

Nationality	Australian and British
Date of Birth	27 th November 1958
Professional Qualifications	- BA hons (2.1) Devt. Studies, University of East Anglia, UK, 1980 - MSc Ag. Economics, Wye College, University of London, 1984 - Grad. Dip. Training & HRM, Centre for Labour Market Studies, University of Leicester, UK, 1999
Professional Affiliations	- Fellow of Overseas Development Institute, UK - Fellow of the Royal Geographic Society. UK
Areas of Expertise	1. Regional programme analysis and design 2. Project/program design and appraisal, including quality assurance systems 3. Project/program management systems, monitoring, review and evaluation 4. Aid effectiveness 5. Institutional assessments, training and HRM
Country Experience	Europe: - United Kingdom, Italy, Luxembourg, Belgium, Croatia CIS: - Uzbekistan, Kazakstan, Kyrgistan Pacific: - Australia, NZ, Papua New Guinea, Fiji, Kiribati, New Caledonia, Vanuatu, Tonga, Samoa, Solomon Islands Asia: -Indonesia, Timor-Leste, Philippines, India, Bangladesh, Maldives, Nepal, China, Vietnam, Laos, Cambodia, Myanmar, Thailand Africa: - Kenya, Malawi, Zambia, Tanzania, Comoros
Agency Experience	Includes: Australian Aid, Asian Development Bank, DFID, World Bank, IFAD, WFP, EuropeAID, FAO, UNDP, UNICEF, UNESCAP, UNODC, ComSEC, + private sector and NGO clients
Languages	English – mother tongue PNG Tok Pisin – good French – good Thai - conversational
Employment History	1991 to date: Australia: Director, Project Design & Management Pty Ltd, Australia 2003-2004 Belgium: Adviser to EuropeAID, Aid Delivery Methods Helpdesk, Brussels 1989-91: Australia: Country Programme Co-ordinator, CARE Australia 1987-88: Papua New Guinea: Programme Planning & Budgeting Officer , South Simbu Rural Development Project (GOPNG/IFAD/AusAID) 1984-86: Papua New Guinea: Agricultural Economist, Department of Finance and Planning (ODI Fellowship) 1983-84: UK: Post Graduate Studies (MSc Ag. Economics), Wye Agricultural College, University of London, UK 1982-83: Italy: English Language Teacher, English School of L'Aquila, Italy

List of consultancy work undertaken since 1989

Country/Dates	Description of work
Iran (Sept 2015 – Apr 2016)	<ul style="list-style-type: none"> • Programme Design Specialist. Contracted by UNDP to support preparation of UNDP's new Country Programme Document (2017-21) for Iran. First draft successfully completed and submitted for review by the Iranian Ministry of Foreign Affairs end of January 2016. Ongoing.
Iran (Sept – Nov 2015)	<ul style="list-style-type: none"> • Programme Design Specialist. Contracted by UNDP Iran to support preparation of the new United Nations Development Assistance Framework document (2017-21) for Iran. Successfully approved and signed by UN agencies and the Government of Iran in November 2015.
PNG (Aug - Sept 2015)	<ul style="list-style-type: none"> • Evaluation Specialist. Contracted by Oxfam in PNG to undertake an end of programme evaluation of their Highlands Economic Development Programme. The programme has supported 5 local Community Based Organisations to improve the livelihoods of poor and vulnerable farming families - with a particular focus on increasing agricultural production and incomes, food security and nutrition and land use management.
GMS – Thailand, Myanmar, Lao PDR, Viet Nam (Oct 2014 –March 2015)	<ul style="list-style-type: none"> • Design Specialist. Contracted by Australian DFAT as Design Specialist to support the preparation of an Investment Design Document for a Regional Essential Medicines project. The project aims to support improvements in the capacity of Mekong region countries (primarily Lao PDR, Myanmar, Thailand and Viet Nam) to regulate the quality of essential medicines through enhanced regional cooperation.
Papua New Guinea (May – July 2014)	<ul style="list-style-type: none"> • Evaluation Team Leader. Contracted by CARE Australia to lead the end of pilot project evaluation for their Integrated Community Development Project (ICDP) in the PNG Highlands. The ICDP is a 5 year A\$9m project working with most disadvantaged communities in 3 remote highland districts.
Bangkok (April 2014)	<ul style="list-style-type: none"> • Monitoring and Evaluation Specialist. Contracted by Australian Department of Foreign Affairs (DFAT) to review and advise on the Theory of Change, Monitoring & Evaluation Framework and Monitoring Strategy documents of the MTV EXIT anti-human trafficking program (desk review plus team meetings).
Iran (March - April 2014)	<ul style="list-style-type: none"> • Programme Monitoring Specialist. Contracted by UNDP in order to help accelerate the revitalization of the UNDAF results monitoring system in Iran. Tasked with reviewing all available materials and preparing a draft UNDAF Progress Report to help clearly profile the work done during the biennium. The final report was then finalized in-house in consultation with key contributors from the UN family.
Cambodia, Lao PDR, Myanmar, Thailand, Viet Nam (Jan 2014- Mar 2014)	<ul style="list-style-type: none"> • Evaluation Specialist. Contracted by Australian Department of Foreign Affairs and Trade (DFAT) to undertake an independent mid-term review of the Stop Transboundary Animal Diseases and Zoonoses (STANDZ) Initiative. The initiative is a 5 year program of support (A\$12.8m) being delivered through the World Organisation for Animal Health (OIE). The purpose of STANDZ is to strengthen animal health systems and improve the performance of Veterinary Services in South East Asia in

