

CURRICULUM VITAE

Stephen Jeremy GOSSAGE

Date of birth: 3 April 1950: UK.

Nationality: British

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EDUCATION:

M.Sc. (Distinction) Geographic Information Systems (GIS). City University, London, U.K. (2009).

P.Grad. Diploma: GIS and Environment. Manchester Metropolitan University, U.K. (2006).

M.Sc. Soil and Water (Agricultural) Engineering. Cranfield University, U.K. (1977).

B.A. (Hons) Engineering Science. Cambridge University, U.K. (1972).

LANGUAGE SKILLS: (1 Excellent to 5 Basic)

	<i>Reading</i>	<i>Speaking</i>	<i>Writing</i>
English (mother tongue)	1	1	1
French	3	3	4
Swahili	4	4	5
Bemba (Zambia)	4	4	4

MEMBERSHIP OF PROFESSIONAL BODIES:

- Member, Institution of Agricultural Engineers (Chartered Engineer and Chartered Environmentalist).
- Member, Association for Geographic Information.
- Member, Development Studies Association.
- Member, Tropical Agriculture Association.
- Member, World Association of Soil and Water Conservation.

COUNTRY EXPERIENCE:

Burkina Faso, Cambodia, Cameroon, China, Djibouti, Ethiopia, France, Ghana, Kenya, Malawi, Mali, Myanmar, Rwanda, South Africa, Sudan, Tanzania, Thailand, Tunisia, Uganda, UK, Vietnam, Zambia, Zanzibar, Zimbabwe.

KEY SKILLS AREAS:

- **Monitoring and evaluation (M&E), evaluation and information management** in project, programme and institutional contexts: Project / programme logic models, needs analysis, M&E systems design, DCED Standard for result measurement, surveys, evaluations, manuals, management information systems, environmental information systems, geographic information systems.
- **Land and natural resources for agricultural and rural development:** Natural resources planning and management, geographic information systems, environmental data management, sustainable land management, land use, land tenure / reform, land use planning, watersheds, environment, land degradation, soil and water conservation, conservation agriculture, community and social forestry, agroforestry, farming systems, farm planning, district planning, marketing, small-scale irrigation, land settlement.
- **Programme / project design and implementation:** Logical framework analysis and design, project cycle management, sustainable livelihoods, participatory approaches.
- **Training and capacity development:** Institutional and capacity development, development of training programmes and manuals, training of trainers.

WORKING EXPERIENCE SUMMARY

- Over **thirty years** international experience with environmental, natural resources, agriculture and rural development in sub-Saharan Africa and South East Asia.
- **Short and long term** assignments within government and the private sector, and for or with programmes / projects supported by EU, DFID, Danida, SIDA, Finnida, the World Bank, the Asian Development Bank, the African Development Bank, the Overseas Development Institute and various consulting companies.
- Has frequently worked across **different fields** and in **multidisciplinary teams**. Was **team leader** for three long-term projects and several short assignments. Has worked from **village to national level** and, in so doing, has developed a sound appreciation and understanding of the social, cultural and economic aspects of life from these different perspectives.

PROFESSIONAL EXPERIENCE

Short term assignments

Evaluation of programs and projects financed by the Livelihood and Food Security Trust Fund (LIFT), Myanmar

Dates: 6 months in 5 inputs: Feb / Mar, Mar / Apr, Jun / Jul, Aug / Sep 2015, Apr 2016.

Location: **Myanmar**

Company: United Nations Office for Project Services (UNOPS)
(Harald Kreuzscher: HaraldK@unops.org).

Position: **Evaluation Specialist (Retainer Contract)**

Description: A retainer contract for evaluation of different programmes / projects financed by the Livelihood and Food Security Trust Fund (LIFT): a multi-donor trust fund supported by Australia, Denmark, the EU, France, Ireland, the Netherlands, New Zealand, Sweden, Switzerland, the UK and the USA.

- Final evaluation of the “Strengthening capacities and market opportunities for locally promising energy-saving stoves and quality tree saplings in Delta”, Myanmar.
- Mid Term Review of the "Tat Lan Sustainable Food Security and Livelihoods Programme" in Rakhine State, Myanmar.
- Final evaluation of two IRRI projects on “Improving livelihoods of rice households in the Delta” and “Reducing risks and improving livelihoods in rice environments”.
- Final evaluation of World Food Program (WFP) “Improved Food Security and Market Price Information System in Myanmar” project.
- Final evaluation of “Leveraging Essential Nutrition Actions to Reduce Malnutrition” (LEARN) project.

