

Alexious M. Butler

Mission Director, USAID | Former Deputy Director, Haiti | Strategic Global Leader
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Summary:

International development executive with over 25 years of experience driving governance, economic growth, and resilience strategies across Africa, Latin America, Asia, and conflict zones worldwide. Proven track record of leading high-impact development portfolios exceeding \$300 million, building multi-sectoral partnerships, managing crisis response, and advocating for gender and social equity. Fluent in French; recognized as a top U.S. leader in national security and development.

Key Competencies:

- Regional Expertise: Latin America & Caribbean, Sub-Saharan Africa, Middle East
- Executive Leadership & Program Strategy
- Multilateral & Bilateral Partnerships
- Conflict & Post-Crisis Stabilization
- Economic Development & Governance Reform
- Public Sector Budget Management
- Gender Equity, Inclusion & Human Rights
- French Fluency | Cross-Cultural Communication

Experience:

United States Agency for International Development (USAID)

Mission Director, Guinea and Sierra Leone

July 2024 – September 2025

Key Responsibilities:

- Lead operations and program strategy for USAID's interventions in Guinea and Sierra Leone, ensuring alignment with both organizational goals and local development priorities.
- Manage multimillion-dollar budgets, ensuring the effective use of resources and compliance with both regulatory standards and best practices.
- Foster high-level partnerships with government officials, NGOs, private sector stakeholders, and other international organizations to implement development programs that drive economic, social, and environmental change.
- Oversee a diverse team, including hiring, professional development, and performance management, creating a collaborative and high-impact work culture.
- Develop systems for monitoring program impact and incorporating lessons learned into future strategic plans.

Senior Development Advisor, US Central Command (CENTCOM)

June 2022 – May 2024

Key Responsibilities:

- Provided strategic advice to senior military leadership on development and humanitarian initiatives across the Middle East and Central Asia.
- Managed a team of development professionals, guiding their work on complex regional challenges and ensuring the integration of development solutions into military operations.
- Coordinated joint projects between the Department of Defense (DOD) and USAID to leverage resources and expertise for maximum impact in conflict zones and fragile states.
- Delivered high-level briefings to senior leadership, advocating for development priorities and showcasing program outcomes.

Deputy Assistant Administrator, Resilience and Food Security Bureau

October 2021 – June 2022

Key Responsibilities:

- Represented USAID on global food security and resilience initiatives, speaking at domestic and international events and leading cross-agency coordination efforts.
- Directed key offices managing a portfolio of programs aimed at improving food security and strengthening resilience in vulnerable communities.
- Led interagency collaborations, including a high-priority response to African Swine Fever, managing stakeholder engagement with key agencies like the USDA, NSC, and State Department.
- Provided leadership in advancing Diversity, Equity, Inclusion, and Accessibility goals across bureau initiatives.

Development Diplomat in Residence, South (Atlanta, GA)

July 2020 – October 2021

Key Responsibilities:

- Developed innovative partnerships with community colleges, Minority Serving Institutions (MSIs) and Historically Black Colleges and Universities (HBCUs) to expand international development opportunities and increase access to employment within USAID's workforce.
- Promoted USAID's mission and programs through outreach efforts in the southeastern U.S., increasing awareness of development opportunities and building relationships with academic and professional organizations.
- Led the creation of USAID's first-ever conference for HBCU students, fostering future leaders in international development.

Deputy Mission Director, Haiti

July 2017 – July 2019

Key Responsibilities:

- Managed a \$300M development portfolio in Haiti, managing a team of 112 staff members across multiple sectors, including food security, economic growth, and governance.
- Acted as the Mission Director during critical periods, overseeing programmatic responses to natural disasters and political crises, ensuring continuity of operations under challenging circumstances.
- Guided the development of key partnerships with government, international organizations, and local NGOs to drive sustainable development outcomes.

