

## Role: Senior Consultant

1. **Family name:** Mangombe
2. **First names:** Aveneni
3. **Nationality:** Zimbabwean
4. **Civil Status:** Married
5. **Contact details:** **Email:** [aveneni@developmentsolutions.co.zw](mailto:aveneni@developmentsolutions.co.zw) **Tel:** +263773302742 or +263715608914, **Skype name:** mangombeaveh
6. **Address:** 39 Tunsgate Road, Mt Pleasant, Harare, Zimbabwe
7. **Education:**

Institution	Degree(s) or Diploma(s) obtained:
University of Zimbabwe (2004-2006)	Masters in Population Studies
University of Zimbabwe (1999-2003)	BSc (Hons) Social Work
Lund University (Sweden) – 2017-2018	Diploma in Sexual Reproductive Health and Rights (SRHR)
University of Washington - 2020	Project Management in Global Health
London School of Hygiene & Tropical Medicine (LSHTM) and University of Cape Town - 2018	Adolescent and Youth Health
Geneva Foundation for Medical Education and Research (GFMER): 2020	Adolescent Sexual and Reproductive Health (ASRH): “Lessons learned, and experiences gained in improving the SRH of adolescents in the 25 years since the ICPD” and “Responding to the SRH needs of adolescents in the context of the COVID-19”
Partners In Health and the University of Global Health Equity - 2020	Pandemic Preparedness and Response
Structured Operational Research Training:2018 - 2019	The Union and the Structured Operational Research Training Institute (SORT IT)
FHI360 - 2019	Research Ethics Training Curriculum

### Other Trainings:

- Leadership and Communication: Swiss School of Public Health (SSPH+)
- Results Based Management and Financing: World Bank & CORDAID
- Gender, Equality and Human Rights within Health, SRH and Family Planning: WHO
- Psycho Social Support Advocacy: REPSSI
- Programming for Adolescents Living with HIV: WHO/UNFPA/UNICEF
- Social and Behavior Change Communication: University of Witwatersrand

### Confirmed publications:

- Does peer education go beyond giving reproductive health information? A cohort study in Bulawayo and Mount Darwin, Zimbabwe:* <http://bmjopen.bmj.com/cgi/content/full/bmjopen-2019-034436>
- Effects of a Peer-Led Intervention on HIV Care Continuum Outcomes Among Contacts of Children, Adolescents, and Young Adults Living With HIV in Zimbabwe:* <https://www.ghspjournal.org/content/7/4/575/tab-article-info>
- Linkage of voluntary medical male circumcision clients to adolescent sexual and reproductive health (ASRH) services through the Smart-LyncAges project in Zimbabwe: a cohort study* <http://bmjopen.bmj.com/cgi/content/full/bmjopen-2019-033035>
- Early retention among pregnant women on ‘Option B+’ in urban and rural Zimbabwe:* <https://aidsrestherapy.biomedcentral.com/articles/10.1186/s12981-021-00333-3>

### Publications in progress:

- Designing routine health check-ups for adolescents in Zimbabwe:* In collaboration with London School of Hygiene and Tropical Medicine (LSHTM) and the Biomedical Research and Training Institute (BRTI)
- Inequalities in age at marriage, birth and sexual debut among adolescents in sub-Saharan Africa:* In collaboration with African Population and Health Research Center
- Retention and performance of peer educators and sustainability of HIV prevention services for adolescents in the Zimbabwe Smart-LyncAges project:* In collaboration with the World Health Organisation and The Union

### Operational studies in progress:

- Zvatinoda! (What we want!) intervention project: Increasing demand and uptake of sexual and reproductive health services by young people in Zimbabwe:* In collaboration with LSHTM, BRTI and Organization for Public Health Intervention & Development

ii. *Evaluating the effectiveness of adolescent health check-ups:* In collaboration with LSHTM and BRTI

8. **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

9. **Other skills:**

- Microsoft Excel, Word Processing, PowerPoint,
- SPSS, Epidata
- Zoom, Microsoft teams and Google meet.
- Excellent Communication skills
- Good Negotiation skills
- Internet and e-mail