Capacity Building and M&E Specialist for Eastern Nile Watershed Management Project in Sudan (World Bank, GEF, MFA Finland and Govnt of Sudan)

Dates: 3 ½ months: in 2 inputs from May to Jun and Oct to Dec 2015.

Location: **Sudan**

Company: Niras Finland Oy, Finland (Mikaela.Kruskopf@niras.fi)

Position: **Capacity Building and M&E Specialist (International)**

Description: Support development and implementation of exit strategy, impact studies, policy workshops, exit workshops, M&E, documentation and dissemination and project completion report.

End of project evaluation / Project Completion Report for “Land Allocation for Social and Economic Development” Project (LASED) (World Bank, GIZ, Govnt of Cambodia)

Dates: 1 ½ months from November to December 2014.

Location: **Cambodia**

Company: National Committee for Sub-national Democratic Development, Ministry of Interior
(pcheam@ncdd.gov.kh)

Position: **Consultant: Final evaluation / Project Completion Report**

Description: Final evaluation and Project Completion Report for LASED Project (USD 13 million) supporting settlement of landless and land-poor households on “Social Land Concessions”: under Ministry of Land Management, Urban Planning and Constructions and the NCDD. .

M&E Support for the “Inland Water Resources management Programme” (INWRMP) of the Intergovernmental Authority on Development (IGAD) (EC and IGAD)

Dates: 20 days, October / November 2014..

Location: **Djibouti**

Company: MWH SA/NV, Belgium (Laurent.DeBlock@mwhglobal.com).

Position: **Monitoring and evaluation specialist (short Term TA)**

Description: Develop (1) M&E framework, assessment strategy and Programme Completion Report outline to support final programme evaluation and PCR preparation; and (2) logframe and Project Document outline for the proposed IGAD “Water Unit”.

M&E / MRM system design, Manual and establishment for the UNNATI Inclusive Growth Programme in Nepal (Danida).

Dates: 3 months in 2 inputs: June / July and Aug / Sep 2014.

Location: **Nepal, Eastern Development Region.**

Company: ORGUT Consulting AB, Sweden

Position: **Monitoring and evaluation specialist (short Term TA)**

Description: M&E / Monitoring and Results Measurement (DCED-compliant) system design, Manual, training and establishment support for the "UNNATI" value-chain-based Inclusive Growth Programme in the Eastern Development Region in Nepal (USD 70 m.).

M&E Guidelines and training for Inter-Governmental Authority on Development (IGAD and MFA Finland)

Dates: 2 months in 3 inputs: April / May 2012, May 2013, April / May 2014..

Location: **Djibouti and Addis Ababa**

Company: Niras Finland Oy, Finland

Position: **Monitoring and evaluation specialist (short Term TA)**

Description:

- Development of "M&E Guidelines for IGAD projects and programmes", with supporting staff training workshop: Team Leader of a team of two (April / May 2012).
- Staff training course in M&E in Djibouti in May 2013.
- Staff training courses in Addis in (1) M&E and (2) Evaluation, in May 2014.

Mid-Term Review of 8 Programmes of the Mekong River Commission (MRC).

Dates: 2 ½ months from Dec 2013 to March 2014.

Location: **Cambodia, Thailand and Laos**

Company: FINNMAP International Oy.

Position: **Team Leader (Team 2) and Organisational Development Expert**

Description: Team Leader for one of two teams carrying out the mid-term reviews of 8 MRC Programmes. Team 2 focused on (i) Fisheries, (ii) Information and Knowledge Management, and (iii) Flood Management and Mitigation Programmes.

Lessons Learned and Project Completion Reports for the Tonle Sap Technology Demonstrations for Performance Enhancement (TS-TSTD) in Cambodia (ADB, MFA Finland, Korea e-Asia and Knowledge Partnership Fund and Govnt of Cambodia)

Dates: 2½ months in 2 inputs: Feb / Mar 2013 and Jul / Aug 2013.

