

# Juan Manuel Hernández-Agramonte Caballero

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## WORK EXPERIENCE

August 2023  
Until date

### INNOVATIONS FOR POVERTY ACTION

#### Senior Director of Embedded Labs Program

- Sets the strategic agenda and direction for the Embedded Labs Program in West and East Africa, Asia and Latin America; leading the development of frameworks and resources, and exploring areas of innovation.
- Generate global alliances and set up of learning communities around Embedded Labs and the institutionalizing the use of data and evidence by government agencies in the education sector. This includes managing the Evidence Lab Exchange which is composed by government Labs from 8 countries in the Global South.
- Leads IPA Embedded Labs Programs: Manages a portfolio of 24 Embedded Labs in 14 different countries, that aim to support the use of data and evidence by governments. Half of the portfolio are Education Labs.
- Provides technical input to Country Office worldwide, advising them in the development and implementation of Embedded Labs. This includes stakeholder mapping, use of data and evidence assessments, Lab design and institutionalization strategies, strengthening of data and MEL systems, policy driven evidence generation, supporting the use of evidence, among other activities.
- Internal PI with a focus on education. Recent achievements include:
  - Lead the evaluation (replication) of several education interventions in the region, one of them was scaled up by two governments (Paraguay and Panama).
  - Developed a research initiative to support several LAC Ministries of Education in the design and evaluation of policies to provide educational services during the COVID-19 pandemic.

February 2022  
August 2023

### INNOVATIONS FOR POVERTY ACTION

#### Regional Director for Latin America and the Caribbean (LAC)

- Leads IPA programs in the LAC region: Manages a budget of 7 to 11 million USD annually, approximately 140 full time staff, and a network of more than a 100 academics and partners.
- Sets the strategic agenda and direction for the LAC regional program seeking integration with global teams including global programs, research and policy, and enabling teams.
- Leads the growth of IPA research and policy portfolio in the region and maintains a strong business development pipeline (LAC has increased by 60% revenues in the region in 2022).
- Strengthens the operational presence across IPA's LAC Country Offices (COs), including the implementation of a new operational model for projects in countries outside IPA COs, and the development of tools to identify and mitigate risks.
- Provides supervision and mentoring to Country Directors in LAC and advises them in the strategic aspects of their role to deliver IPA mission (i.e., project development, compliance-office management, partner management, policy impact opportunities, local research agendas).
- Contributes to the Global Program Strategic Planning and leads/participates in the development of policies and Standard Operation Procedures with other global teams.

August 2020  
January 2022

### INNOVATIONS FOR POVERTY ACTION

#### Deputy Regional Director for Latin America and the Caribbean

- Supported the LAC Regional Director in managing the LAC program with a strong emphasis on business development and expansion of IPA geographical footprint
- Worked with the Regional Director on the opening of the IPA Mexico office.
- Led the generation and management of new projects in countries outside IPA Country Offices (i.e., Central America and the Caribbean).
- Piloted a new operational model for projects in countries outside IPA country offices that allowed to increase by US\$3 million the revenues in the region.

September 2016  
July 2020

### INNOVATIONS FOR POVERTY ACTION

#### Country Director Peru, Bolivia, and Paraguay (PBP)

- Led IPA PBP Country Office (CO): Managed a budget of 2 to 3 million USD annually, approximately 30 full time staff, and a network of more than 40 academics and partners.
- Set the IPA PBP strategic plan including the identification of local relevant research and policy agendas, development of projects and relationships, and the creation of balanced CO structures sustained through a strong business development pipeline.
- Oversaw and initiated high quality research including budgets, quality controls, staff supervision.
- Led PBP policy work including the development of a policy engagement plan, relations with

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- government/partners, policy dialogues and dissemination, development of new policy projects.
  - Ensured a sound operation of the IPA PBP office by overseeing a finance, operations, HR, and administrative team. Identified and deployed strategies to mitigate risk.

