Fellow Center for International Studies Sciences Po Paris (France)
February 2024 – August 2025	Teaching and Research Fellow in International Relations (Maître-assistante) Department of Political Science and International Relations University of Geneva (Switzerland)
March - June 2023	Visiting Fellow Department of Social and Political Sciences European University Institute (Italy)
January 2021 - January 2024	Postdoctoral researcher Centre on Conflict, Development and Peacebuilding Geneva Graduate Institute (Switzerland)
Sept 2018 - June 2019	Visiting Fellow Ralph Bunche Institute for International Studies City University of New York (United States of America)
Sept 2015 - June 2021	PhD candidate and teaching assistant Institute of Political Studies University of Lausanne (Switzerland)

EDUCATION

2021 PhD in Political Science

University of Lausanne

<u>Title:</u> Geographic Diversity within the United Nations Secretariat: Performance and Legitimacy in an International Bureaucracy (supervisors: Prof. Maggetti and Prof. Giauque) – Received the PhD prize from the Faculty of Political and Social Sciences

<u>Jury members</u>: Dr Rahel Kunz (University of Lausanne), Prof. Dr Michael Bauer (Speyer University) and Prof. Dr. Sandra Groeneveld (Leiden University)

2015 Master in Public Management

University of Geneva

2012 Bachelor in international relations

University of Geneva

Trainings and personal development workshops

2024 **Applied Regression Analysis: Models Specifications** – ECPR Methods School (5 days – online)

2022 **Media training** "Atelier d'écriture efficace" – Swiss National Science Foundation (1 day)

- Research budget: understanding and constructing them Ateliers Regard, University of Lausanne (1 day)
 - **Project management**: a toolbox for scientists Graduate campus, University of Lausanne (1,5 days)
- Introduction to STATA ECPR Winter school, Bamberg (Germany) (4 days)
 - Conference and seminar skills: presenting academic research in English Centre de langues, University of Lausanne
 - Kit de démarrage pour les nouveaux assistants Centre de soutien à l'enseignement, University of Lausanne
 - Scientific communication: Writing Titles and Abstracts for a Global Audience Conférence universitaire de Suisse Occidentale (CUSO) (7h)
 - Les entretiens en science politique Programme doctoral en Science Politique, Conférence universitaire de Suisse Occidentale (CUSO) (17h)
 - Research design Programme doctoral en Science Politique, Conférence universitaire de Suisse Occidentale (CUSO) (10h)

2015 **Développer, présenter, rédiger un projet de recherche** - Conférence universitaire de Suisse Occidentale (CUSO) (7h)

PUBLICATIONS

PEER-REVIEWED ARTICLES (8)

Hellmüller, Sara and **Badache, Fanny.** 2025 "Children of their Time: The Impact of World Politics on UN Peace Operations: Introduction to the Special Issue", *Contemporary Security Policy*, 46(2):177-196.

Salayme, Bilal; Hellmüller, Sara and **Fanny Badache**. 2025. "Following a Middle Way: How Rising Powers Navigate Sovereignty Debates in Peacebuilding?", *International Studies Quarterly*

Badache, Fanny & Leah R. Kimber. 2023. Anchoring International Organizations in Organizational Sociology. *Swiss Journal of Sociology*. 49(3): 9-19. doi: 10.2478/sjs-2023-0002

Badache Fanny, Hellmüller, Sara and Bilal Salayme. 2022. Conflict-manager or conflict-solver: What role for the UN in peacebuilding in a multipolar world order? *Contemporary Security Policy*. 45(4): 547-571. doi:10.1080/13523260.2022.2147334 (shortlisted for the 2023 Bernard Brodie prize)

Badache, Fanny. 2022. Unpacking the Bureaucratic Representation – Legitimacy Relationship in International Organizations: The Role of Elite Beliefs and Legitimation Practices. *Global Studies Quarterly*. 2(4). doi:10.1093/isagsq/ksac063

Dairon, Emilie & **Fanny Badache**. 2021. Understanding International Organizations' Headquarters as Ecosystems: The Case of Geneva. *Global Policy*. 12(S7): 24-33. doi: 10.1111/1758-5899.12956