Location: **Cambodia**

Company: Niras International Cambodia / Denmark

Position: **International Lessons Learned Expert**

Description: Support for project completion ("exit strategy"), lessons learned and Project Completion Report.

M&E system design and establishment for the Programme for Agriculture and Livelihoods in Western Communities (PALWECO) (MFA Finland and Govnt of Kenya).

Dates: 3 months in 2 inputs: Aug/Sep 2012, and Apr/May 2013.

Location: **Busia, Kenya**

Company: Niras Finland Oy, Finland

Position: **Monitoring and evaluation specialist (short Term TA)**

Description: M&E system design, training and establishment for the "Programme for Agriculture and Livelihoods in Western Communities" (PALWECO) in Kenya.

Capacity Building and Training Coordinator for Eastern Nile Watershed Management Project in Sudan (World Bank, GEF, MFA Finland and Govnt of Sudan)

Dates: 6 months in 3 inputs: May/June 2011, Oct/Nov/Dec 2011 and Jan/Feb 2013.

Location: **Sudan**

Company: Niras Finland Oy, Finland

Position: **Capacity Building and Training Coordinator**

Description: Capacity building and training needs assessment, strategy development, planning and tools development. Training in community watershed planning and GIS, soil and water conservation, work planning and budgeting, Results-Based Management, etc. Develop community watershed planning guidelines.

Interim Review of the Livelihoods and Food Security Trust Fund (LIFT)

Dates: 1 month from September to October 2012

Location: **Myanmar**

Company: Niras International Cambodia / Denmark

Position: **Evaluation Team Leader**

Description: Team Leader of team of 5 carrying out the "Interim Review" of the LIFT multi-donor Trust Fund for Myanmar.

M&E system, Manual, project evaluation and training for the Energy and Environment Partnership for the Mekong Region (EEP-Mekong: MFA Finland and Nordic Development Fund)

Dates: 4 ½ months in 3 inputs: Jun/Jul/Aug 2010, Feb/Mar 2012 and Jun/Jul 2012.
Location: **Thailand, Cambodia, Laos, and Vietnam**
Company: Niras Finland Oy, Finland
Position: **Monitoring and Evaluation Specialist**
Description: **Mission 1:** Revise the logframe and Programme Document, and develop M&E system and guidelines.
Mission 2: Evaluation of the 33 “Partnership Projects” in Cambodia, Laos, Vietnam and Thailand and make recommendations for the next phase of EEP.
Mission 3: Training and support for improved project concept formulation, design, project document preparation, monitoring and reporting.

Third major evaluation of the Trust Fund for Forests (TFF), Vietnam (Governments of Finland, Switzerland and Vietnam)

Dates: 1 month from September to October 2011.
Location: **Vietnam**
Company: Niras Finland Oy, Finland
Position: **Monitoring and Evaluation Specialist / Team Leader**
Description: Evaluation of the TFF at 1 ½ years before completion of the financing agreement in order to assess progress and guide the way forward. Team of two internationals and two nationals.

M&E system and Guidelines for the National Forestry Programme in Cambodia (Danida)

Dates: 1 month from July to August 2011.
Location: **Cambodia**
Company: Niras International Consulting
Position: **Monitoring and Evaluation Specialist**
Description: Support the Forestry Administration to develop a monitoring and evaluation system for the National Forest Programme (2010-2029), including M&E guidelines.

M&E Framework for Lindi and Mtwara Agri-Business Support (LIMAS) project in Tanzania (MFA Finland and Govnt of Tanzania)

Dates: 1 month from February to March 2011.
Location: **Tanzania**
Company: Niras Finland Oy, Finland
Position: **Monitoring and Evaluation Specialist**
Description: Revise the logical framework and develop the M&E framework and Guidelines for the LIMAS project. LIMAS aims to develop agri-business and commercial village-based forestry in the Lindi and Mtwara Regions in south east Tanzania.

End of project evaluation / Project Completion Report for “Rural Investment and Local Governance Project” (RILGP) (World Bank, UNDP, Govnt of Cambodia)

Dates: 2 months from October to December 2010.
Location: **Cambodia**
Company: National Committee for Sub-national Democratic Development, Ministry of Interior.
Position: **Consultant: Final evaluation / Project Completion Report**
Description: Final evaluation and Project Completion Report for RILGP (USD 190 million) supporting decentralised implementation of rural infrastructure and local governance.

