

Expert CV Mercy Hatendi

1. Family Name: Hatendi
2. First Names: Mercy
3. Nationality: Zimbabwean
4. Place of Residence: 10 Larkholme Avenue, Sunridge, Harare. Zimbabwe
Email: mercyhat03@gmail.com mercyhatendi@yahoo.co.uk
Mobile numbers: +263 772 226 279

5. Education:

Institution (date from – date to)	Degree(s) or Diploma(s) obtained
University of Zimbabwe, Harare, Zimbabwe (02/1996-12/1998)	Master's Degree in Adult Education.
University of Zimbabwe, Harare, Zimbabwe (02/1992-12/1994)	Bachelor's Degree in Adult Education
University of Zimbabwe, Harare, Zimbabwe (02/1990-12/1991)	Diploma in Health and Adult Education
CONNECT, Zimbabwe, 1996	Diploma in Systemic Counselling
Ministry of Health and Child Welfare (MOHCC), Mpilo Central Hospital, Zimbabwe (01/1982 – 01/1983)	Diploma in Midwifery
Ministry of Health and Child Welfare (MOHCC), Harare Central Hospital, Zimbabwe (01/1977 – 11/1979)	Diploma in General Nursing

6. Language skills: (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	1	1	1
Shona	1	1	1
isiNdebele		5	

7. Membership of professional bodies: Zimbabwe Nurses Council, active member

8. Other skills: Computer literacy including data analysis spreadsheets using Access & Excel; Gender programming, Behaviour Change Communication, In-depth knowledge and appreciation of Sphere Standards (Humanitarian Charter and Minimum Standards in Disaster Response) and Humanitarian Accountability Partnership (HAP) and Social protection

(Date from - Date to)
1994: Certificate in Systemic Counselling
2010: Management in CAFOD Course as well as the Art of Good Management organized and supported by CAFOD
2012: Management in CAFOD Course as well as the Art of Good Management organized and supported by CAFOD
2010: Certificate in MANGO Training (focusing on finance for non-finance managers)

9. Present Position: Independent Consultant

10. Years within the firm: 6 years full-time (9 years including part-time)

11. Key Qualifications:

I am an experienced development practitioner with over 25 years of experience in international development work in the following: HIV and AIDS integrating GBV and Sexual and Reproductive Health Rights (SRHR); Gender and SGBV, Orphans and Vulnerable Children (OVCs) programming; Counselling and Psychosocial support; Advocacy, Behaviour Change Communication, Research, Policy development and analysis; health and health rights in relation to GBV; Social protection; health promotion; Capacity building/Training; Evaluation of Programmes; Development of Organisations/Programme Strategies; Development of Training materials such as manuals and modules; gender and gender mainstreaming; water and sanitation hygiene (WASH); developing guidelines; relief and development; rural and urban livelihoods; food- and livelihood-security that include the value chain process for agricultural farming with a focus on vulnerable children and women; Communication and Accountability.

12. Specific experience in the region:

Country	Date from – Date to
Malawi	2006 – 2014
South Africa	2006 – 2012
Swaziland	2006 – 2012
Zambia	2006 – 2014 (regular work position) and the 2015 (consultancy)
Zimbabwe	1979 – on going (both regular work positions and consultancy)

Consultancy Clients

- **United Nation's Agencies** such as UNAIDS, UNFPA, UNDP and ILO;
- **International development agencies** such as Oxfam Australia, Rooftops Canada Care International Zambia, International Commission of Jurists (ICJ) and Abri International;
- **Non-Governmental Organisations** such as Caritas Zimbabwe, Zimbabwe AIDS Prevention and Support Organisation (ZAPSO), Zimbabwe Projects (ZIMPro), Southern Africa HIV and AIDS Information Dissemination Service (SAfAIDS), Women and Law in Southern Africa (WLSA), Women's Action Group (WAG), Zimbabwe Women's Lawyers Association (ZWLA), Regional Psychosocial Support Initiative (REPPSI); WLSA;
- **Government partners** that included Ministry of Health and Child Care (MoHCC), National AIDS Council (NAC), Ministry of Justice Legal and Parliamentary Affairs (MoJLPA), Zambia National Food and Nutrition Commission (NFNC). Her association with these organisations resulted in linking up with bilateral, multilateral and donor institutions such as AusAID, DfID, EC, Global Fund and USAID.

