

ANNEX 1

FISRI FINAL EVALUATION REVIEW TEAM CVs

CURRICULUM VITAE

Name Flor E. Healy
Position Team Leader and Rural Development Specialist
DOB/Nationality 05.10.1964, Irish – Ireland **Years Experience** 28 years overall, 15 years as Development Consultant
Qualifications Academic Qualifications:

Institution:	Degree(s) or Diploma(s) obtained:
ESSEC Graduate Management School, Paris, France (1999)	MBA in International Agri-Food Management
Open Business School, Open University, UK (1994)	Master of Business Administration (MBA)
University College Cork, Ireland (1994)	Diploma in Applied Project Management
Chartered Association of Certified Accountants (ACCA), UK & Ireland (1991)	Certified Diploma in Accounting & Finance (CdiPAF)
Marketing Institute, Ireland (1991)	Graduateship Degree in Marketing (MMII Grad.)

Professional Qualifications:

Institution:	Certificate(s) obtained:
HEC, Paris and Oxford University (Said Business School), UK (2005-2006)	Consulting & Coaching for Change Programme
Oxford University (Said Business School), UK (2006)	Oxford Scenarios Programme (Futures, Strategy & Planning)
TSB Bank – Training College, UK (1989)	Advanced Lending & Credit Management Programme

Professional Skills/Qualifications

- ✓ **B2B Trade, Marketing/PR, Negotiation/Communications:** Trade promotion, strategic market development/research addressing production/market risk, development of appropriate marketing, communications/PR strategies/plans, negotiation/advocacy/lobbying/dissemination strategies/plans/activities;
- ✓ **Banking/Finance, SMEs, Commercial/Corporate Development:** Experienced retail/commercial/corporate bank lending/financial services, financial/cost/risk/credit analysis/management, corporate/asset/project financing, debt management/restructuring/work-out arrangements, business/competitiveness consulting advisory services to the private sector and SMEs;
- ✓ **Institution Strengthening, Capacity Building and Policy Advice:** Assisting Government Ministries/Agencies and NGOs to adapt to legal and structural reforms and evolving environment and market requirements through the provision technical advice on policy and/or programme management, organisation/institution strengthening and capacity/performance development, particularly in the agriculture and agri-food sectors;
- ✓ **Strategic Thinking/Planning Approaches and Performance Improvement/Management Systems:** Experienced in design/facilitation of strategic business reviews/evaluations, scenario and business planning, HR/systems performance management/measurement and implementation;
- ✓ **Regional/Rural Development:** Regional industrial development strategy/promotion; Rural Development policy, strategy and programme implementation;
- ✓ **Training, HR Development, Change Management & Organisation Development:** Experienced in design/delivery of HR training/development, strategic/management/leadership/marketing skills, supported by coaching/mentoring follow-up, relating to business, competitiveness and SME development, NGO development, international trade/marketing and regional/rural development;
- ✓ **Project Management and Team Leadership:** Highly experienced IT/computer literate project/financial manager, administrator and team leader;

Country Experience

Country	Date: from / to	Country	Date: from / to
South Africa, Southern Africa	06/2007 – date	Kosovo, South-East Europe	06/2006 – 08/2007
SADC – SADC Member States	06/2007 – date	Ukraine, Eastern Europe	10/2004 – 02/2006
Papua New Guinea, Oceania	02/2012 – 05/2012	Gambia, Western Africa	07/2004 – 08/2004
Tajikistan, Central Asia	06/2009 – 10/2009	Botswana, Southern Africa	07/2004 – 08/2004
Turkey, South-East Europe	12/2008 – 03/2009	Moldova, Eastern Europe	06/2003 – 02/2004
Romania, Eastern Europe	01/2003 – 02/2008;	Czech Republic, Central Europe	08/1999 – 05/2000