Results-based refocusing for the “Environment Management Act Implementation Support Programme” (EMA-ISP) (Governments of Tanzania and Denmark)

Dates: 1 ½ months from September to October 2010.
Location: **Tanzania**
Company: Niras A/S, Denmark
Position: **International Results-Based Management Process Consultant**
Description: Develop a results-based framework, action plans and exit strategy for the ongoing “EMA-ISP” programme, and build capacity in results-based management. The EMA-ISP aims to support the operationalisation of the Environmental Management Act in Tanzania.

Programme Completion Report for the “Sida-Amhara Rural Development Program” (SARDP) (Governments of Ethiopia and Sweden)

Dates: 2 weeks in June 2010.
Location: **Ethiopia**
Company: Orgut Consulting AB, Sweden
Position: **Consultant: Programme Consolidated Performance / Completion Report**
Description: Support the project with the final preparation of the Programme Consolidated Performance / Completion Report for phase III. The Sida-Amhara Rural Development Programme, started with Phase I in 1997 and worked in two Zones in Amhara National Regional State.

M&E design and manual for the “Sustainable Management of Land and Environment” (SMOLE) Phase II (MFA Finland and Govnt of Zanzibar)

Dates: 1 ½ months from May to June 2010.
Location: **Zanzibar, Tanzania**
Company: Niras Finland Oy, Finland
Position: **Monitoring and Evaluation Specialist**
Description: Develop M&E system and M&E Manual for the SMOLE programme in line with government and departmental M&E. Develop plan for strengthening government / Departmental M&E for the SMOLE implementing Departments dealing with lands, environment and forestry.

Final evaluation of the “Support to the Implementation of the Malawi Land Reform Programme” (SLRP) (EU and Govnt of Malawi)

Dates: 1 month from September to October 2009.
Location: **Malawi**
Company: Niras Denmark A/S, Denmark
Position: **Capacity building expert in land and natural resources management**
Description: Final evaluation of the EC funded “Support to the Implementation of the Malawi Land Reform Programme”.

Impact assessment and Programme Completion Report, “Quang Tri Rural Development Programme” (QTRDP) (MFA, Finland and Govnt of Vietnam)

Dates: 4 months from March to July 2009.
Location: **Vietnam**
Company: Niras Finland Oy, Finland
Position: **Consultant: Impact assessment and Programme Completion Report.**
Description: Impact assessment (input 1) and preparation of Programme Completion Report (input 2) for Phase III of the Quang Tri Rural Development Programme.

M&E system and Guidelines for the “Small Enterprise Development Agency” (SEDA) (Finland and South Africa)

Dates: 4 months in 3 inputs: April/May 07, Aug/Sept 07, Jan/Feb 09.
Location: **South Africa**
Company: Niras Finland Oy, Finland
Position: **Monitoring and Evaluation Specialist**
Description: Support development of a comprehensive monitoring and evaluation system and Guidelines for the Small Enterprise Development Agency in South Africa.

M&E / Project Performance Monitoring System and Guidelines, “Sanjiang Plain Wetlands Protection Project” (SPWPP) (ADB, Govnt of China and GEF)

Dates: 5 months in 4 inputs: Jun/Jul 07, Sep/Nov 07, Jan/Feb 08, Oct 08.
Location: **P.R. China**
Company: Landell-Mills, U.K.
Position: **Monitoring and Evaluation Specialist**
Description: Development of Project Performance Monitoring System (PPMS) and Guidelines, including environmental / compliance monitoring. Covered nature reserves and afforestation areas.

Impact assessment, “Sida-Amhara Rural Development Program”(SARDP) (Governments of Ethiopia and Sweden)

Dates: 1 month from May to September 2008 in two parts.
Location: **Ethiopia**
Company: Orgut Consulting AB, Sweden
Position: **Consultant: Impact Assessment**
Description: Impact assessment study of Sida-Amhara Rural Development Programme, started in 1997 and working in two Zones in Amhara National Regional State.