13. Professional Experience

Date	Location	Company	Position	Description
Consultancies				
09/2021	Zimbabwe	UNFPA/ Muthengo Development Solutions c/o Ngoni Marimo Email: ngoni@developmentsolutions.co.zw	Associate Consultant	I was part of the team that conducted UNFPA-ASRH /YFSP Process Evaluation
05/2021	Zimbabwe	UNDP/ Muthengo Development Solutions c/o Ngoni Marimo Email: ngoni@developmentsolutions.co.zw	Associate Consultant	ZIM-CATT (Peace Building Fund -PBF) End line Project Evaluation
09/2020	Zimbabwe	ILO/Muthengo Development Solutions c/o Ngoni Marimo Email: ngoni@developmentsolutions.co.zw	Associate Consultant	Developed the National Strategy –Gender Based Violence/Sexual Harassment in the Workplace
08/2020	Zimbabwe	PAPWC-Zim c/o Tendayi Westerhof: Country Coordinator Pan African Positive Women's Coalition-Zimbabwe Tel: +26377421453	Independent Consultant	Facilitated four (4) Districts workshop for the PLWHIV on COVID-19 and interlinkages between COVID-19 and HIV, prevention and care.
03/2020	Zimbabwe	PAPWC-Zim c/o Tendayi Westerhof: Country Coordinator Pan African Positive Women's Coalition-Zimbabwe Tel: +26377421453	Independent Consultant	Facilitated a successful workshop develop a roadmap for CBOs (and other such organizations) representing PLWHIV to utilize opportunities presented in the upcoming Global Fund country proposal for more proactive engagement through direct participation in the programing towards facilitating Universal Health Access Agenda as PLWHIV. Developed Workshop report, Letters to UNDP, CCM and ZNNP+ to lobby for consideration and Sub-Recipient status in the future Global Fund proposal

Date	Location	Company	Position	Description
03/2020	Zimbabwe	Muthengo Development Solutions c/o Ngoni Marimo Email: ngoni@developmentsolutions.co.zw	Associate Consultant	Developed the Botswana Comprehensive Condom Programming Strategy
03/2020	Zimbabwe	ZBCA c/o Julius Cornelius Murombedzi Development Consultant 35 Church Road West Kingsdown Seven Oaks Kent TN15 6LL Telephone: +441474852650 Mobile: +447954633121/7557050328 Mobile: +263717059304 (Zimbabwe) Skype ID: dzenge	Associate Consultant	Co- facilitated the NEC induction and consultative workshop for the induction of NEC Board and Committee members and development of the Strategic Plan
10/2019	Zimbabwe	FOJO, IMS and Internews /Muthengo Development Solutions c/o Ngoni Marimo Email: ngoni@developmentsolutions.co.zw	Associate Consultant/ Researcher	Trained and supervised Research Assistants (RAs) in collecting qualitative and quantitative data on the National Media Survey.
07/2019	Zimbabwe	UNICEF/Muthengo Development Solutions c/o Ngoni Marimo Email: ngoni@developmentsolutions.co.zw	Associate Consultant/ Researcher	Trained and supervised Research Assistants (RAs) in collecting quantitative and qualitative data on UNICEF National Formative Survey on Menstrual Hygiene Management Team Leader for the team that collected data in Mashonaland East Province, Harare Province and Manicaland Province.
05/2019	Zimbabwe	Sexual Reproductive Health and Rights Africa Trust (SAT) Hamida Ismail-Mauto ismail-auto@satzim.org.zw	Lead Trainer	I was the lead consultant of a two - member team that conducted a 4-day training/Capacity Building workshop for Adolescents Girls and Young Women (AGYW) on Advocacy and Skills development of Adolescent Girls and Young Women (AGYW)

Date	Location	Company	Position	Description
		13 Duthie Road Belgravia Harare, Zimbabwe T: +263 242701524/703361/3 sat.zimbabwe@satregion.al.org		
03/2019	Zimbabwe	Sexual Reproductive Health and Rights Africa Trust (SAT) Hamida Ismail-Mauto ismail-auto@satzim.org.zw 13 Duthie Road Belgravia Harare, Zimbabwe T: +263 242701524/703361/3 sat.zimbabwe@satregion.al.org	Independent Consultant	Developed an Early Child Marriage Country Scorecard for SAT Country Programme and a Policy Brief on Schools Health and Safety.
10/2018-10/2018	Zimbabwe	Women and Law in Southern Africa (WLSA)/OSISA c/o Fadzai Traquino director@wlsazim.co.zw	Associate Consultant- Health, Gender, HIV&AIDS and IEC/Materials Development Expert	Conducted a 2 - Day training of trainers session with WLSA staff and CSOs on the Gender and Extractives Training Manual : 2- Day training with selected CBOs and communities in mining areas on the Gender and Extractives Training. Developed complementary tools for data collection in line with the module on Monitoring and Evaluation in the Gender and Extractives Training Manual. Developed an Information Tool Kit on Gender and Extractives to be used by communities.
03/2018-04/2018	Zimbabwe	MoHCC//ZNFPC/Muthengo Development Solutions c/o Ngoni Marimo Email: ngoni@developmentsolutions.co.zw	Associate Consultant – Health, Gender, HIV&AIDS and SRHR Expert	Part of team that developed the National Family Planning Advocacy and Communication Strategy. Development of the M&E system and tools for monitoring implementation of the strategy.
08/2018-10/2018	Zimbabwe	MoHCC//ZNFPC/Muthengo Development Solutions c/o Ngoni Marimo Email: ngoni@developmentsolutions.co.zw	Associate Consultant – Health, Gender, HIV&AIDS and SRHR Expert	Part of the team that developed the UNICEF Updated Situational Analysis Report 2015-2018 on the general situation of children with a focus on Child Poverty and making recommendations for future interventions to ensure poverty reduction and asserting children's and women's rights as well as promoting gender equality.