Maertens, Lucile, Kimber, Leah, **Badache, Fanny** & Emilie Dairon. 2021. Time and Space in the Study of International Organizations. *Global Policy*. 12(S7): 5-13. doi: 10.1111/1758-5899.13022

Badache, Fanny. 2020. A Representative Bureaucracy Perspective on Workforce Composition in International Organizations: The Case of the United Nations Secretariat. *Public Administration*. 98(2): 392-407. doi: 10.1111/padm.12629

SPECIAL ISSUES (3)

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national Organizations in
iology 49(3) – With Leah
Space in the Study of
With Leah Kimber, Lucile
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BOOKS

Edited volume (2)

Badache, Fanny, Kimber, Leah & Lucile Maertens (Eds). 2023. *International Organizations and Research Methods: An Introduction*. Ann Harbor: University of Michigan Press (Open Access)

Oestreich, Joel & **Fanny Badache**. Edward Elgar Research Agenda on International Organizations: Key Concepts and Topics (signed contract with Edward Elgar)

CHAPTERS (5)

Badache, Fanny. forthcoming. "Promises and Challenges of Diversity Research in the Context of International Bureaucracies". *Edward Elgard Research Handbook on International Bureaucracies*, edited by Jarle Trondal.

Badache, Fanny. 2025. "Managing Diversity within International Organizations". *Routledge Handbook on International Organization*, edited by Bob Reinalada and Marieke Louis, 2nd Ed.

Badache, Fanny, Leah Kimber and Lucile Maertens. 2025. "International Organizations and Research Methods". *Routledge Handbook on International Organization*, edited by Bob Reinalada and Marieke Louis, 2nd Ed.

Badache, Fanny. 2023. "Navigating in the UN's Human Resources Statistics" in Badache, Fanny, Kimber, Leah & Lucile Maertens (Eds). *International Organizations and Research Methods: An Introduction*. Ann Harbor: University of Michigan Press.

Badache, Fanny, Kimber, Leah & Lucile Maertens. 2023. "Introduction: Rethinking Methods of Investigation and International Organizations" in Badache, Fanny, Kimber, Leah & Lucile Maertens (Eds). *International Organizations and Research Methods: An Introduction*, Ann Harbor: University of Michigan Press.

DATASET (1)

Badache, Fanny; Hellmüller, Sara; Salayme, Bilal, 2022, "United Nations Security Council peacerelated speeches (UNSCPeaS)". Harvard Dataverse, V1. https://doi.org/10.7910/DVN/0OROVZ,

BOOK REVIEWS (2)

Badache Fanny. 2021. Les langues du pouvoir. Le plurilinguisme dans l'administration fédérale. Kübler, Daniel; Kobelt, Emilienne et Roman Zwicky. Lausanne, Presses polytechniques et universitaires romandes (2020). *Swiss Political Science Review*. 27(3) doi:10/1111/spsr.12470

Badache, Fanny. 2016. Qu'est-ce-qu'une bonne representation? L'Organisation Internationale du Travail de 1919 à nos jours par Marieke Louis, *Politique étrangère*, 3.

CONTRIBUTIONS TO BLOGS (3)

Badache Fanny, Hellmüller, Sara and Bilal Salayme and Xiang-Yun Rosalind. "75th Anniversary of United Nations Peace Missions", Geneva Graduate Institute, 04.05.23, https://www.graduateinstitute.ch/communications/news/75th-anniversary-united-nations-peace-missions

Badache Fanny, Hellmüller, Sara and Bilal Salayme, "Back to the Future? UN Peacebuilding in a Multipolar World Order." Contemporary Security Policy, 28.11.2022.