Support land, environment and management information systems and M&E for the “Sustainable Management of Land and Environment” programme (SMOLE) (Finnida)

Dates: 2 months in 2 inputs: Sept/Oct 05 and Sept/Oct 06.
Location: **Zanzibar, Tanzania**
Company: Pöyry Environment International, Finland
Position: **Consultant: Management Information System (MIS) and M&E**
Description: Supported development of LIS, EIS, MIS and M&E systems for the Department of Surveys and Urban Planning, the Department of Land and Registration, and the Department of Environment on Zanzibar; and the M&E system for the programme.

Programme document and M&E system and Manual for the “Quang Tri Rural Development Programme III” (QTRDP) (MFA, Finland and Govnt of Vietnam)

Dates: 3 months in 2 inputs: Oct to Dec 05 and Feb to Apr 06.
Location: **Vietnam**
Company: Niras Finland Oy, Finland
Position: **Consultant: Programme design and M&E systems and manual**
Description: Review and revise logical framework and Programme Document for Phase III of the Quang Tri Rural Development Programme. Develop M&E system and manual in close collaboration with Provincial and District staff.

M&E system and Manual for the “Marine and Coastal Environment Management Project” (MACEMP) (World Bank)

Dates: 1 month from July to August 2005.
Location: **Tanzania**
Company: Niras Finland Oy, Finland
Position: **Consultant: M&E system design**
Description: Member of a team developing an overall M&E system, management framework and M&E manual for the Marine and Coastal Environment Management Project covering Tanzania’s Exclusive Economic Zone, territorial seas and coastal resources.

Monitoring, evaluation, documentation and dissemination for the “Rural Integrated Project Support Programme (RIPS) (MFA, Finland and Govnt of Tanzania)

Dates: 4 months in 5 inputs: Feb/Mar 04, Jul 04, Oct 04, Apr/May 05, Jun/Jul 05.
Location: **Tanzania**
Company: Niras Finland Oy, Finland
Position: **Consultant: Monitoring and evaluation resource person**
Description: Five inputs to support the refinement of M&E, analysis of impact studies, synthesis of lessons learned, documentation of programme achievements and a national workshop to support local government reform policy and programme implementation.

Open space mapping for Bournemouth Borough Council

Dates: 5 months from November 2004 to March 2005.
Location: **U.K., Bournemouth**
Company: Bournemouth Borough Council, UK
Position: **Geographic Information Systems (GIS) Officer**
Description: Completion of the mapping of the land use in open spaces. Short term GIS support for Bournemouth Borough Council Leisure and Tourism Services.

Programme preparation and appraisal for the “Eradication of Tsetse and Trypanosomiasis programme” Phase I (AfDB)

Dates: 3 months in 2 inputs: May/Jun 04, Aug/Sep 04.
Location: Ethiopia, Cameroon, Burkina Faso, Uganda, Kenya, Ghana and Mali as project countries, and Tunisia as AfDB HQ
Company: African Development Bank (AfDB), Tunisia
Position: **Land Use Planning Specialist**
Description: Team member for the preparation and appraisal of the multinational “Eradication of Tsetse and Trypanosomiasis in Sub-Saharan Africa” phase I project (involving 6 countries) to be supported by the African Development Bank. Developed the “sustainable land management” and “integrated (with GIS) information system” components.

M&E system and Manuals for “Agricultural Sector Programme Support” (ASPS) (Danida)

Dates: 3 months in 3 inputs: May/Jun 02, Sep/Oct 02, Nov/Dec 02.
Location: **Tanzania**
Company: Niras Denmark A/S, Denmark
Position: **Consultant : Monitoring and Evaluation System and Manuals**
Description: Support formulation and design of second phase of the Agricultural Sector Programme Support. Designed the planning, monitoring and evaluation system in harmony with the new poverty monitoring and local government M&E systems, and prepare detailed M&E manual and specifications for the monitoring database software.

Evaluation of the “Promotion of Soil Conservation and Rural Production” project (PROSCARP) (EC)

Dates: 1 month from August to September 2002.
Location: **Malawi**
Company: SOFRECO, France
Position: **Evaluation Consultant**
Description: Member of a team of three carrying out the final evaluation of the EC funded "Promotion of Soil Conservation and Rural Production" (PROSCARP) project funded by EC in Malawi.

