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Nationality: Australian

Qualifications: 1984, PhD (Geography), Australian National University, Canberra, Australia.

Languages: English (First Language) PNG Tok Pisin (Good), Tagalog (Basic)

Areas of Expertise

- (i) **Feasibility/Design and M&E Specialist** with expertise in:
- Land Administration and Management
 - Institutional Strengthening and Governance
 - Community & Regional Development Planning
- (ii) **Social and Economic Impact Assessment** with expertise in the mining and petroleum sector focusing on the development of agreements and sustainable development plans between land owner/indigenous communities, national and sub-national levels of government, resource developers and civil society groups.

Employment History

1991:	Director: Project Design & Management (Current)
1988-90:	CARE Australia: Program Director
1986-88:	Australian International Development Assistance Bureau: Project Officer – Appraisal, Evaluation and Sector Studies Branch
1984-85:	PNG Department of Finance and Planning: Independent Consultant
1975-80:	PNG National Planning Office: Project Officer
1967-69:	PNG Department of Education: Teacher

Relevant Experience**1. Land Governance**

<p>Cambodia, Laos, Myanmar, Vietnam</p> <p>Feb-March /Sept-Oct 2015 (Ongoing)</p>	<p>Mekong Region Land Governance Project (MRLG). Project Monitoring and Evaluation Adviser. Assigned to: develop the Project M&E Framework , mentor project staff in administering the framework, undertake periodic Monitoring and Evaluation of project progress and performance on a six monthly basis.</p> <p>The MRLG project commenced in March 2014 with the objective of improving the tenure security of smallholders in Cambodia, Laos, Myanmar and Vietnam (CLMV). Smallholder tenure security is a national and regional issue due to the cross-border nature of economic development and investment. The Project works in environments where there are limited safeguards for vulnerable smallholder farmers and aims to promote and protect secure and equitable access to land and natural resources.</p> <p>The project is sponsored by the Swiss Agency for Development and Cooperation (SDC), the German Federal Ministry for Economic Cooperation and Development (BMZ) with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and the Luxembourg Government (Ministry of Foreign and European Affairs, MFEA)</p>
<p>Lesotho</p> <p>August-Sept 2010</p>	<p>Design Monitoring and Evaluation Specialist: Contracted by the United States sponsored Millennium Challenge Corporation (MCC) through Land Equity International to prepare a Design, Monitoring and Evaluation Framework for the Land Administration Authority component of the US/ Government of Lesotho Compact Agreement. The program was principally aimed at rationalisation of land administration under a single land administration authority and the formulation of an institutional development and capacity building framework for its implementation.</p>
<p>Philippines: February-March 2010</p>	<p>Monitoring and Evaluation Specialist: Land Administration and Management Project (LAMP 2) Activity Completion Report: Documentation and Evaluation of: (i) progress against LAMP 2 program objectives and principal component outcomes and outputs; (ii) outstanding issues required to enhance sustainability of the program and (iii) lessons learned. <i>Contracted by Land Equity International.</i></p>
<p>Fiji:</p> <p>Sept-Oct 2009</p>	<p>Design and Monitoring and Evaluation Specialist : Pacific Regional Land Program (PRLP). Design of an AusAID Facility to build regional institutional capacity within the University of the South Pacific (USP) and the Secretariat of the Pacific Community (SPC) to support urban and rural land sector development initiatives in 22 Pacific Island Countries. Preparation of Design Document, Monitoring & Evaluation Framework, Scope of Services, Basis of Payments. <i>Contracted by Land Equity International.</i></p>
<p>Papua New Guinea: July- August 2009</p>	<p>Design and Monitoring and Evaluation Specialist: National Land Development Program (NLDP). Design of an AusAID supported Facility to assist the PNG Government mobilize institutional reform within the Department of Lands and Physical Planning consistent with the findings and recommendations of the National Land Development Task Force. Preparation of PDD, Monitoring and Evaluation Framework Scope of Services and Basis of payments. <i>Contracted by Land Equity International.</i></p>
<p>Philippines: May-June 2009</p>	<p>Acting Team Leader LAMP 2. Supervision of all aspects of project finance, administration, technical assistance - including ongoing monitoring, evaluation and reporting activities for consideration by AusAID and the Program Management Office.</p>
<p>Philippines: Oct 2008-</p>	<p>ISF Monitoring and Evaluation and Design Review: The ISF was established in 2006 under (LAMP II) funded by AusAID for the purpose of supporting Local Government to</p>