Fanny Badache et Emilie Dairon, "Les sièges des organisations internationales. Un espace clé pour comprendre le multilatéralisme. Le cas de Genève". Journal du multilatéralisme, ISSN 2825-6107 [en ligne], 27.09.2022, https://observatoire-multilateralisme.fr/publications/les-sieges-des-organisations-internationales/

TEACHING EXPERIENCE

Primary instructor

Spring 2024 UN Peacekeeping in Changing World Politics (in English, master level)
University of Geneva

Approx. 9 students, 2h/week, 6 ECTS

Fall 2022 **Decisions and Public Policies** (in French, master level)

Swiss Graduate School of Public Administration (IDHEAP) - University of

Lausanne

47 students, 3h/week, 4,5 ECTS

Spring 2024 Seminaire d'encadrement du projet de recherche en politique internationale

8 students, 6 ECTS

Co-teaching

Since Spring 2024 Introduction to International Relations (in French, bachelor level)

University of Geneva Approx. 350 students,

8 hours/semester, 6 ECTS (peace and conflicts module)

Teaching Assistant

2015-2020 **Decisions and Public Policies** (in French, master level)

Swiss Graduate School of Public Administration (IDHEAP) - University of

Lausanne

40-50 students, 3h/week, 4,5 ECTS

Human Resources Management in Public Administrations (in French,

master level)

Swiss Graduate School of Public Administration (IDHEAP) - University of

Lausanne

40-50 students, 3h/week, 4,5 ECTS

Guest lectures

October 2022	"Temps et Espace au sein de la Genève internationale"	(in French, master
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level) - University of Lausanne (2h)

March 2022 "Les villes-siège des organisations internationales: un espace clé pour

comprendre le multilatéralisme. Le cas de Genève" (in French, master

level) - University of Lausanne (2h)

2016 to 2020 "Human Resources Management in International Organizations" (in

French, master level) – Swiss Graduate School of Public Administration –

University of Lausanne (2h/year)

2017 to 2020 "International Public Administrations" (in French, master level) – Swiss

Graduate School of Public Administration – University of Lausanne (2h/year)

Supervision of Phd students, master students and research assistants

Since 2024	Coordination of PhD students who teach
Since 2024	Master thesis supervision (4)
Since 2019	Four research assistants: Marie Holch (IHEID), Flavia Keller (IHEID),

Gaélane Wolf (Unige) et Céline Yousefai (Unil)

Since 2016 Participation to **master thesis committees**

- "Switzerland's OSCE activities during the Ukraine crisis: An analysis through the lens of soft power." University of Lausanne (2016)
- "The Motivation of Paid Staff in Non-Profit Organizations: A Case study of Initiatives of Change". University of Lausanne (2018)
- "Gender diversity in the United Nations System" University of Lausanne (2018)
- "Diversité dans le corps diplomatique suisse: une étude de cas" University of Lausanne (2020)
- "Le processus organisationnel de l'implémentation d'une politique publique lors de l'intervention d'un acteur intermédiaire: Cas de la Fondation Eduki" University of Lausanne (2020)

FUNDING, AWARDS & GRANTS

2025	Marie Sklodowska-Curie Postdoctoral fellowship (score 99,20%, budget: 242 000
	euros)
2024	Seal of Excellence - Marie Curie (score 90,20%)
2023	Open access grant- Swiss National Science Foundation
	(9'860 CHF)
2022	Flexibility Grant – Swiss National Science Foundation
	(approx. 40 000 CHF)
2021	Prize of the Faculty of Social and Political Sciences (University of Lausanne) for the
	best PhD dissertation
2018	• Doc. Mobility Fellowship – Swiss National Science Foundation
	(approx. 40 000 CHF)
	• Co-recipient of the subsidy Scientific Exchange (grant n°IZSEZ0 180928) for the
	organization of the conference RUN2018 - Swiss National Science Foundation (approx.

- organization of the conference RUN2018 Swiss National Science Foundation (approx. 19'600 CHF)

 Co-recipient of a subsidy from the **Fondation pour Genève** (6'000 CHF) for the
- organization of the conference RUN2018
- Co-recipient of a subsidy from the **Société Académique de Genève** (5'000 CHF) for the organization of the conference RUN2018

ORGANIZATION OF SCIENTIFIC EVENTS

International conferences and workshops (4)