“Sustainable Poverty Reduction through Area Development Projects Study” (SIDA)

Dates: 2 months from December 2001 to March 2002.
Location: **Zambia** and Sweden
Company: Overseas Development Institute (ODI), UK
Position: **Research Associate**
Description: Member of team carrying out a three-country study of poverty reduction through “area development projects” for SIDA. Responsible for the field study of the Economic Expansion of Outlying Areas Programme in Zambia; using a sustainable livelihoods perspective. Also carried out a supplementary private sector / marketing study in Zambia.

Management support for the “HIMA” (Protection of the Environment) Programme under Agricultural Sector Programme Support (Danida)

Dates: 1 month from November to December 2001.
Location: **Tanzania:** Iringa Region
Company: Danida, Denmark
Position: **Management Support Consultant**
Description: Backstopping consultancy support for the HIMA Programme Regional Management Unit for annual planning, developing the monitoring and evaluation database, preparation of an overall HIV / AIDS support strategy and review of progress with marketing strategies.

Long term assignments

Agricultural Sector Programme Support, “HIMA” (Protection of the Environment) Programme (Danida)

Dates: 3 ½ years from January 1998 to July 2001.
Location: **Tanzania:** Iringa Region
Company: Danida, Denmark
Position: **Team Leader / Agricultural Advisor (Long-term post)**
Description: Management and agricultural advisor in a village focused and district-based natural resource management and development project in Iringa District. Supported the initiation and development of sustainable farming systems and the development of appropriate strategies for joint forest management and village forests. Special focus was made on developing village based land use planning, a wider variety of soil and water conservation approaches and technologies, an appropriate district and private sector focused marketing development strategy, and improved post harvest technologies.

“Estate Land Utilisation Study” (ELUS) (DFID)

Dates: 2 ½ years from January 1995 to July 1997.
Location: **Malawi:** Ministry of Lands and Valuation
Company: Department for International Development (DFID), UK
Position: **Land Use Specialist / Team Leader (Long-term post)**
Description: Team Leader and Land Use Specialist for a complex and multidisciplinary two-year country-wide survey of land use, economic and social aspects of leasehold and freehold farms as an input to land policy development and land reform. Directly responsible for project design and preparation, the land use survey, aerial photography contract for the whole country, supporting statistics and land database consultants, procurement, project management, etc. Also responsible for coordination with the parallel studies on customary land (EU funded) and public land (USAID funded), and liaison with the Ministry of Lands, Ministry of Agriculture, Tobacco (farmers’) Association of Malawi, National Environmental Council and Presidential Commission on Land Policy Reform.

Agricultural Research and Extension Trust (DFID)

Dates: 3 years from September 1991 to December 1994.
Location: **Malawi:** Agricultural Research and Extension Trust
Company: Department for International Development (DFID), UK
Position: **Land Husbandry Specialist (Long-term post)**
Description: Member of a technical team supporting the establishment of the Agricultural Research and Extension Trust in Malawi with DFID (then ODA) and EU support. Responsible for developing realistic and cost effective strategies, technologies and extension methodologies for land husbandry and forestry, and establishing the Land Husbandry, Cartography and Forestry Sections. Developing manuals, extension material and training programmes for extension

and farmers. Liaison with the Departments of Agriculture, Forestry, Research, etc.

“National Soil Conservation and Agroforestry Extension Programme” (SCAFEP) (SIDA)

Dates: 2 ½ years from April 1988 to January 1991.

Location: **Zambia:** Ministry of Agriculture, Lusaka

Company: SIDA, Sweden

Position: **Senior Soil Conservation Adviser (Long-term post)**

Description: National advisor / team leader for the SIDA funded National Soil Conservation and Agroforestry Extension Programme working with the departments of Agriculture, Forestry and Natural Resources, and collaborating with the National Conservation Committee, SIDA's Regional Land Management Unit and the International Council for Research in Agroforestry (ICRAF). Directly involved in the development of policies, strategies, technologies and capacity for implementation of national soil and water conservation and agroforestry extension. Established a separate extension focused "Soil Conservation Section" within the Department of Agriculture at national and some Provincial and District levels. Developed institutional linkages between collaborating departments and adaptive and other research teams.

Soil and water conservation training development, Zambia (SIDA)

Dates: 4 months from November 1987 to March 1988.