Country/Dates	Description of work
Cambodia, Lao PDR, Thailand, Viet Nam (Feb 2013 – Feb 2014)	<p>the prevention, control and eradication of emerging infectious diseases, transboundary animal diseases and zoonoses.</p> <ul style="list-style-type: none"> • Monitoring and Evaluation Specialist. Contracted by the UNODC Regional Office for South East Asia and the Pacific to support the monitoring and evaluation of Project Childhood (Protection Pillar). This is a 4 year project involving UNODC and INTERPOL aimed at strengthening law enforcement responses to combatting travelling child sex offences/offenders.
Indonesia (Mar 2013 – Oct 2013)	<ul style="list-style-type: none"> • Program Design Specialist / Team Leader. Contracted by AusAID to lead the design of a new 'Education Innovation Facility' for Indonesia. The primary aim of this facility (estimated value A\$20m over 4 years) is to support innovation, learning and future program design for AusAID's support to basic education in Indonesia.
Papua New Guinea (Mar 2013 – July 2013)	<ul style="list-style-type: none"> • Facilitator – Strategy Development. Contracted by AusAID to support the development of its new Governance Strategy in Papua New Guinea. The strategy aims to clarify the rationale for governance support in PNG, as well as the scope of support required and how it should be delivered. Key features of the strategy are expected to include a greater focus on support to the sub-national level, increased line-of-sight to service delivery improvements, and paying greater attention to issues of accountability and incentives rather than just capacity building.
Papua New Guinea (Oct 2012 – Feb 2013)	<ul style="list-style-type: none"> • Team Leader. Contracted by AusAID as the Team Leader of an independent review of two ongoing democratic governance programs in PNG, namely the Church Partnership Program (A\$50m) and the 'Strongim Pepol Strongim Nesen' Program (A\$100m). The review team is also tasked with assessing the coherence of AusAID's overall Democratic Governance support strategy in PNG.
ASEAN regional (Jan 2012 – May 2012)	<ul style="list-style-type: none"> • Design Coordinator. Contracted by AusAID to support the design of the Australia ASEAN Partnership to combat Trafficking in People (AAPTIP), a 5 year A\$50m initiative covering the ASEAN region. Worked with a team of 5 consultants to prepare the design document, and drafted the Scope of Services and Basis of Payment for AusAID to use in its request for tender process.
Bangkok (Sept 2009 to Oct 2012)	<ul style="list-style-type: none"> • Performance Management Specialist. Contracted by the UN Office on Drugs and Crime (UNODC) Regional Centre in Bangkok (retainer contract) to support the development of improved programme and project planning, management and monitoring systems. Work included providing practical on-the-job support to the management team on programme development and performance monitoring, as well as the preparation of operational guidelines and staff training materials.
Fiji and Samoa (Sept / Oct 2011)	<ul style="list-style-type: none"> • Evaluation Specialist. Contracted by the UN Economic and Social Commission for Asia and the Pacific (UNESCAP) to conduct an independent evaluation of the relevance, efficiency and effectiveness of ESCAP's Pacific Office, covering the period 2006 to 2011. The evaluation was formative, focused on

Country/Dates	Description of work
Jakarta (June / July 2011)	<p>providing recommendations to ESCAP management on how to improve the effectiveness of EPO operations.</p> <ul style="list-style-type: none"> • Project Design Specialist. Contracted by AusAID Jakarta to prepare a draft Scope of Services for taking the planned Australia Indonesia Partnership for Decentralisation (AIPD-Rural) to tender.
Brussels (Sept 2010)	<ul style="list-style-type: none"> • Aid Effectiveness Specialist / Trainer. Contracted by EuropeAID to deliver a 3 day training course on Aid Effectiveness for Brussels and Delegation-based staff.
Pakistan (April – July 2010)	<ul style="list-style-type: none"> • Team Leader & Program Design Specialist. Contracted by UNODC Pakistan to support the development of a new integrated country program. Worked with country office staff, other consultants and government of Pakistan counterpart to identify areas of strategic need/priority and then to document and cost a range of programmatic responses.
Brussels (June 2010)	<ul style="list-style-type: none"> • Monitoring Specialist. Following on from previous related work, contracted by EuropeAID to review and update documented guidelines on a proposed 'joint results-oriented monitoring' approach, and to prepare the programme and materials for a 3 day training seminar for EuropeAID and partner government staff.
Indonesia (Jul to Sept 2009)	<ul style="list-style-type: none"> • Team Leader. Contracted by ACIL Pty Ltd as team leader for the design of the second phase of the Australia Nusa-Tenggara Assistance for Regional Autonomy (ANTARA) program. Work involved leading a team of 6 to prepare a design document, monitoring framework and scope of services for the mobilisation of a new 5 year phase of support (A\$60m) aimed at improving governance and service delivery at the local government level in eastern Indonesia.
Brussels (Jan to June 2009)	<ul style="list-style-type: none"> • Team Leader. Contracted by EuropeAID as team leader for the development of a 'joint results-oriented monitoring' (JROM) approach, and the production of documented guidelines. This builds on work undertaken in 2008 reviewing existing EuropeAID monitoring systems. The aim is to establish a system for joint monitoring of donor funded programmes and projects (with other donors and partner governments), in order to further EuropeAID's commitments to the Paris Declaration on aid effectiveness and the Accra agenda for action.
Bangkok, Thailand – (Nov 2008 to July 2009)	<ul style="list-style-type: none"> • Regional programme design and management consultant. Contracted by the UN Office on Drugs and Crime (UNODC) to support the preparation of a new Regional Programme Strategy for East Asia and the Pacific, including the development of project design documents and the establishment of enhanced programme and project cycle management systems within the regional office.
East Asia (July 2008 to July 2009)	<ul style="list-style-type: none"> • Team Leader. Contracted by the ADB to lead the preparation of a design and M&E framework for a 15 year 'Sustainable environmental management program' for the East Asia Economic Growth Area (BIMP-EAGA). Involved 14 months intermittent inputs, working with the Brunei, Indonesia, Malaysian and Philippine country stakeholders, in partnership