10. **Country Experience**

Country	Date from Date to
Botswana	2013 - 2020
eSwatini	2013 - 2020
Kenya	2005, 2021
Lesotho	2013 - 2020
Malawi	2013 - 2021
Namibia	2013 - 2020
South Africa	2013 - 2020
Tanzania	2019 - 2020
Zambia	2013 - 2021
Zimbabwe	2006 - date

## 11. Employment Record

Date from – Date to	Location	Company	Position	Description
December 2006 to December 2020	Zimbabwe	Ministry of Health and Child Care Family Health Department	SRH Programme Coordinator – Adolescents and Youth	<p><b>Key roles and responsibilities:</b></p> <ol style="list-style-type: none"> <li>1. Managing the development, implementation, monitoring, coordination, documentation, and evaluation of national and multisectoral adolescent health initiatives.</li> <li>2. Providing technical guidance and coordination (including partnership management) all relevant sector ministries, parastatals, civil society organisations, youth associations/networks and UN partners in the planning, implementation, monitoring, evaluation, and reporting of Adolescent Sexual and Reproductive Health (ASRH) initiatives.</li> <li>3. Facilitating and supporting effective knowledge management, collection of strategic information, documentation of lessons learnt and good practices that enhance the effectiveness of ASRH interventions.</li> <li>4. Initiate and lead in dissemination &amp; utilization of research results for proposal development, planning, financial accountability and reporting to strategic partners and donors.</li> </ol> <p><b>Key Achievements:</b></p> <ol style="list-style-type: none"> <li>i. Coordinated the development, review and dissemination of ASRH Strategy 1 &amp; II; facilitated development of the school health policy and the strategic plan (2020-2025) for the “school-based life skills empowerment &amp; support programme”;</li> <li>ii. Contributed towards resource mobilization and knowledge management for adolescent health, e.g. HDF, mHealth Initiative, Safeguard Young People (in Botswana, eSwatini, Lesotho, Malawi, Namibia, South Africa, Zambia and Zimbabwe), EU supported MDG 5 Initiative, Global Fund, SADC Future Life Now and 2gether for SRHR;</li> <li>iii. Prepared and presented local and regional program reports to development partners and donors, including budget tracking, data quality controls, validation &amp; analysis (including adolescent focused database management &amp; analysis) and value for money assessments.</li> <li>iv. Led the adaptation processes for the global standards on provision of quality adolescent health services and updating of SRH and HIV training packages, both pre and in-service (including the SRH &amp; HIV linkages packages).</li> <li>v. Led and coordinated the adaptation and review of both regional and national comprehensive sexuality education (CSE) tools and packages for both the in and out of school settings.</li> <li>vi. Participated meaningfully in the review and development of various SRH and HIV related strategic plans and service delivery guidelines such as ZNASP IV, eMTCT Implementation Plan, the Implementation Plan for PrEP, Family Planning Strategy, HTS guidelines and ART guidelines, Youth Friendly Service Provision (YFSP) delivery guidelines.</li> <li>vii. Led the development, piloting and evaluations of the Family Matters and Let’s Chat Parent Child Communication (PCC) packages and life skills-oriented girls’ empowerment initiatives (sister to sister);</li> <li>viii. Facilitated/contributed the development of the national standard package of HIV, SRH, and GBV prevention services for AGYW in Zimbabwe and validation of special studies on AGYW in Zimbabwe, under the USAID/PEPFAR DREAMS and Global Fund AGYW initiatives.</li> <li>ix. Coordinated the evaluation and documentation of ASRH initiatives and best practices, e.g., the social media campaign on ASRH, PCC, Sister to Sister clubs, SASA model, rolling out of ASRH standards and the HIV differentiated service delivery (DSD) models for adolescents in Zimbabwe.</li> <li>x. Facilitated and coordinated various special and operational studies on AGYW, e.g., fertility study, Y-Health checks, Adolescents living with HIV, with some publications.</li> <li>xi. Led and coordinated the development of an ASRH Advocacy Package in 2013, advocated for the adolescent friendly review of the DHIS2.</li> <li>xii. Coordinated the adaptation of the LSHTM and WHO Adolescent Health Course to Zimbabwe, in collaboration with the University of Zimbabwe and Biomedical Research and Training Institute.</li> <li>xiii. Led the establishment and rolling out the first ever decentralized National ASRH Coordination Forum since 2010. Member of various committees on adolescent health, e.g., Global Action for Measurement of Adolescent health (GAMA) Advisory Group, National AGYW advisory group, Peer Reviewer in various journals, Scientific Committee member for the 4th International Workshop on HIV &amp; Adolescence.</li> </ol>