Location: **Zambia:** Ministry of Agriculture, Lusaka

Company: SIDA, Sweden

Position: **Consultant: soil and water conservation training**

Description: Development of in-service training programmes and material for soil and water conservation and agroforestry extension for the Departments of Agriculture and Forestry.

Land Use Planning Officer in the Dept of Agriculture (DFID / Government of Zambia)

Dates: 7 years from October 1980 to October 1987.

Location: **Zambia:** Department of Agriculture, Luapula Province and Eastern Province

Company: DFID, UK / Government of Zambia

Position: **Land Use Planning Officer (Long-term post)**

Description: Head of the Land Use Planning Section of the Department of Agriculture in Luapula Province (3 ½ yrs) and Eastern Province (3 ½ yrs). Responsible for land use planning, soil conservation, soil survey / feasibility studies, irrigation planning, liaison with District Councils for settlement and district development planning, heavy machinery unit, cartography, training, etc.

Integrated village-based development, (Freres des Hommes)

Dates: 2 ½ years from October 1977 to June 1980.

Location: **Zambia:** Northern Province, Luwingu District

Company: Freres des Hommes, Paris, France

Position: **Rural Development Volunteer (Long-term post)**

Description: Member of a team of three volunteers to survey the Luwingu District of Zambia, select an area and draw up and implement an appropriate village / Ward level integrated rural development programme.

FURTHER TRAINING, ETC

Significant courses, study tours, workshops, seminars, etc, participated in are (in reverse chronological order) as follows :

- **“DCED Global Seminar on Results Measurement, 2014 and 2016”**. The Donor Committee for Enterprise Development Secretariat (the Result Measurement Standard), Bangkok, 24 to 26 March 2014, and 14 to 16 March 2016.
- **“Effective Development Conference: Monitoring and Evaluation, Measuring the Intangible”**, Bangkok, 15 / 16 May 2014.
- **First and Second Pan Asia-Africa RBM&E Forums: “RBM&E and Beyond - Increasing M&E Effectiveness”**, Bangkok, 26 to 28 Nov 2012; and **“Measuring Effectiveness and Value for Money”**, Bangkok, 16 to 18 Sept 2013.
- **“Second WASWAC World Conference on Threats to land and water resources in the 21st century: prevention, mitigation and restoration”**: World Association of Soil and Water Conservation (WASWAC), Thailand, 4 to 7 September 2013.

- **“Second, Third and Fourth International Conservation Agriculture Conference in South East Asia”**: CIRAD, USAID, SANREM, Cambodia 4 to 7 July 2011, Vietnam 10 to 14 Dec 2012 and Battambang Cambodia, 9 to 13 December 2013.
- **“The Private Sector, Poverty Reduction and International Development”**: Development Studies Association Conference 2006, UK, 11 November 2006.
- **“Connecting People and Places”**: Development Studies Association Conference 2005, UK, 7 to 9 September 2005.
- **“The Research - Practice Interface in 2005”**: Development Studies Association Conference, UK, 3 June 2005.
- **Training in Management course**: run by Wolverhampton University in the UK on behalf of DFID from 3 to 13 December 1996.
- **Study tour of soil and water conservation and agroforestry activities in Zimbabwe**: from 3 to 14 December 1989: organiser and team leader.
- **6th International Soil Conservation Conference**: held in Kenya and Ethiopia from 5 to 19 November 1989: main organiser of the Zambian group and a participant.
- **First Zambian National Agroforestry Seminar**: held in Lusaka from 16 to 19 April 1989: one of the main organisers and presented a paper.
- **Study tour of soil and water conservation in China**: organised through SIDA from 3 to 28 September 1988: main organiser of the Zambian group and a participant.
- **Training Course on Agroforestry Research for Development**: organised by ICRAF (Nairobi) and held in Chipata, Zambia from 17 November to 4 December 1986: local organiser and participant.
- **Seminar and study tour of soil and water conservation in Kenya**: November 1984.
- **African Regional Symposium on Small-holder Irrigation**: organised by the University of Zimbabwe and Hydraulics Research (Wallingford), and held in Harare, Zimbabwe from 4 to 9 September 1984: participant.