Country/Dates	Description of work
Aceh, Indonesia – (Nov to Dec 2008)	<p>with the World Wide Fund for Nature (WWF).</p> <ul style="list-style-type: none"> • Team Leader. Contracted by AusAID to lead an Independent Completion Report mission for the Local Governance and Infrastructure for Communities in Aceh (LOGICA) program. Work involved assessing the relevance, efficiency, effectiveness, impact and prospects for sustainability of this A\$28m investment.
Sri Lanka – (Oct to Nov 2008)	<ul style="list-style-type: none"> • Monitoring & Evaluation Specialist. Contracted by AusAID as a member of the Independent Completion Report team for the Sri Lanka Australia Natural Resource Management Project (SLANRMP). Work involved assessing the relevance, efficiency, effectiveness, impact and prospects for sustainability of this A\$14m project, including local government and community group engagement in/ownership of project activities.
Philippines – (Aug to Sept 2008)	<ul style="list-style-type: none"> • Monitoring and Evaluation Specialist. Contracted by AusAID as a member of the design team for the Philippines Indigenous Peoples and Muslim Basic Education Facility. Responsible for preparing an M&E and Sustainability Framework, and providing support to the Team Leader on establishing facility objectives, management and financing arrangements.
Brussels (May/June 2008)	<ul style="list-style-type: none"> • Project Monitoring Systems Specialist. Contracted by EuropeAID to support the design of an integrated project monitoring system for use by EC Delegations. This involved a detailed review of existing EuropeAID systems, stakeholder discussions, formulation of options, a field visit to discuss and 'test' options and then documentation of a recommended approach.
Indonesia (April/May 2008)	<ul style="list-style-type: none"> • Team Leader and Monitoring Specialist. Contracted by AusAID to prepare an Independent Completion Report for the Australian Community Development and Civil Society Strengthening Scheme (ACCESS) in Indonesia. The work involved document review, design of field work method, stakeholder interviews and preparation of the final report.
Indonesia, Thailand, Laos and Myanmar (March/April 2008)	<ul style="list-style-type: none"> • Team Leader. Contracted by AusAID to lead a mid-term review of the regional 'Sanitary and Phytosanitary Capacity Building Project'. The work involved overall team management, document review, design of review method, field visits and interviews with stakeholders, and preparation of the review report including management recommendations.
Sri Lanka (Feb 2008)	<ul style="list-style-type: none"> • Trainer and Project Monitoring Specialist. Contracted by EuropeAID to design and deliver a 3 day course on project monitoring for EC Delegation staff and local partner NGOs, based on newly issued EC Guidelines on 'Project Internal Monitoring Systems'.
Thailand, Indonesia and Cambodia (Nov to Dec 2007)	<ul style="list-style-type: none"> • Independent Evaluator. Contracted by United Nations Office of Drugs and Crime (UNODC) to undertake an independent terminal evaluation of their 'Amphetamine Type Stimulant Data and Information Systems Project'. The work involved desk review of all relevant reports, development and administration of a web-based survey of project stakeholders, in-country interviews in 3 of the 8 participating countries and discussions