Date from – Date to	Location	Company	Position	Description
July –November 2006	Zimbabwe	Africare Zimbabwe	Research, Monitoring and Evaluation Officer – HIV & AIDS and Health Programmes	<b>Key achievements:</b> <ol style="list-style-type: none"> <li>i. Reviewed and piloted the monitoring and evaluation system and tools for the Nutrition on Wheels Project for Orphans and Other Vulnerable Children (OVC) and People Living with HIV (PLWH)</li> <li>ii. Developed the monitoring and evaluation strategy for the Nutrition on Wheels Project for OVC and PLWH</li> <li>iii. Coordinated and managed the external evaluations such as the Nutrition on Wheels Phase three, Community Based Care, Protection and Empowerment for OVC and the Sustainable Nutritional Support for OVC Projects.</li> <li>iv. Conducted a Baseline survey for the Male Empowerment Home Based Care Project</li> <li>v. Designed a Cohort or Operational Study to assess the impact of nutritional support on the lives of OVC and PLWH in Mutasa District, in Manicaland Province</li> <li>vi. Trained Africare Zimbabwe and Co-operating partners' program staff in program designing, log frame, reporting, monitoring and evaluation.</li> <li>vii. Designed and managed systems for networking and sharing best practices and lessons learnt between Africare Zimbabwe, donors and co-operating partners.</li> <li>viii. Produced necessary monitoring and evaluation reports for the purposes of program designing.</li> <li>ix. Contributed meaningfully in the proposal and strategy development for the HIV &amp; AIDS and Health Programs.</li> </ol>
March 2005 to April 2006	Zimbabwe	Triconsult Private Limited	Senior Programme Officer	<b>Duties and Responsibilities (some of the key relevant assignments listed under section 8 below)</b> <ol style="list-style-type: none"> <li>i. To coordinate social development consultancy proposal development for consultancy assignments</li> <li>ii. To monitor and supervise Junior Programme Officers and consultancy associates to ensure efficiency, effectiveness and good quality of results.</li> <li>iii. To help coordinate the designing and implementation of consultancy assignments.</li> <li>iv. To train research assistants to ensure effective data collection, collation, analysis and report writing.</li> </ol>
March 2004 to September 2004	Zimbabwe	Bethany Project	Programme Manager	<b>Key achievements:</b> <ol style="list-style-type: none"> <li>i. Coordinated and led the implementation of the Integrated Public Health and STRIVE Better Education and Food Security for OVC Pilot Projects.</li> <li>ii. Mobilized and maintained a strong network and partnership of local churches and communities in promoting health and welfare of disadvantaged children.</li> <li>iii. Developed systems to identify beneficiaries for education assistance, food security and nutrition, economic strengthening, public health and psychosocial support programmes and implement them.</li> <li>iv. Assisted set performance indicators by which effectiveness of the program can be evaluated.</li> <li>v. Coordinated the work of the project with the community child welfare committees, school development authorities, OVC and relevant stakeholders and ensure that all project work is documented in detail.</li> <li>vi. Coordinated project proposal development and regularly review the projects account, budget, and contribute towards the strategic planning and proposal development of the Bethany Project.</li> <li>vii. Produced quarterly reports and any other reports as and when required by the donors for the organization.</li> </ol>
August 2003 to February 2004	Zimbabwe	Bethany Project	Operations Research/Mon itoring and Evaluation Coordinator	<b>Key Achievements:</b> <ol style="list-style-type: none"> <li>i. Led the designing, pilot testing and implementation of monitoring and evaluation plans, systems and tools (M &amp; E Strategy) for the Integrated Public Health &amp; HIV prevention and Community Based Orphan Care Programmes.</li> <li>ii. Participated in setting performance indicators for the Integrated Public Health &amp; HIV prevention and Community Based Orphan Care Programmes.</li> <li>iii. Led the updating and auditing of monitoring and evaluation systems and tools and maintained an updated database and report of the Operations Research Tools for the Integrated Public Health &amp; HIV prevention and Community Based Orphan Care Programmes, including the Catholic Relief Services Funded STRIVE Project.</li> <li>iv. Coordinated the production of a documentary “We Were Left Alone” on Child Headed Households in Zvishavane district, Midlands Province in partnership with Catholic Relief Services.</li> <li>v. Developed scopes of work and manage data collection activities carried out by the community for the purposes of database management.</li> </ol>