May 2015  
August 2016

## **INNOVATIONS FOR POVERTY ACTION**

### **Deputy Country Director Peru, Bolivia, and Paraguay (PBP)**

- Supported the PBP Country Director in managing the PBP Country Office (CO) with an emphasis on project development, policy engagements, and research supervision.
- Project development activities included: evaluation design (i.e., power calculations, randomization, policy plan), proposal writing, and contract negotiations with donors.
- Policy engagements included: engaging with new government partners, perform policy dialogues and dissemination activities (i.e., incubators, conferences, panels, workshops).
- Research supervision: supervise and mentor a team of 20 Research Managers and Associates.

Nov 2013  
May 2015

## **ABDUL LATIF JAMEEL POVERTY ACTION LAB**

### **Policy Manager Peru, Bolivia, Paraguay, and Colombia**

- Developed and implemented strategies for the promotion and institutionalization of the use and production of scientific evidence to inform policy: created an education laboratory to innovate education policy, drafted a law together with the Ministry of Finance to create an evaluation fund, analyzed the performance of the Commission model (i.e., Quipu Commission), designed and implemented evaluations incubators, participated and strengthened a national network of evaluation and monitoring.
- Built relationships with key partners in governments, NGOs, foundations, and multilateral aid agencies worldwide. Promoted the scale-up and replication of projects demonstrated effective.
- Catalyzed new randomized evaluation research by matching innovative projects in the region with academics.
- Designed and draft policy publications (background notes, briefcases, and bulletins) and outreach documents summarizing key academic studies.
- Delivered presentations and created memos for policy conferences and meetings; used (social) media to promote IPA and J-PAL brand.
- Led the project development efforts in the four countries by preparing and submitting proposals to donors.
- Developed strategies and tools to train IPA and J-PAL staff in conducting policy outreach.

March 2010  
Nov 2013

## **INNOVATIONS FOR POVERTY ACTION**

**Research Coordinator** "Targeting the Ultra Poor Graduation Program" (TUP) in two sites: Cusco, Peru and Gracias, Honduras. PIs: Dean Karlan et al. (March 2012 – November 2013)

**Research Associate** "Big Math Paraguay, evaluating the impact of early numeracy interactive radio instruction program" in the Cordillera Department, Paraguay. PI: Susan Parker et al. (March 2011 – February 2012)

**Consultant** "Evaluating the effectiveness of ICT and norm-based appeals in increasing recycling" in Piura, Peru. PIs: Dean Karlan et al. (March 2010 – September 2010)

- Tasks included: Supervision of a portfolio of three education evaluations; initiating operation in a new country (Paraguay); project and fieldwork management; development of survey and intervention plans; setting up a survey monitoring and supervision system; data collection, data management, and analysis; managing relationships with partners; presenting effectively research design and results to a variety of audience; project development.

Jul 2009  
Dec 2009

### **Researcher Consultant, International Labor Organization (ILO) in Santiago, Chile.**

- Lead researcher in the project "Enterprise labor strategies and social dialogue practices to face the financial crisis": research design, implementation, analysis, and results presentation.

Oct 2008  
Jun 2009

### **Project Manager, International Organization for Migrations (IOM) in La Paz, Bolivia.**

- Project manager and main author in the project Gender Mainstreaming Manual for Human Counter-Trafficking. Managing a team consisting of 6 gender and counter-trafficking experts. Designing and implementing three workshops aimed to: i. obtain data on human trafficking and gender, ii. develop tools on gender mainstreaming, and iii. creating a network with government institutions, Inter-governmental agencies and NGOs involved in counter-trafficking.

May 2008  
Sep 2008

### **Research Intern, UNICEF in Bihar, India**

- Researcher in the project Reach of governmental services (Employment, Health, Education, Nutrition and Water and Sanitation) to the Musahar population in Bihar state, India.
- Research design including different methods (PRA, Qualitative, Quantitative). Implementation and analysis. Presenting final results to policy makers and academics.

Previous experience includes (i) Research Assistant, Random socioeconomic and market studies in Madrid, Spain: and (ii) Research Assistant, Ada Byron Observatory for Digital Democracy and Internet Civil Rights in Madrid, Spain.