Country/Dates	Description of work
Indonesia (Sept to Nov 2007)	<p>with UNODC staff in Bangkok.</p> <ul style="list-style-type: none"> • Team Leader and Design Specialist. Contracted by AusAID as Team Leader for the design of a A\$5m project to survey the new housing infrastructure built in Banda Aceh since the 2004 Tsunami, to identify the use of asbestos in building materials, and formulate a plan to protect public health.
ASEAN (July to Dec 2007)	<ul style="list-style-type: none"> • Design Specialist. Contracted by AusAID as Design Specialist to support preparation of a new phase of Government of Australia assistance to ASEAN, through the ASEAN Secretariat (AADCP II). This is a A\$54m program of assistance over 7 years, with a focus on supporting ASEC's capacity to help ASEAN members manage and implement their Blueprint for the ASEAN Economic Community.
Cambodia (March 2007 & Sept 2007)	<ul style="list-style-type: none"> • Monitoring & Evaluation Adviser. Contracted through Global Justice Solutions to support the development of a Monitoring Framework for the Cambodia Criminal Justice Assistance project Phase III. This is a A\$30m program of support (funded by the Governments of Australia and Denmark) aimed at improving access to justice for juveniles and other vulnerable groups.
Brussels (September 2006, Jan 2007 and June 2007)	<ul style="list-style-type: none"> • Monitoring & Evaluation Expert. Contracted by EuropeAID to prepare a 'Project Internal Monitoring Guideline' for use by EuropeAID Task Managers at Delegations. This Guideline aims to provide practical guidance to the Task Manager in supporting appropriate capacity development <u>within partner monitoring systems</u>, rather than playing the more traditional role of 'accountability and control agent' and working with a separate donor designed project monitoring systems.
Timor-Leste (Oct to Dec 2006)	<ul style="list-style-type: none"> • Design and Aid Effectiveness Specialist. Contracted by AusAID as Design and Aid Effectiveness Specialist to work collaboratively with Government and other donor partners on three Activity designs, namely for: (i) Infrastructure (with the Asian Development Bank); (ii) Law and Justice sector (with UNDP); and (iii) Health sector (with the World Bank and EC).
Indonesia (April, June, August 2006)	<ul style="list-style-type: none"> • Monitoring & Evaluation Specialist. Contracted by ACIL Pty Ltd for the Australia-Nusa Tenggara Assistance for Regional Autonomy (ANTARA) program. Responsible for working with the Management Support Team and Program Director to help them develop (and subsequently implement) a Monitoring & Evaluation Framework for this A\$25 five year program of Australian assistance.
Cambodia (April/July 2006)	<ul style="list-style-type: none"> • Team Leader and Design Specialist. Contracted by AusAID as Team Leader and Design Specialist to prepare a Strategic Framework Document for a future phase of Government of Australia assistance to the Criminal Justice sector in Cambodia. Involved managing a team of 5 technical experts and leading discussions with Royal Government of Cambodia counterparts. The framework proposed a 10 year strategy, with costs for the next 5 years of support estimated at A\$30m. Follow up work then involved validating the draft framework with stakeholders and subsequently preparing a Scope of Services for

Country/Dates	Description of work
Cambodia (Sept 2004 March 2006).	<p>contracting.</p> <ul style="list-style-type: none"> • Project Monitoring and Evaluation Specialist. Contracted by AusAID as part of the Technical Advisory Group for the Cambodian Criminal Justice Assistance Project Phase II. Providing ongoing advice on the development and implementation of the project's M&E systems.
Timor-Leste (February 2006)	<ul style="list-style-type: none"> • Team Leader and Design Specialist. Contracted by AusAID as Team Leader to prepare a 'design framework' for Government of Australia support to the Health Sector in Timor-Leste. The focus of the work was on assessing management and financing options for providing sector-wide support. A proposal to provide targeted-budgeted support was prepared for consideration by stakeholders, including the Government of Timor-Leste, AusAID and the World Bank.
Philippines (February 2006)	<ul style="list-style-type: none"> • Monitoring and Evaluation Specialist. Contracted by AusAID to provide advice to the International Finance Corporation (IFC) in the development of a monitoring and evaluation framework for the Private Enterprise Partnership (PEP) in the Philippines. Required consultation with the World Bank and CIDA.
Brussels (October 2005)	<ul style="list-style-type: none"> • Aid Management Specialist. Contracted by EuropeAID to prepare a 'Quality Toolkit' for use by the in-house Quality Support Groups. This involved reviewing the existing set of guidelines, interviewing a range of staff and preparing a set of consolidated and updated guidance on the operations of the Quality Support Group mechanism.
Thailand (January, April & Nov 2005)	<ul style="list-style-type: none"> • Monitoring and Evaluation Expert. Contracted by UNESCAP to support the design and implementation of an integrated (Program and Project) monitoring and evaluation system. Undertook a detailed situation analysis, drafted guidelines for a new M&E framework and supported the operationalisation of new practices and procedures.
UK (June/July & October 2005)	<ul style="list-style-type: none"> • Adviser on training and HRM. Contracted to the Commonwealth Secretariat (UK) as part of the Performance Management Improvement Project being implemented by the Secretariat. Undertook training needs analysis and prepared a training program and support materials to support the introduction of a new Monitoring & Evaluation/Performance management system.
Australia (August/Sept. 2005)	<ul style="list-style-type: none"> • Aid Management Specialist. Contracted by AusAID to review the agency's existing approach to providing guidance on activity management and quality assurance (namely AusGUIDE and AusGUIDELINES), and to prepare a proposal for streamlining and simplifying the approach.
Timor-Leste (August 2005)	<ul style="list-style-type: none"> • Team Leader and Design Specialist. Contracted by AusAID to lead a feasibility study mission to assess and help determine the best options for Australian support to the Timor-Leste Justice Sector. Led a team of 4 people and was responsible for leading consultations with partner Government counterparts and UNDP, analysing the management and financing options (including forms of aid) and for preparing the feasibility study