Professional Experience

02/2012-Ongoing	Port Moresby, Papua New Guinea	ADB (Frankfurt School Finance & Mgt., Germany)	Project Benefit M&E Specialist
09/2011-12/2011	Pretoria, South Africa	EuropeAid [HTSPE, UK]	Team Leader; Regional Integration Specialist
07/2011-09/2011	Gaborone, Botswana	EuropeAid [Ecorys/Swisscontact, Netherlands]	Team Leader; Senior Evaluator
06/2011-07/2011	Home-based (Angola)	Government of South Africa	Agri-Sector Cluster Specialist
03/2011-07/2011	Gaborone, Botswana	EuropeAid [Pohl Consulting/GDSI, Germany]	Team Leader – Evaluator & Capacity-building
05/2010-06/2010	Pretoria/Provinces, South Africa	Govt. South Africa & UN FAO	External Evaluator
04/2010-05/2010	Home-based (Nigeria)	EuropeAid [ECO3, Belgium]	External Evaluator (INSIDE Programme)
06/2009-10/2009	Dushanbe, Tajikistan	UKAid-DFID [Blueprint Group, South Africa]	Interim Adviser – LED; Livelihoods & PSD
12/2008-03/2009	Ankara/Istanbul, Turkey	EuropeAid [IBF Intl. Consulting, Belgium]	Team Leader, Commercial Banking Expert
06/2007-06/2008	SADC Region (14 Countries)/EU-27	EuropeAid [Ecorys NEI, Netherlands]	Team Leader/Control/M&E Specialist (CMQ)
01/2007-02/2008	Bucharest, Romania	EuropeAid [WYG International, UK]	Team Leader/Management Training Specialist
06/2006-07/2007	Pristina, Kosovo	EuropeAid [WYG International, UK]	Trade/Agri-Marketing Specialist
10/2005-02/2006	Kyiv, Ukraine	EuropeAid [Ecorys NEI, Netherlands]	Team Leader (Programme ID & Formulation)
08/2005-09/2005	Kyiv, Ukraine	UNDP, Ukraine [FE Healy]	International Consultant - Evaluator
10/2004-12/2005	Kyiv, Ukraine	DFID, UK [ADAS International, UK]	Institutional Support Specialist
01/2005-04/2005	Bucharest, Romania	EC PHARE Programme [ADAS Intl., UK]	General Training Specialist
07/2004-8/2004	Banjul, Gambia, West Africa	World Bank [IDI, Ireland]	OD/Training & Capacity Development Expert
01/2003-05/2004	Bucharest Romania	EC Phare Programme [TDI Group, Ireland]	Deputy TL/Technical Training Specialist
06/2003-02/2004	Gaborone, Botswana, Southern Africa	Government of Botswana [IDI, Ireland]	Capacity Development & Training Specialist
12/2002-07/2003	Limerick, Ireland	Shannon Foynes Port Company Ireland	Strategic Management Consultant
01/2001-12/2002	Dublin, Ireland	Century Management Limited, Ireland	Strategic Change Management Consultant
11/2000-04/2001	Paris, France	Flor Healy [trading as: Euro-Agri, Ireland]	Project Manager/ Adviser [UK Market]
05/2000-09/2000	Chisinau, Moldova, Eastern Europe	EC Tacis Programme [TDI Group, Ireland]	Team Leader/Strategy Adviser
08/1999-05/2000	Prague, Czech Rep., Central Europe	EC Phare Programme [TDI Group, Ireland]	Trade Liberalisation Specialist
02/1999-07/1999	Paris, France	Flor Healy [trading as: Euro-Agri, Ireland]	Team Leader, MBA Research Project
01/1998-07/1998	Chisinau, Moldova, Eastern Europe	EC Tacis Programme [TDI Group, Ireland]	Agri-Finance Specialist
07/1997-08/1998	Dublin and Limerick, Ireland	Flor Healy [trading as: Euro-Agri, Ireland]	Lobbying/Investment Promotion Specialist
01/1998-07/1998	Dublin, Ireland	Government of Ireland [Ministry of Agriculture]	Government Special Adviser
06/1984-06/1995	Dublin, Ireland	AIB Bank (Retail), HSB (Commercial), Bol (Corporate Banking - Food, Drink & Agri Sectors)	Senior Bank Official, Lending Manager and Account/Relationship Manager

Language Skills

Language	Reading	Speaking	Writing
English	1	1	1
French	3	3	3

CURRICULUM VITAE

Name Mukelabai NDIYOI
Position Team Leader, Beneficiary Assessment Study – Farming Systems Specialist
DOB/Nationality 14 July 1957, Zambian **Years Experience** 30 years

Qualifications

Academic Qualifications:

Institution:	Degree(s) or Diploma(s) obtained:
University of Florida (Jan 1986 – Aug 1988)	MSc Agronomy
University of Zambia (Oct 1977 – Oct 1981)	BSc. Agriculture

Professional Qualifications:

Institution:	Certificate(s) obtained:
FAO at MCA and Zimbabwe	Farmer field schools, 1996
ISNAR/ESAMI, Lesotho	Training of Trainers in Priority setting. August 1995
ARPT and ARIZONA 1992	Incorporating Household Food security in Farming Systems Research,
MDF, Ede, The Netherlands	Project Planning and Management. April 1991 - June 1991
CIMMYT Economics Programme, East and Central Africa, PAIDESA, Kabwe, Zambia.	Farming Systems Research Methodologies Part 1&2 Diagnostic Phase and Experimental Phase. An in-country training programme during the 1983-84 growing season.
CIMMYT Economics Programme, East and Central Africa, ILRAD, Nairobi, Kenya.	Farming Systems Research Methodologies Part 1&2 Diagnostic Phase and Experimental Phase October 1981 and June 1982.