## EDUCATION

December 2007	<b>University of Amsterdam</b> Msc. International Development Studies Thesis title: <i>Organizing to survive. A study on the response of Social Movement Unionism to the decline of the garment industry in Manila, The Philippines.</i> Conducting research on garment industry lay-off workers survival strategies in Metro Manila.	Amsterdam, Netherlands
July 2004	<b>Utrecht University</b> - Erasmus Program	Utrecht, Netherlands
October 2005	<b>Complutense Madrid University</b> - Ba. Sociology	Madrid, Spain

<b>OTHER MERITS</b>	Presenter at TEDxTukuy, UCM Tuition Scholarship, UVA Stunt Scholarship, ISHSS field subsidy.
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<b>SKILLS</b>	Language: Spanish (native), English (fluent), French (basic). Advanced proficiency – Stata, MS-Office Suite; Intermediate proficiency - R, SPSS, SurveyCTO, Kobo, CPro, Blaise, LaTeX; Basic proficiency – Python, Zotero.
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## PUBLICATIONS

Academic	<ul style="list-style-type: none"> <li>Näslund-Hadley, E., Hernández-Agramonte, J., Santos, H., Albertos, C., Grigera, A., Hobbs, C., &amp; Álvarez, H. (2025). The effects of ethnomathematics education on student outcomes: The JADENKÄ program in the Ngäbe-Buglé comarca, Panama. <i>International Journal of Bilingual Education and Bilingualism</i>, 1–17. <a href="https://doi.org/10.1080/13670050.2024.2446987">https://doi.org/10.1080/13670050.2024.2446987</a></li> <li>Hernández-Agramonte, J. M., Namen, O., Näslund-Hadley, E., Biehl, María Loreto (2024). Supporting early childhood development remotely: Experimental evidence from SMS messages. <i>Journal of Development Economics</i>, Volume 166, <a href="https://doi.org/10.1016/j.jdeveco.2023.103201">https://doi.org/10.1016/j.jdeveco.2023.103201</a></li> <li>Hernández-Agramonte, J. M., Espinoza, K. H. (2023). MineduLab, the innovation laboratory for a cost-effective educational policy in Peru. In Bhanot, S., Sanders, M., O'Flaherty, S. (Ed.), <i>Behavioural Public Policy in a Global Context: Outside the Nudge Unit</i>. Springer Nature. <a href="https://doi.org/10.1007/978-3-031-31509-1_10">https://doi.org/10.1007/978-3-031-31509-1_10</a></li> <li>Dustan, A., Hernandez-Agramonte, J. M., Maldonado, S. (2023). Motivating bureaucrats with non-monetary incentives when state capacity is weak: evidence from large-scale field experiments in Peru. <i>Journal of Development Economics</i>, Volume 160, <a href="https://doi.org/10.1016/j.jdeveco.2022.102995">https://doi.org/10.1016/j.jdeveco.2022.102995</a>.</li> <li>Ajzenman, N., Becerra L., Hernández-Agramonte J. M., Lopez Boo, F., Perez Alfaro, M., Vásquez-Echeverría, A., Mateo Diaz, M. (2022). A behavioral intervention to increase preschool attendance in Uruguay. <i>Journal of Development Economics</i>, Volume 159, <a href="https://doi.org/10.1016/j.jdeveco.2022.102984">https://doi.org/10.1016/j.jdeveco.2022.102984</a>.</li> <li>Hernández-Agramonte, J. M., Näslund-Hadley, E., Parker, S. (forthcoming). Closing the Gender Gap in Early Mathematics Achievement: Evidence from Teachers Reminders. IDB Working Paper.</li> <li>Hernandez-Agramonte, J.M; Näslund-Hadley, E.; Parker, S. (2014). Fostering Early Math Understanding: Experimental Evidence from Paraguay. <i>Mercy College journal</i>. <a href="https://ger.mercy.edu/index.php/ger/article/view/53">https://ger.mercy.edu/index.php/ger/article/view/53</a></li> <li>Beerepoot, N., Hernández-Agramonte, J. Post-MFA Adjustment in the Philippine Garments Sector: Women's Cooperatives amid Manufacturing Decline. <i>Eur J Dev Res</i> 21, 362–376 (2009). <a href="https://doi.org/10.1057/ejdr.2009.10">https://doi.org/10.1057/ejdr.2009.10</a></li> <li>Beerepoot, N. &amp; Hernandez-Agramonte, J.M. (2009). Organizing to survive: The response of Social Movement Unionism to the decline of the Philippines garment industry. In: Novelli, M. &amp; Ferus-Comelo, A. <i>Globalisation, Knowledge and Labour. Education for Solidarity within Spaces of Resistance</i>.</li> </ul>
Policy papers and manuals	<ul style="list-style-type: none"> <li>Näslund-Hadley, E.; Hernández-Agramonte, J.M; Montaña, K. (2021). Imagining a Future that doesn't Exist. IDB education; January 2021.</li> <li>Näslund-Hadley, E.; Hernández-Agramonte, J.M; Montaña, K.; Biehl, L.; Alpizar, G.; Luna, U.; Méndez, C.; Ochoa, L; Maragall, J.; Osorio, B.; Thompson, J. (2020). Remote Early Childhood Services and mental health during the COVID-19 pandemic. IDB Education; November 2020.</li> <li>Näslund-Hadley, E.; Hernández-Agramonte, J.M; Osorio-Peña, B. (2020). Teaching Gransparents to Play: A support program to help Raise Grandchildren. IDB education; January 2020.</li> <li>Näslund-Hadley, E.; Hernández-Agramonte, J.M; Ochoa, L; Osorio-Peña, B.; Namen, O. (2020). 3,000 Teachers Share their COVID-19 Remote Learning Experiences. IDB Education 2020.</li> <li>Näslund-Hadley, E.; Hernández-Agramonte, Osorio-Peña, B (2020). 61,000 parents share how</li> </ul>