Country/Dates	Description of work
Timor-Leste (May 2005)	<p>report.</p> <ul style="list-style-type: none"> • Team Leader and Design Specialist. Contracted by AusAID to lead a project design mission to prepare Phase 2 of the Australian supported 'Ministry of Planning and Finance Capacity Building Project'. Led a team of 5 people and was responsible for preparing the final Project Design Document, including the management, financing and monitoring/evaluation arrangements. Required close collaboration with the World Bank who we in the process of designing a multi-donor Public Finance Management Capacity Building Program.
Australia (Feb to March 2005)	<ul style="list-style-type: none"> • Aid Management Specialist. Contracted by AusAID as an expert adviser on new 'Forms of Aid'. Prepared updated Guidelines on 'Forms of Aid', on 'Principles of Activity Design' and on the use of the 'Logical Framework Approach' - taking into account new FoA options.
Brussels (Nov 2003 – Jan 2005)	<ul style="list-style-type: none"> • Team member – EuropeAID Aid Delivery Methods Help Desk. Contracted through ITAD Ltd (UK) to work within EuropeAID in Brussels on the development of technical and procedural guidance for project management, sector wide approaches and the use of budgetary aid. This involved research, consultation, drafting of guidelines in collaboration with senior EuropeAID managers, the development of training and awareness programmes and their delivery.
Timor-Leste (September to October 2003)	<ul style="list-style-type: none"> • Team Leader and Design Specialist. Contracted by AusAID as Team Leader for a programme scoping mission to assess the options for Australian support to the Law and Justice sector in East Timor. Managed a team of 5 consultants and led the preparation of a report which outlined both potential areas of technical and institutional focus, as well as the options for using different aid delivery methods.
Australia (Between Sept. 2000 & October 2002)	<ul style="list-style-type: none"> • Project Monitoring & Evaluation Specialist. Contracted by AusAID to design and deliver a series of 6 x 10 day training course in M&E for AusAID's Locally Engaged Staff (LES). Courses held in Canberra for up to 20 participants.
Cambodia (April to August 2002)	<ul style="list-style-type: none"> • Team Leader and Design Specialist. Contracted by SAGRIC International Pty Ltd as Design Team Leader for the preparation of the second five-year phase of the Cambodia Criminal Justice Assistance Project (CCJAP II). This is an A\$18m AusAID funded project designed to strengthen the capacity of the Government of Cambodia's criminal justice system, in partnership with civil society, to more effectively provide equitable access to justice. Involved working with a team of 7 consultants, Cambodian counterpart staff and representatives from other donor agencies, civil society groups and NGO's to prepare a Project Design Document, including Scope of Services and Basis of Payment for contracting an Australian Managing Contractor.
Australia/ASEAN (February & March 2002)	<ul style="list-style-type: none"> • Team Leader and Design Specialist. Contracted by AusAID as Team Leader/Design Specialist to prepare a Program Design Document for the AADCP Program Stream (7 person team). Involved working with the ASEAN Secretariat and team

Country/Dates	Description of work
Pacific region (March 2001, ongoing to March 2002)	<p>members to develop a clear management framework for the overall Program Stream, as well as design documents for four identified priority projects. A Scope of Service and Basis of Payment was also drafted for contracting an Australian Managing Contractor.</p> <ul style="list-style-type: none"> • Performance Information Specialist. Contracted to the <i>Pacific Islands Forum Secretariat</i> to strengthen their performance information systems. Tasks include undertaking a systems audit, developing a performance information handbook and conducting in-house training for FORSEC staff.
Australia (September 2000 to October 2002)	<ul style="list-style-type: none"> • Project Monitoring & Evaluation Specialist. Contracted by <i>AusAID</i> to design and deliver a series of five x 10 day training course in M&E for AusAID's Locally Engaged Staff (LES). Courses held in Canberra for up to 20 participants.
Australia / Thailand (October / November 2001)	<ul style="list-style-type: none"> • Design Specialist. Contacted by <i>AusAID</i> as Design Specialist to prepare a desk design of the 'Strengthening of Macro-Economic Statistics Project (SOMES) Phase 2. Involved working with the Australian Bureau of Statistics to prepare full design documentation, including Scope of Services and Basis of Payment.
Nepal (Ongoing between October 1999 & November 2001)	<ul style="list-style-type: none"> • Monitoring Systems and Training Specialist. Contacted to the <i>Department for International Development (DFID)</i> through ITAD Ltd to participate in the development of a M&E system for the Hill Agriculture Research Project in Nepal. Main tasks include systems review, systems development (with a focus on evaluating project outputs and outcomes) and the development and delivery of short-course training for project staff and counterparts within the Nepal Agriculture Research Council.
Australia (March 98, 99 and 2000):	<ul style="list-style-type: none"> • Course Director. Contracted by <i>ANUTECH Pty Ltd</i> (Australian National University) to design and deliver a professional development course on 'Monitoring and Evaluation for Successful Projects and Programs'. This is a 4 week professional development course for project managers, most of whom are working on the delivery of aid funded projects or programs.
Bangladesh (September 2001)	<ul style="list-style-type: none"> • Monitoring Systems Specialist. Contracted by <i>DFID</i> to participate in an 'Output to Purpose Review' (OPR) of the 'Poverty Elimination through Rice Research Project', being implemented by the International Rice Research Institute (IRRI). Work involved review and re-design of project Logframe, specifically the indicators and means of verification, and preparation of detailed recommendations on the further development of the project's management information system.
Pacific Region (April -July 2001)	<ul style="list-style-type: none"> • Evaluation Specialist. Contracted by <i>AusAID</i> as part of a team conducting an organisational review of the Secretariat of the Pacific Community (SPC). Focus of work was on evaluating the effectiveness of a sample of eight projects and programs.
Indonesia (December 2000)	<ul style="list-style-type: none"> • Logframe and Monitoring Specialist. Contracted by <i>UNICEF Indonesia</i> to assist in the review of indicators for the new Country Program, and to help prepare the 2001 Annual Plan for