Mar 2009	develop Unified Land Information Systems based around the development of a Geographical Information System (GIS) for the management of land titling, property taxation and land use planning at the municipal level. The assignment involved participating in a monitoring and evaluation review of all project activities in 8 LGUs and utilizing findings and recommendations to conduct cluster workshops to refine and develop the program. The M&E and Design Review resulted in the design of medium-term development plans for each LGU structured around 7 program modules. These modules were linked to a Monitoring and Evaluation framework specifying standard performance indicators. <i>Contracted by Land Equity International.</i>
Philippines: June-December 2003 and June-July 2004	Review and Design Team Leader: Land Administration and Management Program (LAMP II). Attached to the Department of Environment and Natural Resources (DENR) to assist their planning division in the preparation of a submission to the World Bank and AusAID for continued assistance for a national program supporting the reform of Land Titling and Administration in the Philippines. <i>Contracted by AusAID.</i>

2. Institutional Strengthening, Governance and Community Development

PNG Autonomous Bougainville Government November 2011-Present	<p>Project Design/Monitoring and Evaluation Specialist: Engaged to provide quarterly inputs to the design, implementation and monitoring and evaluation of the Bougainville Governance and Implementation Fund (GIF)</p> <p>Nov 2011-2012 Review of the Bougainville Governance and Implementation Fund (GIF) and the subsequent establishment of the Program Management Unit (PMU) clear the backlog of GIF projects. Introduction of the principles and practice of project cycle management.</p> <p>2013-14: (a) Consolidation of the PMU and its integration with the GOPNG funded Special Intervention Fund (SIF); (b)Co-contributor to the Formulation of the GIF Strategy and Implementation Plan 2014-16 which initiated the transition from project to multi-year program planning support to the ABG and the restructuring of the Public Service.</p> <p>2015: Provision of ongoing Support for the mobilization, management and monitoring and evaluation of the 2014-16 GIF program portfolio, the ABG Special Intervention Fund and the restructuring of the PMU.</p> <p><i>Contracted by DFAT through Coffey International</i></p>
PNG October 2012	<p>Project Design/Monitoring and Evaluation Specialist: Terminal Evaluation Phase 3 of the Incentive Fund. The Incentive Fund is an innovative form of aid delivery jointly agreed to by the Governments of Papua New Guinea (GoPNG) and Australia (GoA). The Incentive Fund provides funding for well performing organisations including Provincial Governments, PNG civil society organisations (including faith based organisations) and non-commercial statutory authorities to implement both infrastructure and non-infrastructure projects.</p> <p>Review and Evaluation of Program Progress and Performance covering 19 projects valued at K360 million and preparation of a Scope of Services for the design of the next</p>