- Co-convenor of the conference "UN Peace and Security Engagements in a Changing World order" (with Sara Hellmüller) ETH Zürich (6 June 2024)
- 2023 Co-convenor of the workshop "World Politics and United Nations Peace Missions" (with Sara Hellmüller) European Workshop in International Studies (EWIS) University of Amsterdam (12-14 July 2023)
- 2020 Co-chair of the section "21st century International Organizations: Power, Politics and Global Policy-Making" (with Steffen Eckhard) ECPR General conference (online)
- 2018 Co-organization of the international workshop *Researching the United Nations and Other International Organizations* (RUN 2018) (with Lucile Maertens, Emilie Dairon and Leah Kimber) University of Geneva
 - Budget: 70 000 CHF, 60+ participants, two plenary lectures, ten panels

Panels, sections and roundtables in international conferences (9)

- Book launch roundtable (with Lucile Maertens and Leah Kimber) Annual convention of the International Studies Association (ISA). Montreal. Canada
- Panel on "Shifts in the system of global governance and peace" Annual convention of the International Studies Association (online).
 - Co-chair of the section "21st century International Organizations: Power, Politics and Global Policy-Making" (with Steffen Eckhard) ECPR General conference (online)
 - Panel on "Research Methods to Study 21st century International Organizations". ECPR General Conference (online)
 - Panel on "Filling the Gap: International Organizations as Organizations". ECPR General conference (online)
 - Two panels on "Anchoring International Organizations in the Study of Organizational Sociology" (with Leah Kimber) Annual Congress of the Swiss Sociological Association. Geneva. Switzerland.
- 2020 Panel on "Research Methods to Study 21st century International Organizations". ECPR General Conference (online)
- 2019 Panel on "Time and Space in the Study of International Organizations" (with Lucile Maertens, Leah Kimber and Emilie Dairon). Annual convention of the International Studies Association. Toronto. Canada
- 2018 Roundtable "Le doctorat:pour qui, pourquoi et comment?". Young Scholars' Forum. Annual congress of the Swiss Political Science Association. Geneva.

ACADEMIC RESPONSIBILITIES

Leadership and representative positions

March 22 - March 24	Graduate Student Member of the Executive Committee of the International Organization section – International Studies Association (ISA)
2022 & 2023	Member of the Chadwick Alger Prize Committee – IO section – ISA
September 2016 - August 2018	Research Unit Coordinator – Laboratoire d'Anlayse de la Gouvernance et de l'Action Publique en Europe (LAGAPE) – University of Lausanne
October 2015 - August 2018	Representative of teaching assistants - Board of the teaching commission in political science of the Faculty of Political and Social Sciences – University of Lausanne

Peer review

Since 2019 **Referee** for the Review of International Organizations (3), Public Administration (1), International Review of Administrative Sciences (2), International Studies Quarterly (2), Global Policy (2), Global Governance (1), Global Studies Quarterly (1), Revue Internationale de Psychologie et de Gestion des Comportements Organisationnels (1), Regulation and Governance (2), Review of International Studies (1), Geopolitics (1), International

Peacekeeping (1), British Journal of Political Science and International Relations (1)

RESEARCH PROJECTS & FIELDWORK

Since 2021 **"A Child of its Time: The Impact of World Politics on Peacebuilding"** (led by Dr. Sara Hellmüller)

- <u>Aim of the project</u>: understanding the extent to which the shift from unipolarity to multipolarity impacts UN peacebuilding
- Qualitative content analysis of peace-related speeches delivered at the UN Security Council
- Case studies on the UN mission in Mali (MINUSMA) and in the Democratic Republic of the Congo (MONUSCO)

Since 2018 "International Organizations and Research Methods" (with Leah Kimber and Lucile Maertens)

- Aim of the project: bringing discussions on methods in the field of IO studies
- Co-organization of an international workshop on methods to study international organizations
- Systematic literature review of methods used in IO publications (since 1945)
- Publication of a handbook on IO research methods

2015-2021 "Geographical diversity at the United Nations Secretariat: Performance and Legitimacy in an International Bureaucracy" (PhD thesis)

- Aim of the project: understanding how staff diversity impacts the daily work of the UN Secretariat
- Analysis of human resources reports of the UN Secretariat
- Archival search at the Archives of the League of Nations in Geneva
- Semi-structured interviews in Geneva and New York with diplomats and UN staff

PARTICIPATION TO INTERNATIONAL CONFERENCES

Discussion and chairing positions (8)

Discussant of the panel "Peace processes and peacebuilding". Congress of the Swiss PoliticalScience Association. Basel. Switzerland.