Supervisory Democracy and Governance Officer
Haiti, South Sudan, Bangladesh, Iraq, Afghanistan (2007 – 2017)

Key Responsibilities:

- Led multi-functional teams working on governance reform, elections support, and democracy-building initiatives in high-stakes, politically sensitive environments.
- Developed and managed complex programs addressing local and national governance issues, human rights, anti-corruption, and political empowerment.
- Built and maintained strategic relationships with government officials, international organizations, and local civil society to implement long-term policy and institutional reforms.
- Led efforts to redesign programs during crises to respond to emerging challenges, ensuring program effectiveness despite rapidly changing political and social contexts.

Democracy and Governance Specialist, Africa Bureau
July 2006 – February 2007

Key Responsibilities:

- Provided technical assistance to USAID missions across sub-Saharan Africa, focusing on governance issues such as decentralization, anti-corruption, and human rights.
- Monitored and evaluated ongoing programs, advising senior leadership on improvements and adjustments needed to achieve sustainable development outcomes.

National Democratic Institute for International Affairs

Resident Representative, Uganda Field Office

May 2005 – July 2006

Key Responsibilities:

- Managed the administrative and programmatic oversight of NDI field office in Kampala, Uganda.
- Designed and implemented all aspects of parliamentary program in Uganda and served as primary point of contact for governmental officials in Uganda.
- Represented NDI at all official international and governmental functions in Uganda.
- Provided senior level support to women's political participation program as well as domestic election monitoring and GOTV programs.
- Traveled throughout the country to implement programs as well as to support program monitoring efforts.
- Co-creator of "Women's Campaign Training Manual" utilized throughout the country to train women running for office in the February 2006 elections.
- Maintained collaborative relationships with international democratic development organizations, civic organizations in the U.S. and the Southern and East Africa region, NDI's network of volunteer trainers and experts and briefed political, civic and business leaders, donor organizations and members of the international community about NDI activities.
- Provided financial management and budgetary oversight for programs in Uganda.

Resident Senior Program Officer, Kenya Field Office

March 2004 – May 2005

Key Responsibilities:

- Contributed to the management, planning, design, implementation and evaluation of NDI's democratic development programs on increasing women's political participation and political party capacity building in Kenya.
- Managed, designed and implemented all aspects of NDI's parliamentary caucus strengthening program in Uganda and serves as primary point of contact for NDI partners in Uganda.
- Provided financial management and budgetary oversight of programs in Kenya and Uganda.
- Monitored performance and evaluated the results of current projects in Kenya and Uganda and drafted and edited monthly reports on NDI activities for the headquarters office.
- Participated in a political assessment mission to Tanzania and contributed to drafting the assessment report.
- Co-designed and participated in Sudanese women's civil society training workshops in Khartoum, Sudan.

Senior Program Officer, Southern and East Africa Program, Washington, DC

November 2003 – February 2004

Key responsibilities:

- Developed proposals for democratic development programs in Kenya, Uganda, Sudan and Tanzania.
- Monitored the implementation of those programs through interactions with field staff and partners on the ground.
- Identified international trainers and volunteers to serve as resource persons for field programs.
- Served as primary point of contact for NDI programs in Kenya, Uganda, Sudan, Southern Sudan (now South Sudan) and Tanzania.
- Drafted NDI publications, quarterly and final reports as well as memoranda for NDI board members.
- Traveled to Sudan, Kenya and Uganda to lead implementation of political party development programs and assess new program opportunities.

National Endowment for Democracy

Program Officer, Africa Program

April 2002 – October 2003

Key Responsibilities:

- Reviewed and assessed funding proposals from civil society organizations in East and Southern Africa, in addition to Nigeria and Niger.
- Conducted field visits to gauge current political climate and validity of grantee activities.
- Worked with program staff to identify program priorities and key issues in specific countries on which to focus programs as political and social conditions changed in the region.
- Prepared reports for quarterly board meetings on regional political developments and their relevance to the proposed grantee activities.
- Monitored and reviewed grants in the sub-region and developed recommendations to grantees on implementation of their programs.

The Carter Center

Graduate Research Assistant, Conflict Resolution Program

September 2001 – April 2002

Key Responsibilities:

- Researched and prepared weekly reports on current issues affecting the Uganda political and economic development spectrum.
- Participated in month-long grassroots peace-building consultation workshops in northern Uganda.
- Conducted field interviews with northern Ugandans regarding the ongoing conflict.
- Prepared initial drafts of field reports and proposals to donors.
- Coordinated meeting logistics for field consultations.
- Provided administrative support to program officers and field representatives.
- Managed Uganda organizational database and distributed information to relevant parties in the field and throughout the organization.