PUBLICATIONS, PAPERS, ETC

- 2014 **Monitoring and Results Management Manual for the Value Chain Subcomponent and Infrastructure Component of the UNNATI Programme.** The UNNATI Inclusive Growth Programme in Nepal.
- 2013 **Monitoring and Evaluation Guidelines for the Programme for Agriculture and Livelihoods in Western Communities (PALWECO), Kenya.** The Programme for Agriculture and Livelihoods in Western Communities, Kenya.
- 2012 **IGAD Monitoring and Evaluation Guidelines Monitoring and Evaluation Guidelines for Programmes and Projects.** The Inter-Governmental Authority on Development (IGAD), Djibouti.
- 2011 **Monitoring and Evaluation Guidelines for the Forestry Administration to support implementation of the National Forest Programme of Cambodia.** Forestry Administration, Ministry of Agriculture, Forestry and Fisheries, Cambodia.
- 2011 **Monitoring and Evaluation Framework: Lindi and Mtwara Agri-Business Support (LIMAS) Programme.** Lindi and Mtwara Agri-Business Support Programme, Tanzania.
- 2010 **Monitoring and Evaluation Guidelines: Energy and Environment Partnership for Mekong Region.** The Energy and Environment Partnership for Mekong Region, Asian Institute of Technology, Bangkok, Thailand.
- 2010 **Monitoring and Evaluation Manual: Sustainable Management of Land and Environment.** Sustainable Management of Land and Environment programme, Zanzibar.
- 2007 **Project Performance Monitoring System Guidelines: Sanjiang Plain Wetlands Protection Project.** Department of Forestry, Heilongjiang Province, China.
- 2007 **Guidelines for Organisational Monitoring and Evaluation: Small Enterprise Development Agency.** (Draft) Small Enterprise Development Agency, South Africa.
- 2006 **Monitoring and Evaluation Manual: Quang Tri Rural Development Programme, Phase III.** Quang Tri Rural Development Programme, Quang Tri Province, Vietnam.
- 2005 **Monitoring and Evaluation Manual: Marine and Coastal Environment Management Project (IMACEMP).** Marine and Coastal Environment Management Project, Tanzania, World Bank.
- 2003 **Monitoring guide for the District Agricultural Development Support component of the Agricultural Sector Programme Support Phase II.** ASPS II, Tanzania, Danida.
- 2003 **Monitoring guide for the On-Farm Seed component of the Agricultural Sector Programme Support Phase II.** ASPS II, Tanzania, Danida.
- 2002 **Area Development Projects, Poverty Reduction, and the New Architecture of Aid.** (Sida Evaluation Report 02/14 Volumes I and II). John Farrington, Ian Christoplos, Roger Blench, Karin Ralsgård, Stephen Gossage, Anders Rudqvist. (Sida Evaluation Report 02/14). SIDA, Stockholm.

- 2002 **Sustainable Poverty Reduction through Area Development Projects: draft Zambia country report.** Stephen Gossage, Roger Blench, Guy Scott, Christopher Mufwambi. Overseas Development Institute / SIDA.
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GEOGRAPHICAL EXPERIENCE SUMMARY

- Burkina Faso: 1 week.
- Cambodia: 9 ½ months.
- Cameroon: 1 week.
- China: 6 months.
- Djibouti: 2 ¼ months.
- Ethiopia: 3 months.
- Ghana: 1 week.
- Kenya: 4 ½ months.
- Laos: 1 month.
- Malawi: 5 years.
- Mali: 1 week.
- Myanmar: 7 months.
- Nepal: 3 months.
- Rwanda: 2 weeks.
- South Africa: 4 months.
- Sudan: 9 ½ months.
- Tanzania: 4 years.
- Thailand: 5 months.
- Tunisia: 7 weeks.
- Uganda: 1 week.
- Vietnam: 8 months.
- Zambia: 12 years.
- Zanzibar: 5 months
- Zimbabwe: 3 weeks.

MISCELLANEOUS

Driving licence: Hold a full U.K. driving licence for cars and motorcycles: valid until 2/4/2020.

Computer literacy: MS Word, Excel, Access, PowerPoint, MS Project, ArcGIS, MapInfo GIS, Idrisi GIS, SPSS.

DATE: 2 April 2016