	Phase of the program
Philippines July 2012	Project Design/Monitoring and Evaluation Specialist: Evaluation of efficiency, effectiveness and impact of the Agusan del Sur Malaria Control and Prevention Project Community Trust Fund. <i>Contracted by AusAID</i>
Philippines: August 2011	Project Design/Monitoring and Evaluation Specialist: Building the Resilience and Awareness of Metro Manila Communities to Natural Disasters and Climate Change Impacts. Review of project design to relocate and house informal settlers from flood prone areas in Taguig City, development of Scope of Services and Basis of Payments for tender. <i>Contracted by AusAID.</i>
Vanuatu May 2011	Workshop Facilitator. Pacific Oceans and Climate Program. The workshop brought together delegates from 8 Pacific Island Countries, regional and international organisations and Development Partners to scope a design framework for the next phase of Australian support to meet the objectives of National Meteorological Services (NMSs) and affiliated agencies, to better assess and respond to the impacts of climate/sea-level variability and climate change in the Pacific. <i>Contracted by AusAID.</i>
Philippines: March-April 2011	Project Design/Monitoring and Evaluation Specialist: Philippines Classroom Construction Initiative. Design of a strategy and implementation plan to support the Department of Education address the shortfall in classrooms in public schools in the Philippines and to develop its institutional capacity to more effectively manage its classroom construction planning, procurement and financial management systems.
Papua New Guinea Oct-Nov 2010	Team Leader. Development of a Design and M&E framework for the second phase of the Kokoda Initiative – a whole of government partnership between the GOPNG and the GOA. Design is structured around (i) Environment and Heritage Protection, (ii) Renewable Resource Development through the protection of the catchment area for tourism, water and power supply, and carbon credit trading and (iii) Community Development and Service delivery targeting sustainable livelihoods of catchment area communities. Contracted by Department of Sustainability, Environment, Water, Population and Communities (DSEWP&C)
Philippines: May-June 2008	Project Design/M&E Specialist: Provincial Road Maintenance Facility (PRMF). Design of a strategy and implementation plan for road rehabilitation and maintenance at the provincial and LGU level to increase economic growth and improve public access to infrastructure and services targeting rural and urban poor in the Southern Philippines. Development of a Flexible Funding Facility to provide technical, management and funding assistance. Preparation of the Design, Monitoring and Evaluation, Scope of Services and Basis of Payments. AusAID.
Cambodia: Jan-Feb 2008	Project Design Adviser: contracted by AusAID to assist with the redesign of the Cambodian Agricultural Value Chain program (CAVAC) in support of the national Strategy for Agriculture and Water (SAW). Provided in-country design advice for the integration of four components: Agriculture Enterprise, Irrigation Development, Research, and Policy Development. Preparation of the Design, M&E Framework, Scope of Services and Basis of Payments.
Papua New Guinea 2006 -2008	Institutional Planner/Monitoring and Evaluation Specialist: Contracted by Oil Search and Exxon/Mobil to periodically review and evaluate the programs and funding requirements of the Community Development Initiatives Foundation (CDI) . CDI was established by Chevron in 2001 to manage social and economic development programs

	in the project area. The assignment initially involved review and evaluation of the efficiency and effectiveness of CDI's programs in the SHP and Gulf Provinces and the subsequent development of a program for the restructuring of CDI's organisation and management and program focus. PDM has a contract for the ongoing monitoring and evaluation of this program.
Solomon Islands: Oct-Nov 2005	Project Design Specialist: contracted by AusAID to prepare a design for the Transitional Support to Agriculture Project (TSAP). This project focuses on improving rural livelihood development opportunities through the development of partnership projects between civil society groups, the private sector and the Department of Agriculture and Livestock.
Indonesia : April-May 2004	Team Leader: Learning Assistance Program for Islamic Schools (LAPIS). Preparation of a Feasibility Design Study and Tender Documentation for the development of a Policy Framework and Implementation Plan for Improving Basic Education and Training in Islamic Schools.
Indonesia : April-May 2003	Design Specialist: Development of Phase 2 of AusAID's assistance program for the Economic Governance and Legal Reform Facilities. Preparation of Design and Tender Documentation. Review and evaluation of Phase 1 and formulation of strategy and implementation plan for phase 2.
Philippines: Sept-Oct 2002	Team Leader/Design Specialist: contracted by AusAID to supervise a team of national and international community development experts to prepare a design for the outsourcing of the Philippines Australia Community Assistance Program (PACAP) which focuses on the provision of small grants to Non- Government and Community Based Organisations.
East Timor: Oct - Nov 2000	Team Leader: contracted by AusAID to supervise a team of technical and community development experts to prepare a Feasibility Design Study and tender documentation to support institutional strengthening of the East Timor Water and Sanitation Authority and the development of district water and sanitation programs following their destruction by the militia in 1999
PNG: 1999-01	Technical Monitoring and Review Adviser contracted to periodically monitor and evaluate the performance of the Community Development Scheme (CDS). CDS provided small grants to NGOs and community groups to support institutional capacity building, livelihood development and community infrastructure. The assignment involved six monthly field visits to project sites and preparation of a M&E Exit Report for consideration by AusAID and the Managing Contractor.