Graduate Research Assistant, Global Development Initiative

January 2000 – August 2000

Key Responsibilities:

- Researched political and economic developments in Albania, Guyana and Mali.
- Coordinated appointments and served as rapporteur for a two-week assessment mission to Albania.
- Assisted with the set-up of the Albania field office.
- Distributed information to partner organizations, relevant parties in the field and throughout the organization.

The Coca-Cola Company

Marketing & Public Relations Manager

July 1998 – July 2000

Key Responsibilities:

- Established and maintained relationships with local and regional media to promote Company initiatives.
- Developed marketing campaigns to increase consumer awareness of the initiatives.
- Wrote and distributed media and marketing materials.
- Managed \$750,000 marketing budget.
- Prepared monthly and quarterly reports on programmatic activities and budget status.

Roy Communications

Client Services Manager

August 1996 – June 1998

Key Responsibilities:

- Managed the agency's client relationships including outreach, reporting and new business development.
- Monitored communications project budgets and associated costs.
- Designed and oversaw the implementation of communications projects.
- Met with clients on a regular basis to ensure their needs were being met.
- Edited all media materials and client communications before distribution.

Burson-Marsteller***Civic Education Specialist, Kampala, Uganda***

July 1995 – July 1996

Key Responsibilities:

- Served as the point person for local and international media as part of a civic education campaign for a World Bank-financed privatization program.
- Developed and implemented an educational program for local media on the privatization process.
- Coordinated with local NGOs to prepare and distribute civic educational materials to their constituencies about privatization.
- Served as the primary financial and administrative coordinator for the six-person staff.
- Prepared monthly financial and narrative reports on program activities.

Account Executive, Constituency Relations, Washington, DC

August 1994 – June 1995

Key Responsibilities:

- Developed public relations and constituency outreach strategies for clients on minority health care issues.
- Identified NGOs that could partner with clients on public education campaigns.
- Designed and implemented public education activities to increase awareness of client products.
- Wrote press releases, media advisories and white papers as part of the client media outreach and education strategy.
- Developed media strategy for client campaigns and activities.
- Participated in interview and media training programs for client staff and representatives
- Represented clients at relevant Congressional briefings and partner meetings.
- Identified and supported sponsorship opportunities to support client objectives.

Education

- Master of Strategic Studies, US Army War College, 2020
- Master of Science, International Affairs Sam Nunn School of International Affairs Georgia Institute of Technology, 2002
- Bachelor of Arts, Political Science and Certificate, Women's Studies, Duke University, 1994

Other Training

Federal Executive Institute – Adaptive Leadership, 2018

Federal Executive Institute – Intermediate Leadership Training, 2016

Federal Executive Institute – Emerging Leaders Training, 2011

“Conflict Resolution and Mediation” Course, Summer 2001

Institute for International Mediation and Conflict Resolution

The Hague, Netherlands

“Comparative International Tort Law,” Summer 1994

New College, Oxford University

Oxford, England

Languages

English, native speaker

French, fluent (3 speaking, 3 writing)

Publications and Speaking Engagements

"Can Refugees Help?" *Foreign Policy Magazine*, May/June 2003

"Campaign Training Manual for Women," NDI-Uganda, September 2006

"Did We Miss the Golden Hour? Foreign Assistance and the Collapse of Afghanistan," *GNSI Policy Brief*, November 2024

Frequent guest lecturer on international development, women peace and security, post-conflict stabilization and political transitions

Affiliations

Women of Color Advancing Peace and Security

Black Professionals in International Affairs

American Foreign Service Association

Non-resident fellow, Global National Security Initiative, University of South Florida

U-VOL Foundation, Board member 2022-2024

Awards and Recognitions

Top 50 under 50 Leaders in National Security, Center for Strategic and International Studies, 2022

Distinguished Alumni Award, Georgia Institute of Technology, 2022

Superior and Meritorious Honor Award, USAID (multiple)