

## Curriculum Vitae

**Sanju Joshi**  
sanjujosee@gmail.com

<b>Nationality</b>	Nepalese
<b>Current Country of Residence</b>	Australia
<b>Relevant Employment History</b>	<p><b>Monitoring and Results Measurement Adviser, Adam Smith International/DFAT, May 2018 to present</b></p> <p>Providing technical support to Strongim Bisnis in Solomon Islands for the implementation of an effective MRM system, including development of tools and templates that adhere to the DCED Standard; Developing MRM training materials and conducting MRM training for staffs; Developing and managing the intervention and activity tracking tools; Assisting the program team in the delivery of key monitoring tasks; Developing key assessment methodologies and outputs; Helping WEE director to incorporate gender disaggregated indicators across the interventions and measuring women’s access and control over income; Providing technical inputs to key program outputs including Annual Reports, Annual workplans, and other key program documents.</p> <p><b>Monitoring and Evaluation (M&amp;E) Consultant, Adam Smith International/MFAT, Oct 2017 to present</b></p> <p>Providing technical support to Rakhine Winter Crop Project (RWCP) team in Myanmar to strengthen the programme’s monitoring and results measurement system and to build M&amp;E capacity of the team. Developing the programme Theory of Change (Results Chain) and helping team to adapt this tool in programme management and reporting; Reviewing and revising the programme results matrix and indicators (owing special focus to gender disaggregated indicators); Reviewing and updating current data collection tools and methods; Developing a results management system that allows the programme and the management team to use the data for decision making; Training project staffs in monitoring and results measurement; Commissioning gender study to understand women’s access on economic resources and control on economic decisions.</p> <p><b>Business Adviser (M&amp;E), Palladium/DFAT, Oct 2016 to present</b></p> <p>Providing short-term technical assistance to Business Partnerships Platform to set up the monitoring and results measurement (MRM) system of the initiatives adhering to DCED standard; Providing MRM training to partners; Assisting to develop MRM guidelines; Supporting initiatives in monitoring projects; Reviewing periodic reports and following up with the initiatives to complete the MRM activities.</p> <p><b>Results Measurement Adviser, Samarth - Nepal Market Development Programme (NMDP), Adam Smith International/DFID, Sept 2016- Mar 2018</b></p> <p>Provided technical inputs to Nepal Market Development Programme (first M4P programme in Nepal to improve the pro-poor performance of rural sectors) in the areas of monitoring and results measurement. Supported in-country results measurement team to ensure quality of monitoring and measurement system and outputs (results chain, measurement plan and impact projection, survey reports etc.), aggregate direct/indirect impact, set up attribution strategies, design research method and data collection tools as well as to run the quarterly strategic review meeting. Helped develop knowledge products to disseminate in wider market.</p>

**Results Measurement Manager, Samarth-NMDP, Adam Smith International, July 2013- Aug 2016**

Worked as a primary person to ensure that monitoring and results measurement activities are well planned, resourced and carried out so that relevant and useful information is generated to improve intervention performance and prove the impact. Delivered plenaries in Making Market Works Training in Bangkok (in three consecutive events) to share experience of using DCED standard for results measurement. Presented a case in DCED seminar, Bangkok, 2016 on attribution strategy (quasi-experimental design).

Redesigned the results measurement system and gender strategy to reflect the current needs and practices. Contributed for the preparation of system-in-place audit, led the system-in-use audit; the programme passed the audit in both occasions. Co-authored and contributed to prepare cases of good MRM practices.

Conducted a series of trainings to build the capacity of the project team and implementing partners in monitoring and results measurement; Developed results chains, measurement plan and set up the intervention guide of each intervention; Provided advice to implementers and project team on attribution strategies, survey designs; Assisted team to redesign the interventions based on field findings as a result a few interventions were designed focusing on women; Developed periodic reporting templates, Provided guidance and support to project team on preparing quarterly progress reports and sector summary reports; Led strategic review meetings; Aggregated direct and indirect impact of all interventions/sectors; Carried out a number of baseline surveys and impact assessments; Prepared documentations for DCED audits; Kept track of an internal assessment of risk for each intervention.

**Design, Monitoring and Evaluation (DM&E) Manager, Mercy Corps, Feb 2010 –Feb 2012**

Worked as a focal person to design and execute DM&E activities by working directly with the Country Director and Project Managers. Trained and supervised project team and M&E team to effectively implement the monitoring of project outputs and the evaluation of project impacts. Undertook short term job assignment (TDY) to build the capacity of North-East India, Mercy Corps team on DM&E.