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				vi. Carried out special studies and manage both internal and external programme evaluations. vii. Developed Action and Participatory research and monitoring and evaluation models for the Reproductive Health & HIV prevention and Community Based Orphan Care Programmes.
January-April 2003	Zimbabwe	Bethany Project	Assistant Monitoring and Evaluation Officer	<b>Key Achievements:</b> i. Designed Community Based Orphan Care Needs Assessment research instruments ii. Utilized Participatory Rural Appraisal (PRA) techniques in the Community based orphan care needs assessment data collection. iii. Participated in data analysis and report writing. iv. Implemented and updated monitoring and evaluation (M&E) tools for Integrated Public Health and Community Based Orphan Care Programme. v. Established effective systems for the identification and registration of beneficiaries.
November 2001 - September 2002	Zimbabwe	Deseret International Foundation Zimbabwe	Attaché' – Research, Monitoring and Evaluation	<b>Key Achievements:</b> i. Designed, pilot tested and implemented monitoring and evaluation systems and tools. ii. Conducted an Evaluation Research of the HIV & AIDS Behavior Change training programme. iii. Mobilized and trained Faith Based Organizations and local communities in Behavior Change HIV & AIDS Programmes. iv. Developed, implemented, monitored and coordinated Youth and Community HIV & AIDS Behavior Change programmes. v. Coordinated and Networked with other Faith based Organizations, Public Health and AIDS services organizations for effective knowledge management.
June - August 2000	Zimbabwe	Department of Social Welfare	Social Welfare Officer Attaché'	Child welfare, Public Assistance, Administration, Advocacy, lobbying and networking

## 12. Detailed Past Projects

Date from – Date to	Location	Company	Position	Description
April – June 2021	Zimbabwe	UNESCO, <a href="mailto:I.halimani@unesco.org">I.halimani@unesco.org</a>	Lead Consultant	Health Facility Assessment in Higher and Tertiary Education Institutions under the “Our Rights, Our Lives and Our Future” (O3) Plus Regional Programme.
February – December 2021	Kenya, Malawi, Zambia, and Zambia	Hivos Southern Africa Hub, <a href="mailto:cukwimi@hivos.org">cukwimi@hivos.org</a>	ASRH Expert	Capacity strengthening for Youth serving organisations in Kenya, Malawi, Zambia and Zimbabwe.
April – May 2020	Zimbabwe	Plan International <a href="mailto:Masimba.Mujuru@plan-international.org">Masimba.Mujuru@plan-international.org</a>	Youth Development Expert	Feasibility study for the Girls Can Project on: Youth Economic Empowerment and Social Cohesion Project” (YEES).
March 2020	Zimbabwe	SRHR Africa Trust (SAT) Zimbabwe <a href="mailto:Ismail-Mauto@satzim.org.zw">Ismail-Mauto@satzim.org.zw</a>	SRH Expert	Development of a country gap report on access to SRHR services and schools as health sites
May 2019 to date	Kenya and Tanzania	Children’s Investment Fund Foundation (CIFF) <a href="mailto:ccampian@ciff.org">ccampian@ciff.org</a>	ASRH and CSE Expert	Programme Evaluation of Youth-led Action for Sex Education: FAYA Programme in Kenya and Tanzania