3. Social and Economic Impact Assessment

PNG Feb 2012 Ongoing	Community and Regional Development Planner. Engaged by Morobe Mines Joint Ventures (MMJV) to formulate a medium- term Community and Regional Development Plan (CRDP) for the mobilization of partnership agreements with Hidden Valley and Wafi-Golpu land owners and the Morobe Provincial Government in support of the provisions of the Hidden Valley MOA and Exploration Agreements.
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<p>PNG April-May 2011</p>	<p>Social and Economic Impact Adviser: Engaged by Oil Search to prepare a Concept Paper on Benefit Management and Sustainable Development. The Concept Paper describes:</p> <ul style="list-style-type: none"> • the allocation of benefits (to government and impact area communities) occurring from oil production in the past, and estimates the benefits and their allocation in the future; • the different institutional arrangements for managing benefits and assesses their relative strengths and weaknesses; and • options to help improve the effectiveness and efficiency in which benefits are allocated and managed in the short, medium and long term.
<p>Papua New Guinea: April-May 2009</p>	<p>Institutional Planner. Review and Evaluation of existing administrative arrangements for the management of the Ok Tedi Development Foundation (OTDF). The OTDF was established to manage compensation and development funds for landowner communities impacted by environmental damage caused by the OK Tedi Mine. Land owners wanted to establish a new organization to manage the fund. The existing activities and organization and management arrangements of the OTDF were reviewed and evaluated and recommendations made for the establishment of a new organization and management arrangement - the Ok Tedi Fly River Development Program (OTFRDP). <i>Contracted by Ok Tedi Mining Limited</i></p>
<p>PNG: 2006-2007</p>	<p>Planning Adviser. Various missions throughout 2006-2007 to assist the Ok Tedi Development Foundation (OTDF) formulate the Ok Tedi Community and Regional Development Strategy (CRDS) in support of the management of compensation and development grants to provincial government and mining communities. <i>OTML</i></p>
<p>PNG: April-May 2007</p>	<p>Social and Economic Impact Adviser: Preparation of Impact Area Profiles for the Middle Fly District which describe the social and economic development status of communities living along the Fly River impacted by the Ok Tedi Mine. The analysis includes Health; Education; Transport and Communication, Settlement, Housing and Infrastructure, Agriculture and Business Enterprise, Income and Saving, Law and Order, Women and their Children's Development. <i>OTML.</i></p>
<p>PNG; Oct-Nov 2006</p>	<p>Team Leader Community Development Initiatives Foundation (CDI) Review. CDI managed social and economic development and capacity building program activities for Oil Search and its Joint Venture Partners within the foot print of the Southern Highlands and Gulf oil and gas provinces. The JVP requested a review of CDI program efficiency and effectiveness prior to committing to another 3 year grant agreement for the period 2007 to 2009.</p>
<p>PNG: July-Sept 2006</p>	<p>Social and Economic Impact Adviser. Contracted by Ok Tedi Mining Limited to update the 2004 Social and Economic Impact Assessment Report & Mine Closure Plan. Assessment of the impact of ongoing mining & closure scenarios for Tabubil and mine villages and the Community Mine Continuation Agreement (CMCA) areas.</p>
<p>PNG: April-June 2005</p>	<p>SEIS Specialist Adviser: Contracted by ExxonMobil to prepare a chapter on Government and Governance for the PNG Gas SEIS. Review of the management of existing oil revenues by national and provincial government agencies and the implications for the management of future government revenue entitlements generated by the</p>