- Discussant of the panel "The Covid-19 pandemic and the UN System". Annual congress of the Academic Council on the United Nations System (online)
 - Co-chair of the panel "Research Methods to Study 21st century International Organizations" (with Lucile Maertens). **ECPR General Conference** (online)
 - Chair of the panel on "Filling the Gap: International Organizations as Organizations". **ECPR** General conference
 - Co-chair of the panel "Anchoring International Organizations in the Study of Organizational Sociology" (with Leah Kimber) Annual Congress of the **Swiss Sociological Association**. Geneva.
- 2020 Co-chair of the panel "Research Methods to Study 21st century International Organizations" (with Lucile Maertens). **ECPR General Conference** (online)

- Discussant of the panel "Reinvigorating the research on the international civil service". 60th 2019 Annual convention of the International Studies Association (ISA). Toronto. Canada.
- 2018 Chair of the panel "The International Civil Service: What do we Know and What do we Know". ECPR General Conference. Hamburg. Germany

Speaker (3)

9-10/05/2024	Conference on "Legitimacy in International Relations" organized by Prof. Tobias Lenz.
	European University Institute.
6/12/2023	Annual conference of the Research Group on Multilateral Action (GRAM). Sciences
	Po Paris.
30/11/2023	Workshop on "Small states in International Organizations" organized by Prof. Sandra
	Lavenex and Ueli Staeger. University of Geneva
2019	Roundtable "Knowledge Without Limits? On Data, Archival Access, Copyright, and
	Global Commons in International Relations Research". ISA Annual
	Convention.
	Toronto. Canada.
2017	EPPA seminar on "Cultures, Diversity and Public
	Administration". KU Leuven. Belgium

Paper presentations (21)	
Sept 2023	MINUSMA in world politics. 6th Manchester Peace and Security Conference -
	University of Manchester.
Sept 2023	Global power shifts and peacekeeping. 6th Manchester Peace and Security
	Conference – University of Manchester.
Feb 2023	"Diversity in the Peacekeeping Bureaucracy". Congress of the Swiss Political Science
	Association. Basel. Switzerland
Feb 2023	International Organizations Research Methods: A Systematic Review (1945-2020)".
	Congress of the Swiss Political Science Association. Basel. Switzerland
March 2023	"Legitimation of UN's role in peacebuilding (1991-2020). Annual convention of the
	International Studies Association (online)
March 2022	International Organizations Research Methods: A Systematic Review (1945-2020).
	Annual convention of the International Studies Association (online)
May 2021	"Legitimation of UN peacebuilding in a changing world order (1991-2020)". ECPR
	Joint Session (online)
March 2021	"IO Legitimation Through Bureaucratic Representativeness: An Empirical Analysis".
	Annual convention of the International Studies Association (ISA) (online)
March 2021	"Staff Composition and Team Performance in International Bureaucracies: Navigating
	between Diversity and Homogeneity. Annual Conference of the Swiss Political Science
	Association (online)
Sept 2020	"Diversity Effects in International Public Administrations: A Perceptual Study".
	ECPR General Conference (online)
June 2020	"Reinvigorating the Research on the international civil service: State of the Art and
	Ways Forward". Annual meeting of the Academic Council of the United Nations
	System (online).
June 2020	"Diversity within the United Nations: Performance and Legitimacy in an International

Bureaucracy". Academic Council of the United Nations System (online).