Designed a number of project's logframes as a part of programme development; Prepared M&E plans of individual projects in coordination with project teams; Designed questionnaires and sampling methodology for survey and qualitative assessments; Designed databases, led data analysis and prepared reports; Carried out baseline surveys, end-line surveys and internal evaluation of the projects, Led the agency-wide framework "Mission Metrics" to assess and report countries' performance against mission; Led the website <http://nepal.mercycorps.org> development by providing content and inputs to the layout design. Produced several project briefs and case studies. Contributed to the development and trial of "Social Return on Investment" tool to gauge socio-economic impact of 'cash for work' project.

**Monitoring and Evaluation Manager, Equal Access, Aug 2007 - Jan 2010**

Worked as a key person to design and implement research and M&E activities, promoted to M&E Manager for effectively fulfilling the responsibility to lead the research, monitoring and evaluation activities within a year of joining the organization.

Prepared periodic reports adhering to donor's M&E frameworks; Supported in proposal development, especially by designing M&E frameworks and activities; Designed and executed surveys and evaluations, analyzed findings and prepared reports; Delivered trainings to build the capacity of community researchers to collect quality data using various participatory tools, and to write research reports; Conducted trainings to project team and implementing partners on M&E. Prepared periodic research reports of qualitative information collated by community researchers. Initiated weekly critical listening sessions to provide instant feedback to radio program producers. Contributed in developing participatory M&E tool kit to demonstrate

	<p>impact and improve practices of communication for development projects. Presented the findings of the research study on intersection of twin pandemic of violence against women and HIV/AIDS in Mexico, an event convened by UN trust fund.</p> <p><b>Design, Monitoring and Evaluation Coordinator, World Vision International, Oct 2005 – July 2007</b></p> <p>Worked as a lead to undertake DM&amp;E activities of the Lalitpur Area Development Programme (ADP), Nepal in coordination with the team leader and project coordinators. Prepared a comprehensive report of the study to assess transformational development indicators in Lalitpur district and supervised programme evaluation.</p> <p>Contributions: Prepared logframe, M&amp;E plans and annual action plans of Lalitpur ADP; Helped team leader to prepare periodic reports; Monitored the progress of activities as per the action plan; Facilitated the evaluation of a 5 years programme of Lalitpur and Kathmandu ADPs following the procedures and standards as prescribed by the LEAP (Learning through Evaluation with Accountability and Planning) manual; Reviewed the proposals submitted by local NGOs and community based organizations to select the local implementing partners; Facilitated group discussions, meetings and interviews to collect data, analyzed data and prepared reports; Developed tools and templates, Designed database, Assisted in proposal development, preparing newsletters, case study and annual reports.</p> <p><b>Nepal: Assistant Program Officer Rural Education And Development (READ) Nepal, Apr 2004 – Sep 2005</b></p> <p>Worked with the programme team to establish community libraries and monitor its effectiveness. Sanju conducted a feasibility study of proposals received for the establishment of Rural Community Libraries; Developed and managed a database of libraries supported by READ in various parts of the country; Monitored the progress of libraries on a regular basis; Undertook translations of documents from Nepali to English and vice versa; Participated in workshops and meetings and documented the proceedings as a rapporteur.</p>
<b>Academic Qualifications</b>	<p>Master of Business Studies, 2008, Tribhuvan University, Nepal</p> <p>Master of Science in Information Technology, 2004, Sikkim Manipal University, India</p>
<b>Languages</b>	<p>Nepali, English, Hindi</p>
<b>Relevant Professional Qualifications / Credentials</b>	<ul style="list-style-type: none"> <li>• Making Markets Work for the Poor (M4P), 2013, Thailand</li> <li>• Participatory Planning, Monitoring and Evaluation, 2011, Netherlands</li> <li>• Workshop on Food Crisis Response, 2010, USA</li> <li>• Evaluation Design Workshop/Training addressing the twin intersections of Violence Against Women and HIV-AIDS, 2008, Mexico</li> <li>• Training of Trainers on Ethnographic Action Research, 2007, Nepal</li> <li>• Statistical Package for the Social Sciences (SPSS), 2007, Nepal</li> <li>• Community Based Need Assessment, 2006, Nepal</li> <li>• Learning through Evaluation with Accountability and Planning (LEAP), 2005, Nepal</li> </ul>