Country/Dates	Description of work
Australia (October 2002 - September 2000).	<p>their Safe Motherhood Program in West Java and Irian Jaya.</p> <ul style="list-style-type: none"> • Project Monitoring & Evaluation Specialist. Contracted by AusAID to design and deliver a series of five x 10 day training course in M&E for AusAIDs Locally Engaged Staff (LES). Courses held in Canberra for up to 20 participants.
Australia/ASEAN (July/August 2000)	<ul style="list-style-type: none"> • Team Leader and Design Specialist. Contracted by AusAID as Team Leader of a design mission to prepare a Project Design Document for the ASEAN/Australia Regional Partnership Scheme (4 person team). Included preparation of detailed operational procedures for managing the scheme and a draft scope of services and basis of payment for contracting an Australian Managing Contractor.
Australia (June/July 2000)	<ul style="list-style-type: none"> • Aid Management Specialist. Contracted by AusAID to prepare 'Sustainability Guidelines' as part of AusAID's program/project cycle management guidelines (AusGUIDE). Work involved undertaking a literature review, field work in Papua New Guinea and the preparation of 'practical' guidelines for use by AusAID staff, contractors and development partners.
PNG (January & May 2000)	<ul style="list-style-type: none"> • Community/Local Government planning specialist. Contracted by OK Tedi Mining Limited to contribute to a program of mine-closure planning for the Western Province. Tasked with designing and implementing a series of planning workshops for District & Provincial Planning officers and Local Government members, and preparing a 'Planning and Management Capacity Building Project' for consideration by the National and Provincial Governments.
Papua New Guinea (June 1999)	<ul style="list-style-type: none"> • Project Design Specialist. Contracted by AusAID to review and revise the PNG Disaster Management Project design document. Involved facilitating a 'mini forum' of project stakeholders in PNG to review and revise the proposed design, preparation of a new logframe, input/costs schedules, description of management arrangements and Scopes of Service (x3) for the implementing parties to be contacted by AusAID.
Australia (May 1999)	<ul style="list-style-type: none"> • Trainer. Contracted by CARE Australia to design and deliver a two day training activity for CARE Australia staff on project design, monitoring and evaluation. Also incorporated facilitation of discussion on the development of CARE's DM&E protocols.
Indonesia (May, September & December 99)	<ul style="list-style-type: none"> • Project Planning Specialist. Contracted by UNICEF Indonesia to provide support to the development of improved planning and reporting procedures for UNICEF's Safe Motherhood Programme, which is being implemented in W. Java and Irian Jaya with AusAID financial support. Involves conducting planning workshops for UNICEF and GOI counterpart staff and facilitating the preparation of progress reports and forward plans using the logical framework approach.
Australia (July 1998 to April 1999)	<ul style="list-style-type: none"> • Project Management Specialist. Contracted by AusAID to prepare updated project cycle management guidelines for AusAID (AusGUIDE). Responsible for writing chapters on the activity management cycle (overview), initial project

Country/Dates	Description of work
<p>Tanzania (June and October 1998)</p>	<p>assessment and project appraisal. Also took responsibility for final technical editing of all chapters of the main document.</p> <ul style="list-style-type: none"> • Logical framework Specialist. Contracted by Oxford Policy Management UK (for DANIDA) to support the preparation of the Local Government Reform Programme's 1998/99 annual plan and budget. Main tasks included (i) workshop design and facilitation; (ii) analysis and documentation of programme objectives, outputs, activities, inputs and budget; (iii) facilitation of first quarterly review; and (iv) preparation of M&E guidelines for use by the LGR Team.
<p>Maldives (September 1998)</p>	<ul style="list-style-type: none"> • Team Leader. Contracted by AusAID to lead a project design mission for the Maldives Protected Areas System Project. Main tasks included (i) leading discussions with GOM officials, (ii) development of a Logframe and analysis of project management and monitoring arrangements, (iii) preparation of draft scope of services and basis of payment for contracting, and (iv) overall responsibility for preparing the final design document.
<p>Multi-program (January to February 1998)</p>	<ul style="list-style-type: none"> • Project Design and Training Specialist. Contracted by AusAID to review and report on the design of AusAID's current short-term training and capacity building projects which are being undertaken in a number of Pacific, Asian and African countries. The report provided design and performance measurement guidelines to support improved project design, monitoring and evaluation.
<p>PNG (August 1997 to May 1998)</p>	<ul style="list-style-type: none"> • Institutional Analysis and Local Government Specialist. Contracted through Highlands Pacific & NSR Environmental Consultants to participate in the design and implementation of a Socio-Economic Impact Study for the Ramu Nickel project in Madang province, PNG. The SEIS was undertaken as part of the Environmental Plan for this large mineral development project.
<p>Australia (June 97)</p>	<ul style="list-style-type: none"> • Economics and Local Government Specialist. Contracted by the Kimberley Land Council to prepare Economic & Governance models for the Balangarra Native Title Claim area, E. Kimberley, WA. This work was undertaken as part of PDM's ongoing input into the Kimberley Land Council's program of assistance to Traditional Land Owners.
<p>Australia / Vietnam (July and February 97)</p>	<ul style="list-style-type: none"> • Project Design Specialist. Contracted by AusAID as a member of an AusAID Technical Assessment Panel (TAP) to review and score tender proposals for the English Language and Technical Skills Training Project in Vietnam.
<p>Australia (May 97)</p>	<ul style="list-style-type: none"> • Trainer. Contracted by the Australian Council for Overseas Aid (ACFOA) to design and deliver a course on 'Project Monitoring & Evaluation' for Australian NGOs. Conducted in Melbourne and Sydney.
<p>Australia/New Zealand (January/February 97)</p>	<ul style="list-style-type: none"> • Evaluation Specialist. Contracted to UNDP to prepare working papers on 'Performance Measurement' within the Australian and New Zealand public sectors as part of a UNDP/SIDA international study.