	proposed project.
PNG 2004 Various Missions	Community Area Planning Adviser: Oil Search established Community Area Planning Committees (CAPCs) to assist in the management of its grant funds to project area communities in the Southern Highlands and Gulf Provinces. Assisted OSL to prepare a handbook and conduct training on guidelines and procedures for the administration and management of its Community Development Project Fund. The handbook detailed an annual planning and budget cycle that describes procedures for project: submission, design, appraisal and approval, implementation, monitoring and evaluation.
PNG: Nov 02	Team Leader contracted by the Lihir Management Company for the review of the social and economic impacts of premature closure of the Lihir Gold mine. <i>LMC</i>
PNG May 2002	Institutional Planning Adviser contracted by the Porgera Joint Venture to assist in the preparation of a draft strategy for the closure of the Porgera gold mine with specific focus on the impact of closure on local communities and government infrastructure and services. <i>PJV</i>
PNG: 02	Project Director: Various missions throughout 2002. Contracted by the Department of Mining/World Bank to prepare a Sustainable Development Policy and Sustainability Planning Framework for the Mining Sector in PNG. The assignment included fieldwork and preparation of case studies of government, community and company planning and investment strategies for sustainable development (Ok Tedi, Lihir, Misima, and Porgera mines) and preparation of a draft Sustainable Development Policy and Sustainability Planning Framework for the Mining Sector. <i>World Bank</i>
PNG 2001	District Planner. Numerous missions throughout 2001 to facilitate the preparation of the North, Middle and South Fly District Development Plans. Analysis of principal sector development issues (Education, Health, Agriculture Transport , Public Administration) . <i>OTML</i>
Australia Oct:Nov00	Social Impact Assessment Adviser contracted by the Office of Regional Development (Queensland State Government) to provide advice on the scope for mobilizing Aboriginal communities and Local Government in a review of social impact issues arising from the operations of the Century Zinc mine.
PNG May-July 2000	Western Province Capacity Building Project. A strategy and implementation plan for the upgrading the planning and management capacity of the district and local government administrator in the Western Province. <i>OTML.</i>
PNG Sept-Nov 1999	Program Planner. Preparation of draft strategy and implementation plan for the establishment of the Ok Tedi Development Foundation (OTDF) . Analysis included: Rationale for OTDF, organization and Management structure, Funding Arrangements, Sector Development Initiatives. <i>OTML</i>
Indonesia: Nov-Dec 1998	Facilitator contracted by PT Freeport Indonesia. PT Freeport and indigenous communities from the Freeport mining project area sought to enter into negotiations on human rights, land and environmental issues.
Philippines: Oct 98	Facilitator contracted by Placer Dome to assist it to develop a strategy to address the environmental, social and economic considerations associated with the Marcopper tailing spill in Marinduque Province.
PNG :Aug-Sept 98	Team Leader contracted by Highlands Pacific to supervise the Ramu Nickel Social and

	Economic Impact Study. Sector review included: benefit streams analysis, governance, health, education, business development, agriculture, forestry and fisheries, urban and rural settlement and project management.
Australia: January-June 1998	Facilitator/Trainer contracted by the Western Desert Puntukurnuparna Aboriginal Corporation (WDPAC) to mobilise Western Desert Aboriginal communities in preparation for negotiations with RTZ-CRA and the Western Australian State Government over proposals to develop the Kintyre Uranium Mine.
PNG: Jan-June 1997	Team Leader - PNG-Qld Gas Project Social and Economic Impact Study. Supervision of a Team which conducted sector studies into the impact of existing oil and future gas developments in the Southern Highland and Gulf provinces. The sector analysis included: benefit stream analysis, governance, health, education, business development (including employment and training), agriculture, commercial and community forestry, urban and rural settlement and project management.
Australia: Jan-July 96	SEIS Adviser contracted by Century Zinc Limited (Rio Tinto) to assist in the formulation of Community and Regional Agreements involving Aboriginal communities in the Gulf of Carpentaria and the Queensland State Government. Formulation of institutional arrangements for the establishment of a Community Affairs Division for the management of the community development activities