Professional Skills/Qualifications

- Participatory/Adaptive Research and Planning
- Team leader. I am able to build and lead a multidisciplinary team of researchers to a common purpose.
- Farming Systems Agronomist. Able to implement investigations that seek improvements in agricultural practices for small farmers using participatory approaches espoused in farming systems approach.
- Institutionalization. I have very good practical understanding of what institutions are and how to ensure their growth and survival.
- Training. Able to conduct training sessions for specific target audiences – farmers, field staff, researchers.
- Priority Setting in Agricultural Research. Facilitate the derivation of research themes
- Diagnostic Surveys. Design and implementation
- Project Planning, Management and Evaluation. Using the logical framework approach,
- Rural development, food security research.
- Improvement and maintenance of soil fertility on small farms

Country Experience

Country	Date: from / to	Country	Date: from / to
Zambia, Lesotho, Botswana, Namibia	October 2011	Mozambique	Feb – Nov 2000; Oct - Dec 2001
Zambia, Malawi, South Africa, Zimbabwe, Lesotho, Madagascar, Mozambique, Swaziland,	8 August – 31 September 2010	Botswana	January - February 1992
Zambia, Lesotho, Botswana, Namibia	Sept -Nov 2007	Zambia	Since 1981
Mozambique	January – December 2003		

Professional Experience

Date from - Date to	Location	Company& reference person (name & contact details)	Position
March 1 to May 9 2012	Lusaka, Zambia	FAO, ROME	Farming Systems Expert and Coordinator, Beneficiary Assessment
October 2011	Zambia, Lesotho, Botswana, Namibia	GART -- Golden Valley Agricultural Research Trust	Farming Systems Agronomist. Evaluating a regional programme
April 18 to October 18 2011	Lusaka	MACO, and The UN System	Consultant Support to CAADP Investment Plan Formulation
Jan-6 to 21 March 2011	Lusaka	JICA	Teamleader/Consultant. Impact assessment of the Food Crop Diversification Project (FODIS).
8 August – 31 September 2010	Zambia, plus 7 other SADC countries	FAO Regional Emergency Office for Southern Africa	Consultant. Evaluate the Conservation Agriculture Working Group (CARWG) and the National Conservation Agriculture Task Force (NCATF)s
November 30 2009 – October 15 2010	Lusaka, Zambia	Academy for Educational Development (AED)	Senior Agricultural Specialist. Develop a country-specific Food Security Country Framework (FSCF) for Zambia.
23 August – 9 September 2009	Mansa, Zambia	ECORYS Nederland B.V.	National Consultant. Evaluated PLARD and Finland support to the agriculture sector n general
July 10 2008 – November 10 2008	Lusaka, Zambia	FASAZ – Farming Systems Association of Zambia.	Team leader. Preparation of the Project Completion Report for the Smallholder Enterprise and Marketing Programme (SHEMP)
November 8, 2007 to July 9 2008	Lusaka, Zambia	Concern Worldwide UK	Consultant. To monitor the process leading to the signing of the CAADP Compact
Sept -Nov 2007	Zambia, Lesotho, Botswana, Namibia	GART - Golden Valley Agricultural Research Trust	Team leader and Farming Systems Agronomist. Evaluating a regional programme funded by SIDA

Language Skills

Language	Reading	Speaking	Writing
Silozi	1	1	1
English	1	2	2
Portuguese	4	5	5

CURRICULUM VITAE

Name Mick Sikaenyi Mwala
Position Consultant – Capacity Building
DOB/Nationality 01/01/1954, Zambian **Years Experience** 35 years
Qualifications Academic Qualifications:

Institution:	Degree(s) or Diploma(s) obtained:
University of Missouri-Columbia -USA	PhD Agronomy
South Dakota State University USA	MSc Agronomy
University o Zambia – Lusaka, Zambia	B.Agric Sci.