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February – March 2019	Zimbabwe	Katswe Sisterhood and Ebenezer International <a href="mailto:katswesistahood@gmail.com">katswesistahood@gmail.com</a>	SRH Expert Consultant	SRHR Sector Political Economy Analysis (PEA) and recommendations for Zimbabwe
March 2019	Zimbabwe	SRHR Africa Trust (SAT) Zimbabwe <a href="mailto:Ismail-Mauto@satzim.org.zw">Ismail-Mauto@satzim.org.zw</a>	Lead Consultant	Development of a country brief on adolescent access to modern contraceptives in Zimbabwe
August – October 2018	Zimbabwe	Muthengo Development Solutions, <a href="mailto:ngoni@developmentsolutions.co.zw">ngoni@developmentsolutions.co.zw</a>	SRH and HIV Expert	UNICEF commissioned situational analysis of Children's and Women's Rights in Zimbabwe from a rights-based, gender and equity-focused approach.
September – October 2018	Zimbabwe	FAWEZI <a href="mailto:lydiam@fawezi.org">lydiam@fawezi.org</a>	Lead Consultant	Baseline survey on sexual and reproductive health rights (SRHR) for adolescent girls and young women in Shamva and Chitungwiza
July– Sept 2018	Zimbabwe	ECOZI, <a href="mailto:ecozi.humanresources@gmail.com">ecozi.humanresources@gmail.com</a>	Lead Consultant	Baseline survey on sexual and reproductive health rights (SRHR) in six teacher training colleges
May – June 2018	Zimbabwe	SAYWHAT, <a href="mailto:jimmy@saywhat.org.zw">jimmy@saywhat.org.zw</a>	Co -Consultant	A baseline survey towards developing Comprehensive Sexuality Education (CSE) Syllabus Guidelines for Universities in Zimbabwe
August – Sept 2016	Zimbabwe	FAWEZI, <a href="mailto:fawezim2@gmail.com">fawezim2@gmail.com</a> or <a href="mailto:leemadyira@yahoo.com">leemadyira@yahoo.com</a>	Strategic Planning Expert	Facilitated the development of the organisation's Strategic Plan for 2015-2017.
July 2016	Zimbabwe	FAWEZI, <a href="mailto:fawezim2@gmail.com">fawezim2@gmail.com</a>	SRH Expert	Facilitated the project start up consultative and strategic planning
August 2015	Zimbabwe	SAYWHAT, <a href="mailto:jimmy@saywhat.org.zw">jimmy@saywhat.org.zw</a>	Facilitator	Led and Coordinated the production of a Communique for the Southern African Regional Students and Youth Conference on Sexual and Reproductive Health Rights 2015. The Communique was presented to the ICASA 2015 President
June 2015	Zimbabwe	SAYWHAT, <a href="mailto:jimmy@saywhat.org.zw">jimmy@saywhat.org.zw</a>	Lead Consultant	Led and facilitated the documentation on availability of clinical sexual and reproductive health in four tertiary institutions in Zimbabwe
December 2013 – January 2014	Zimbabwe	Zimbabwe Women's Resource Centre and Network (ZWRCN)	Lead Consultant	Baseline Survey For The Pilot Project 'Using ICTs To Facilitate Access To Life Skills And Sexual Health Information Among At-Risk Young Women' in Epworth and Shurugwi districts
October – November 2013	Zimbabwe	SAYWHAT, <a href="mailto:jimmy@saywhat.org.zw">jimmy@saywhat.org.zw</a>	Lead Consultant	Development of Standard Guidelines for responding to Sexual and Gender Based Violence in tertiary colleges in Zimbabwe. An assessment was conducted in tertiary colleges to inform the development of the guidelines.
January – March 2012	Zimbabwe	Action IEHDC, <a href="mailto:pyke@action.co.zw">pyke@action.co.zw</a>	Lead Facilitator	Consultant for Message Development on Sexual and Reproductive Health and Rights for Young People.
July 2011	Zimbabwe	SAFAIDS, <a href="mailto:juliet@safaids.net">juliet@safaids.net</a>	Review Expert	Review of Declarations, Conventions, Laws, Policies and Strategies related to Sexual Reproductive Health and Rights for Young People in Zimbabwe
May - June 2011	Zimbabwe	Action IEHDC, <a href="mailto:pyke@action.co.zw">pyke@action.co.zw</a>	Principal Researcher	Literature Review on Sexual and Reproductive Health and Rights for Young People