Feb 2020	"Representative Bureaucracy and Perceived Legitimacy of International
	Organizations". Swiss Political Science Association. Luzern. Switzerland.
April 2019	"Representative Bureaucracy and Performance: Evidence of The Mediating Role of
	Diversity Effects". 75th Annual conference of the Midwest Political Science
	Association (MPSA). Chicago. United States.
March 2019	"The International Geneva as an Ecosystem: Reintroducing the Local Dimension in
	the Study of International Organizations". Annual convention of the International
	Studies Association. Toronto. Canada.
Sept 2018	"Diversity Management into Context: the case of the United Nations". PhD Symposium
	of the European Group for Public Administration (EGPA). Lausanne. Switzerland.
August 2018	"Nationality Diversity in the International Civil Service: Does it matter?". ECPR
	General Conference. Hamburg. Germany
August 2017	"Why the socio-demographic background of international civil servants matters: a
	preliminary analysis of the importance of UN bureaucrats' nationality". ECPR General
	conference. Oslo. Norway.
April 2017	"Passive Representation in the United Nations Secretariat: examining the patterns of
	nationality representation". 75 th Annual conference of the Midwest Political Sciences
	Association. Chicago. USA.
April 2016	"The UN Secretariat: a representative bureaucracy?". 20th Annual conference of the
	International Research Society for Public Management. Hong-Kong.
July 2015	"L'évaluation de la performance individuelle: un exemple de "bonne pratique" dans les
	organisations internationales. Congrès de l'Association Française de Science
	Politique. Aix-en-Provence. France.
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INVITED TALKS & OUTREACH

Invited talks (5)

2024	ETH Zurich. – Seminar series of the Center for Security Studies
2023	European University Institute. "Peacekeeping in a New World Order" – Europe in
	the World Seminar series of the Robert Schuman Centre.
	European University Institute. "Regulating the research-participant relationship" –
	Ethics review workshop organized by the Decolonizing EUI initiative.
2021	Universität Konstanz. "Promises and Challenges of Diversity Research in the
	Context of International Public Administrations" - Management and Public
	Administration Research Colloquium
	Università Bocconi "The "Performance Claim" of Geographical Representation in
	International Organizations: An Exploratory Analysis" – Seminar of the Department
	of Political and Social Sciences
2020	Sciences Po Paris. "Les méthodes de recherche et l'étude des organisations
	internationales" (with Leah Kimber et Lucile Maertens) – Seminar series of the
	Groupe de recherche sur l'Action Multilatérale (GRAM)

Dissemination and media interventions

- 2024 Contribution to the <u>exhibition of UN Peace Missions</u>. Podcast observatoire
- **Radio interview** in *Les échos de Vacarme* on "En mission pour la paix" Radio Television Suisse (RTS).

- Article "Les sièges des organisations internationales. Un espace clé pour comprendre le multilatéralisme. Le cas de Genève" (with Emilie Dairon). <u>Journal du multilatéralisme</u> ISSN 2825-6107 [en ligne], 27.09.2022
- Blog post "Back to the Future? UN Peacebuilding in a Multipolar World Order." (with Sara Hellmüller and Bilal Salayme) Contemporary Security Policy
- Interviews on "Singularité de "l'écosystème international genevois" and "Quand deux spécialistes des organisations internationales mobilisent la cartographie", Atelier de cartographie de Sciences Po Paris
 - Interview on "<u>Comment penser la diversité au sein des organisations internationales</u>", University of Lausanne

RESEARCH NETWORKS & PROFESSIONAL AFFILIATIONS

Since 2023	Member of the British International Studies Association
Since 2022	Member of the experts' network of the Observatoire du Multilatéralisme
Since 2018	Member of the International Studies Association (ISA), International Organization
	and Peace Studies sections
Since 2017	Member of the Midwest Political Science Association (MPSA)
Since 2020	Member of the Swiss Political Science Association (SPSA)
Since 2018	Member of the Academic Council on the United Nations System (ACUNS)
Since 2017	Member of the ECPR Standing Group on International Relations (SGIR)

CAREER BREAK & PART-TIME EMPLOYMENT

September 2021 – March 2022 Maternity leave

March 2022 – February 2024 Employment rate of 80%

July 24 – January 2025 Maternity leave

LANGUAGE & COMPUTER SKILLS

Languages

French mother tongue

English fluent

Spanishgood commandItaliangood command

Computer skills

Microsoft Office tools, FileMaker Pro, STATA, MAXQDA, Nvivo, R.