Country/Dates	Description of work
Australia (August – December 96)	<ul style="list-style-type: none"> • Author. Contracted by the Australian Council for Overseas Aid to co-author a guide to monitoring & evaluation for Australian NGOs (entitled 'Bridging the Gap, ISBN 0 909831 79 3).
Nepal (June to July 96)	<ul style="list-style-type: none"> • Monitoring & Evaluation Consultant. Contracted to the Lumle Agricultural Research Centre through British ODA. Designed and delivered training for 35 senior research staff on the 'Logical Framework Approach and Team Building'. Also prepared an 18 month work plan for the establishment of the Planning, Monitoring & Evaluation Unit.
Australia / Indonesia (October 1997)	<ul style="list-style-type: none"> • Project Design Specialist. Contracted by AusAID to review and revise the structure of the Indonesia Specialised Training Project design document in preparation for tendering.
Fiji (January 97)	<ul style="list-style-type: none"> • Course Director & Trainer. Contracted by AusAID to design and deliver a course on 'Project Design, Environmental Assessment and Social Analysis for Sustainable Development'. Participants were middle level managers and project officers from a variety of government agencies including the Central Planning Office, Town & Country Planning and Regional Development.
Australia / Vietnam (August & November 96)	<ul style="list-style-type: none"> • Project Design Specialist. Contracted by AusAID for the 'English Language and Technical Skills Training Project'. Engaged to re-structure a number of ongoing and new AusAID training projects in Vietnam into one umbrella project.
Australia (November 96)	<ul style="list-style-type: none"> • Workshop Facilitator. Contracted by the Kimberley Land Council to facilitate a series of workshops for Traditional Land Owners and Kimberley Land Council staff on work program planning.
Australia (April 96 and September 96)	<ul style="list-style-type: none"> • Community Development Planning Adviser. Contracted by the Kimberley Land Council to work on the Balangarra Native Title Claim. Providing advice and training to KLC project officers in local area development planning and workshop facilitation.
Malawi (January 96)	<ul style="list-style-type: none"> • Course Director. Contracted to the World Food Program to design and deliver a 'Monitoring & Evaluation Regional Workshop' for government officers working as counterparts to the World Food Program . Designed and delivered a 5 day workshop for 20 participants from 11 African countries, focusing on the application of WFP M&E procedures.
Luxembourg (January 96)	<ul style="list-style-type: none"> • Trainer. Contracted to the European Commission to design and conduct a four day workshop on the Logical Framework Approach for officers from Eurostat, a Directorate of the European Commission.
Kazakstan, Uzbekistan, Kyrgistan (November to December 95)	<ul style="list-style-type: none"> • Lead Trainer. Contracted to the European Commission on the 'Project Cycle Management Training' project, funded by the TACIS program of the European Union. Delivered an initial 'Train the Trainer' session in Tashkent, followed by a one week workshop in each country for government counterparts working on TACIS funded projects.

Country/Dates	Description of work
Australia (October 95)	<ul style="list-style-type: none"> • Community Development Planning Adviser. Contracted by Century Zinc Pty Ltd to prepare draft Management Guidelines for the allocation of Community Development Grants to Aboriginal communities under the Century Zinc Community and Regional Development Agreement (Century Zinc).
Papua New Guinea (April 94 to June 95)	<ul style="list-style-type: none"> • District Planning and Village Services Adviser. Contracted by AusAID on the Kandrian Gloucester Integrated Development Project (KGIDP), West New Britain. Responsible for institutional development, training in participatory approaches to field work and the preparation of Community Area Plans for local level government and resource owners.
Laos (July 95)	<ul style="list-style-type: none"> • Course Director and Trainer. Contracted by AusAID to design and deliver a 'Project Planning and Documentation Workshop' for Lao Government project planners. Responsible for course planning, materials development and session delivery.
Australia (April to May 95)	<ul style="list-style-type: none"> • Trainer/Facilitator. Contracted by AusAID to design and deliver a Project Planning, Monitoring and Evaluation Course run by the Development Training Group, Australian Centre for Pacific Development & Training, Sydney. Responsible for session planning, materials development and course delivery.)
Fiji (January 95)	<ul style="list-style-type: none"> • Course Director. Contracted by AusAID to design and deliver a 'Project Planning & Appraisal Workshop' for District Officers from the Department of Regional Development, Suva. Funded through the Australian Centre for Pacific Development & Training and coordinated by the Government of Fiji.
UK, Wye College, University of London (January 94)	<ul style="list-style-type: none"> • Trainer/lecturer. Contracted by the University of London (Wye College) to deliver modules of the 'Managing Rural Development' short course. Prepared and delivered sessions on project design and monitoring systems.
Rome/UK (September/October 93)	<ul style="list-style-type: none"> • Course Designer. Contracted by FAO to prepare in-house training materials for a new course on 'Policy and Programme Analysis'.
UK (August 93)	<ul style="list-style-type: none"> • Trainer. Contracted to a World Bank funded short course in 'Project Planning and Management Information' run by Ian McDonald Associates for a group of 25 Pakistani public servants. Focus on Management Information System design.
Kenya (July 93)	<ul style="list-style-type: none"> • Training Specialist. Contracted to the Kenya Wildlife Service as part of a management systems consultancy supporting development of institutional capacity within the Kenya Wildlife Service. Developed and ran a series of short workshops for KWS staff on project planning, management and monitoring. (Through ITAD, UK)
Zambia (May 93)	<ul style="list-style-type: none"> • Project Management and Monitoring Systems Specialist. Contracted by IFAD to work on the World Bank funded 'Smallholder Services Rehabilitation Project'. Involved preparation of Project Planning, Budgeting and Reporting Guidelines for use by project managers and their staff.
Malawi (October to	<ul style="list-style-type: none"> • Project Planning and Training Consultant. Contracted by the Food Studies Group, University of Oxford, as part of GTZ