distress about distance education overpowers parental coping mechanisms in times of COVID-19. IDB Education 2020.

- Näslund-Hadley, E.; Hernández-Agramonte, Lisboa, C; Méndez, C.; Namen, O. (2020). 8,000 families Tell Us About the Socioemotional Toll of the COVID-19 Pandemic in Peru. IDB Education August 2020.
- Näslund-Hadley, E.; Hernández-Agramonte, J.M; (2020). Fighting the power of an image. IDB education; July 2021.
- Näslund-Hadley, E.; Hernández-Agramonte, J.M.; Martínez, E.; Loera Varela, Armando (2012). Leading the Way to Math and Science Success: Challenges and Triumphs in Paraguay. IDB education; October 2012.
- Näslund-Hadley, E.; Hernández-Agramonte, J.M.; Martínez, E.; Ludlow, C. (2012). The Making of Little Mathematicians: Fostering Early Math Understanding in Paraguay. Briefly noted. IDB Education 20; September 2012.
- Hernandez-Agramonte, J.M. & Sanchez, L. (2009). Manual para la Incorporación de la Perspectiva de Género en la Lucha contra la Trata de Personas. OIM Bolivia.
- Hernandez-Agramonte, J.M. (2008) Cooperativas de Trabajadoras Informales como Estrategia de Supervivencia. El Caso de la Industria Filipina. Observatorio Sociolaboral. Fundacion Sindical de Estudios 71; 7-8.
- Arias, P., Carrasco, M., Carrillo, O., Cuellar, L., Delgado, G., Espejo, L., Heredia, A., Hernández-Agramonte, J., Sims, W., Valderrama, M. (2025). Innovation from Within: Government Labs for Strengthening Public Policy. IPA. February 2025.
- <https://poverty-action.org/innovation-within-government-labs-strengthening-public-policy>
- Hernández-Agramonte, J.M. (2024). To Know the Road Ahead, Ask Those Coming Back | What We Learned from the Embedded Lab Cross-Country Learning Exchange. IPA; June 2024. <https://poverty-action.org/what-we-learned-embedded-lab-cross-country-learning-exchange>
- Condor, R., De Marco, S., Hernandez-Agramonte, J.M., Montaña, K., Tollette, J., (2021). Leveling the Playing Field: Addressing Diversity, Equity, and Inclusion (DEI) at IPA Peru.
- Hernández-Agramonte, J.M., Park, B., Cruz, M. J. G., Halili, E., (2019). Working from within Governments to Encourage Evidence-Informed Decision-Making.

Blogs