Professional Qualifications:

Institution:	Certificate(s) obtained:
International Livestock Research Institute. (Ethiopia). 2010	Planning, Monitoring, Evaluation and Impact Assessment of Research and Development (R&D) Investment in Agriculture.
Mananga Institute of Management (Swaziland) 1995	Training of Trainers on Agricultural Research Management Training
East and Southern Africa Management Institute (Tanzania). 1993	Project Management and Monitoring and Evaluation

Professional Skills/Qualifications

- Priority Setting for Agriculture
- Project Formulation, Monitoring and Evaluation
- LogFrame development/ MetaPlanning
- Training Needs Assessment
- Technical and Scientific Writing
- Facilitation of Meetings

Country Experience

Country	Date: from / to	Country	Date: from / to
Zimbabwe	2002 - 2003	Uganda	08/11/2004 – 11/11/2004
Swaziland	08/05/2011 – 25/05/ 2011	Mozambique	During the period 2000 - 2010
Tanzania	During the period 2000 - 2010	DRC	During period 2006-2011
Malawi	During the period 2000 - 2010	RSA	During the period 2000 - 2010

Professional Experience

- Dean – School of Agricultural Sciences (2011 – to date); Chief Executive Officer of the School. Responsible for execution of all programmes in the School and overall manager of all resources towards realization of the University Strategic Plan.
- Head of Crop Science Department (2005-2009);Manage Departmental programmes (M.Sc and B.Sc) and co-ordinate Regional M.Sc (Crop Science) programmes.
- Consultant to CIMMYT on the On-Farm Verification Scheme in the SADC region (2000-2011)
- Member of the Mid-Term Review Team of the Swaziland Agricultural Development Programme. May/June 2011.
- Member of the Study Team on Agricultural Public Expenditure Review. December 2009-February 2010.
- Consultant on study of Private Sector Agricultural Innovation and R&D: Measuring Private Agricultural Research and Innovation. July –December 2009.
- Scoping Study of Agricultural Research institutions in Zambia for SADC. July-August 2007.
- Member of the University of Zambia Strategic Planning Committee. September 2006 - 2008.
- Principal Consultant on the development of training modules on agricultural experimentation for agricultural researchers. November 2007-January 2008.
- Plant breeding and seed systems consultant on Seed Systems status in Zambia for the Program for Africa's Seed Systems (PASS).) December 2006-February 2007.
- Reviewer of the Sida supported projects in the Regional HIV/AIDS Programme. September 2007.
- Team Leader of Team to Review the Impact of Drought on ASP farmers in Zambia. July-Sept 2005.
- Team Leader of the Mid-Term Review of the Small Holder Access to Processing, Extension and Seeds (SHAPES)/PAM. July/September 2002. Lusaka, Zambia.
- A member of the MAFF/Sida Facilitation Team in the development of the Agricultural Support Programme (ASP) October, 2001- January, 2002.
- Principal consultant in the formulation of a regional project Young Men as Equal Partners in the mitigation of HIV/AIDS. November, 2004.
- A member of the SACCAR/EU/KIT mission to formulate a strategic plan for the Maize and Wheat Network in the SADC region. November/December, 1999.
- A member of the Team to develop Agricultural Management Training Modules for the SADC/ISNAR/ESAMI ARMT Project (January – March, 1995).
- A member of mid-term evaluation team for the SADC/ISNAR Agricultural Research Management Training Project.. July-August, 1989.

Language	Reading	Speaking	Writing
English	1	1	1

CURRICULUM VITAE

Name Lungowe Sepo Marongwe
Position Conservation Agriculture Specialist
DOB/Nationality 24/01/1964, Zambian (resident in Zimbabwe) **Years Experience** 18 Years
Qualifications Academic Qualifications:

Institution:	Degree(s) or Diploma(s) obtained:
AGRICULTURAL UNIVERSITY , PLOVIDIV, BULGARIA (1991)	BSC & MSC IN AGRONOMY
UNIVERSITY OF THE WESTERN CAPE, CAPETOWN, (2012)	DIPLOMA IN LAND AND AGRARIAN STUDIES

Professional Qualifications

Institution:	Degree(s) or Diploma(s) obtained:
SPEICSS COLLEGE ZIMBABWE/RHODES UNIVERSITY(2000)	CERTIFICATE IN ENVIRONMENTAL EDUCATION
WAGENINGEN UNIVERSITY, THE NETHERLANDS (2008)	CERTIFICATE IN MONITORING AND EVALUATION :- MANAGING FOR IMPACT
MANAGEMENT FOR DEVELOPMENT RESULTS (MDF), THE NETHERLANDS (2009)	PROGRAMME MANAGEMENT FOR DEVELOPMENT PRACTITIONERS

Professional Skills

- Technical and Scientific writing
- Proposal Writing
- Development of Training and Extension Material
- Development of Policy and Technical Briefs
- Monitoring and Evaluation