Country/Dates	Description of work
November 92)	funded project. Contracted to prepare training materials for a course on project planning and appraisal, and to conduct the first three weeks of training for Malawian civil servants. The training was specifically designed to introduce the new Malawi Project Planning Manual, prepared for the Government of Malawi in the previous year.
Vietnam (August to September 92)	<ul style="list-style-type: none"> • Project Design Expert. Contracted by AIDAB for a pre-feasibility study mission to develop an English Language Training Programme for Vietnam. (AIDAB, Canberra)
Italy (June to July 92)	<ul style="list-style-type: none"> • Training Specialist. Contracted by the Food and Agriculture Organisation of the UN to prepare an in-service training program and materials on project monitoring and evaluation for use by FAO staff.
China (July 92)	<ul style="list-style-type: none"> • Project Design Expert. Contracted by AIDAB for the Wool Research and Technology Project Phase 2. Responsible for reviewing progress of phase 1 and preparing project design document in preparation for tendering for phase 2. Included preparation of Logical Framework and associated schedules.
Malawi (October to November 91)	<ul style="list-style-type: none"> • Project Planning and Management Specialist. Contracted by the Food Studies Group (Oxford University) for preparation of a project planning manual for the Department of Economic Planning and Development, Government of Malawi. Part of a GTZ funded program.
India (September 91)	<ul style="list-style-type: none"> • Monitoring and Evaluation Expert. Contracted by the Aga Khan Foundation (India) to support the development of the project planning, budgeting and management information system of the Aga Khan Rural Support Programme in Gujarat, India.
Papua New Guinea (July 89)	<ul style="list-style-type: none"> • Project Economist. Contracted by International Fund for Agricultural Development (IFAD) to participate in the Mid-term Review Mission on South Simbu Rural Development Project. Responsible for reviewing the management, staff development and training, media and infrastructure components of the project and assessing economic impact. (IFAD)
Australia/Vietnam (April 91)	<ul style="list-style-type: none"> • Project Design Specialist. Contracted by Radio Australia (RA) to assist in the design of a project to commence the broadcasting of English Language Courses to Vietnam.
Australia/Laos (April 91)	<ul style="list-style-type: none"> • Project Design Specialist. Contracted by the UNICEF Committee of Australia. Assisted UNICEF in the re-design of a Primary Education Support Project for Ethnic Minorities in Laos. Provided advice specifically on the design of an appropriate monitoring and evaluation system.
Philippines (March 91)	<ul style="list-style-type: none"> • Project Design Specialist. Contracted by AIDAB for the Philippines Agricultural Technology Education Project field appraisal mission. Responsible for production of the final draft project design document, Logical Framework and associated cost and activity schedules.
Vietnam (September 90)	<ul style="list-style-type: none"> • Team Leader. Worked for CARE Australia on the Community Forestry Project Design mission to Ha Bac province, Vietnam. Specifically responsible for institutional and management

Country/Dates	Description of work
<p>Papua New Guinea (October to December 89)</p>	<p>aspects of project design and project monitoring and evaluation.</p> <ul style="list-style-type: none"> • Field Coordinator. Worked for CARE Australia to help prepare the Kandrian-Gloucester Rural Development Project Feasibility/Design Study, West New Britain,. Responsible for team management (12 consultants), local agency liaison, field logistics and co-ordination of report production.
<p>Vietnam (September 89)</p>	<ul style="list-style-type: none"> • Project/programme analyst. For CARE International's mission to Vietnam. Responsible for project identification with a focus on smallholder agriculture and community forestry.
<p>Comoros (April 89)</p>	<ul style="list-style-type: none"> • Project Design Specialist. Worked for CARE Australia on the Anjouan Community Health Project Design Mission. Prepared project logframe, resource & cost schedules, management and financing arrangements.
<p>Publications</p>	<p>List of publications, project design documents, and technical reports available on request.</p>
<p>Referees</p>	<p>On request</p>