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August 2007	Zimbabwe	VSO Zimbabwe <a href="mailto:dagmureriwa@gmail.com">dagmureriwa@gmail.com</a>	Rapporteur	Prepared a Consolidated Report of the Volunteer Management Systems Training workshop for VSO Zimbabwe
July 2007	Zimbabwe	VSO Zimbabwe and Action Aid International, <a href="mailto:dagmureriwa@gmail.com">dagmureriwa@gmail.com</a>	Principal Researcher	Research in Women's Rights and Universal Access to HIV/AIDS prevention, care, support, mitigation and treatment in Zimbabwe
May-June 2006	Zimbabwe	PACT Zimbabwe	Knowledge Management Expert	Prepared a Consolidated End of Phase report for the Ruvheneko Rural and Church and Community HIV & AIDS Prevention, Care and Mitigation Program. This entailed document review, qualitative and quantitative data analysis, critical thinking and report writing
March-May 2006	Zimbabwe	UNFPA and the Ministry of Health and Child Welfare	Co-consultant	Development of a Standard Generic Peer Education Manual on HIV & AIDS and Reproductive Health
January – February 2006	Zimbabwe	National AIDS Council	National Team Leader	National Review of Community Home Based Care and Access to Treatment Services in Zimbabwe
December 2005	Zimbabwe	PACT Zimbabwe	Technical Writer	Ruvheneko Rural and Church and Community HIV & AIDS Prevention, Care and Mitigation Program Phase two Proposal development
September - March 2006	Zimbabwe	University of Zimbabwe	Principal Researcher	Male Involvement in Family Planning in the Era of HIV & AIDS – Zimbabwe: A thesis submitted to the University of Zimbabwe in partial fulfillment of a MSc in Population Studies – passed with a 2.1 (Upper Second Class).
July - August 2005	Zimbabwe	Womankind Worldwide – United Kingdom	Co-Consultant	Initial Research On learning and Evaluation of Violence against Women Campaigns in Africa
March - May 2005	Kenya	Action AID International (Nairobi) – Triconsult Pvt Ltd:	Research Assistant	Review AAI' DFID funded programme, Support to International Partnership against AIDS in Africa (SIPAA) and informed by the review, developed a Global AAI HIV & AIDS Programme for Africa, Asia, Europe and Americas
August 2004	Zimbabwe	ICRISAT/FAO/Catholic Relief Services	Research Assistant	Junior Farmer Field Schools Baseline Survey. The study explored on indigenous poultry keeping, business entrepreneurship and HIV & AIDS among youth, with a special focus on orphans and vulnerable children in Zvishavane District, in Zimbabwe
February-July 2004	Zimbabwe	FAO, Catholic Relief Services and ICRISAT	Social Scientist	Participatory Curriculum Development Process and piloting a Toolkit for the Junior Farmer Field Schools Program. The major components of the curriculum were: Business Entrepreneurship, Indigenous Poultry Keeping and HIV and AIDS in Zvishavane district in Midlands province
June 2004	Zimbabwe	Bethany Project	Evaluation Expert	Designed and led the Bethany Project STRIVE Project Better Education, Food Security and Economic Strengthening Summative Evaluation
May 2003	Zimbabwe	SHAPE Zimbabwe Trust	Research Assistant	Impact Assessment of the Peer Counseling programme at the University of Zimbabwe
September 2003	Zimbabwe	Bethany Project	Research Assistant	Designed and led the Public Health Baseline Survey
Feb - March 2003	Zimbabwe	Bethany Project	Lead Research Assistant	Community Based Orphan Care Programme Needs Assessment
April – August 2002	Zimbabwe	Deseret International Foundation	M&E Specialist	Designed and led the Deseret International Foundation Zimbabwe Evaluation Research for the behavior change training programme
August 2001	Zimbabwe	Catholic Health Services Mutare (DOMCCP)	Research Assistant	Baseline assessment for the community-based orphan care and public health programme