Country Experience

Country	Date: from / to	Country	Date: from / to
ZAMBIA	1991-1992		
ZIMBABWE	1994 - 2012		

Professional Experience

2004- 2006	MINISTRY OF AGRICULTURE, ZIMBABWE	TECHNICAL WRITING, REPORT WRITING, MONITORING AND EVALUATION	EXTENSION SPECIALIST
2006 - 2012	MINISTRY OF AGRICULTURE- FAO	TECHNICAL WRITING, PROPOSAL WRITING, MONITORING AND EVALUATION	SUBJECT MATTER SPECIALIST FOR CONSERVATION AGRICULTURE

Language Skills

Language	Reading	Speaking	Writing
English	1	1	1

CURRICULUM VITAE

Family name: Mupindu
First names : Shingaidzo
Nationality: Zimbabwean

• **Education:**

Institution	Degree(s) or Diploma(s) obtained:
University Of London	Msc. Managing Rural and Agricultural Development
University of London	Diploma in Gender Studies
Christian College of Southern Africa	Diploma in Project Planning and Management
National University of Lesotho	B.A. Sociology

Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	1	1	1
Shona	1	1	1
Ndebele	3	3	3
Sotho	3	3	3

Professional Experience

Date :	January 1998- to date
Company	GERUDE Consultants
Position & Description	Principal Consultant: over 90 consultancy assignments.. Assignments included tasks in the following sectors gender, rural development, agricultural developemnt, civil society development, food security, environment, programme management, HIV and AIDS
Date :	January 1991- Janaury 1998
Company	Programme officer for SNV-Netherlands Development Organisation, responsible for gender and agriculture portfolio
Date :	January 1989 To December 1990
Company	Programme Manager for the CIDA/ Ministry of National Affairs in the project "Entrepreneurship Development for Rural Women in Mashonaland West" responsible for overall project programming and management.
Date :	(September 1987 to December 1989)
Company	FAO / Ministry of Women's Affairs (Zimbabwe) Technical Advisor for the project : Strengthening the role and work of women in rural development
Date :	February 1984 to August 1987).
Company	Zimbabwe Institute of Development Studies (ZIDS) Research Fellow, carrying out policy oriented research in the area of gender, rural development and Agriculture.
Company	Planning Officer in the Ministry of Labor and Social Welfare
Countries of experience in Region	Zimbabwe, Zambia, Uganda, Lesotho, South Africa, Botswana Swaziland, Nigeria, Angola, Democratic Republic of Congo, United Republic of Tanzania and Malawi.

Summary of Relevant Assignments

Nature of Task	Number of tasks/ Assignments carried out.
Programme Evaluations (In Various sectors & Disciplines)	42
Baseline Surveys, needs assessments, country situation analysis & Researches	11
Gender mainstreaming	32
Country development cooperation results assessments and Country Programme Assessments	8
Organizational Development (Capacity building, strategic planning & assessments)	9
Programme Design & Formulations	7
Programme Management	3
Case Studies	4

INTERNATIONAL AND REGIONAL ORGANISATIONS THAT HAVE COMMISSIONED WORK AND ASSIGNMENTS FOR THEMSELVES AND THEIR SEVERAL REGIONAL AND NATIONAL PARTNER ORGANISATIONS INCLUDE THE FOLLOWING.
OXFAM GB, UNDP Zimbabwe; SIDA, Catholic Relief Services (CRS); Netherlands Development Organisation (SNV); CAP Uganda, Southern Africa Human Rights Trust (SAHRT); OXFAM NOVIB; OXFAM UK; DANIDA; UNICEF; MS-Denmark Zambia; MS-Denmark Zimbabwe; DFID, RATN; CAFS; Futures Group; Ireland Aid; WW Kellogg Foundation, EC Nigeria; EC Zimbabwe; GOAL Zimbabwe; Liechtensteinischer Entwicklungs-Dienst (LED); ESAMI; PACT; Danish CASA; SADC, MS-Denmark Zimbabwe, MS Zambia, Tear Fund, Heks-Epper (Swiss Inter-church Aid), IRED; Norwegian People's Aid (NPA) UN-Women Zimbabwe, FAO Sub-Regional Office (SFS) FAO Zambia, FAO Zimbabwe, Women Kind, PSG (Project Support Group), AGE (under) Euro-consult, Arspoggett, GTZ, Dabane, UNAIDS, Africa Region Municipal Development Programme (MDP) CDC Africa Groups of Sweden, Freedom House Southern Africa, Catholic Commission for Justice and Peace (CCJP),