Date	Location	Company	Position	Description
09/2018-10/2018	Zimbabwe	UNICEF/Muthengo Development Solutions c/o Ngoni Marimo Email: ngoni@developmentsolutions.co.zw	Team Leader Data Collection and reporting Expert – Unicef End of Project Evaluation of the WASH Satellite schools	Team Leader/Supervisor of the Research Assistants that carried out data collection for the end of project evaluation of the WASH in satellite schools project and responsible for data quality. Conducted interviews with key informants and was involved in report writing.
11/2017-02/2018	Zimbabwe	International Commission of Jurists (ICJ)	Associate Consultant-Monitoring and Evaluation Expert, HIV&AIDS, Health, Gender and Social Scientist Expert	Part of the two-member team that conducted the End of Project Evaluation for ICJ Project with funding support from EU to establish to what degree improved administration of justice and respect for the rule of law was achieved and gender mainstreaming into the justice programme.
11/2017	South Africa	The Health Economics and AIDS Research Division (HEARD) of the University of KwaZulu Natal (UKZN) C/o: Iris Ndondo ibndondo@gmail.com	Associate Consultant – HIV, Health Gender Expert	I provided HIV technical support to the Global Fund Baseline Assessments to assess Human Rights Barriers to access, uptake and retention in HIV, TB and Malaria programmes.
06/2017-09/2017	Zimbabwe	Ministry of Justice, Legal and Parliamentary Affairs/UNDP	Associate Consultant – HIV&AIDS, Development, Gender and Social Scientist Expert	Development of HIV and Gender integrated Legal Aid and Legal Awareness Options Frameworks
06/2017 - 07/2017	Zimbabwe	Zimbabwe Gender Commission (ZGC)	Associate Consultant and Gender Expert	I was part of a two-member team that drafted the Zimbabwe Gender Commission Annual Report to the Parliament of Zimbabwe in terms of Section 323 of the Constitution of Zimbabwe.
06/2017 - 07/2017	Zimbabwe	Women and Law in Southern Africa (WLSA)/OSISA	Associate Consultant – Health HIV&AIDS and Gender Expert	A Gender Audit and Capacity Needs Assessment for namely and communities in Marange; Mutoko; Penhalonga, Hwange and Zvishavane in Zimbabwe.
03/2017 - 04/2017	Zimbabwe	Zimbabwe Agriculture Development Trust (ZADT)	Associate Consultant – Gender Expert	Gender Assessment for the CREATE Fund established for the benefit of Smallholder farmers in Zimbabwe.

Date	Location	Company	Position	Description
02/2017 - 04/2017	Zimbabwe	National AIDS Council (NAC)	Associate Consultant- HIV&AIDS, Health, and Gender Expert	Developed the Results Based HIV and AIDS Strategy for the Informal Sector using the ToC approach.
12/2016 -04 2017	Zimbabwe	MoHCC//WHO/Muthengo Development Solutions	Associate Consultant- HIV and Gender	Development of a Strategy and Action Plan on Healthy Ageing. I was part of team that developed the National Healthy Ageing Strategy.
01/2017 – 04/ 2017	Zimbabwe	Zimbabwe Women Lawyers Association (ZWLA)	Associate Consultant – Organisational Development Expert	Organisational Development (OD) support to Zimbabwe Women Lawyers Association (ZWLA)
03/2017	Zimbabwe	The Labour and Economic Development Research Institute of Zimbabwe (LEDRIZ)	Associate Consultant and Gender Expert	LEDRIZ End of Programme Evaluation.
12/2016	Zimbabwe	Muthengo Development Solutions/UNFPA	Associate Consultant, HIV, Health and Gender Expert	Developed factsheets on: 1) Zimbabwe National Family Planning Costed Implementation Plan (CIP) (2016 – 2020); and 2) Zimbabwe National Family Planning Strategy (2016 – 2020).
11/2016	Zimbabwe	Zimbabwe Women Lawyers' Association	Associate Consultant and Gender Expert	End of Project Evaluation of the Women Human Rights Defenders: Defending Women, Defending Rights and Building Peace Project.
12/2016 - 02/2017	Zimbabwe	National AIDS Council,	Associate Consultant – HIV and Gender Expert	I was part of a two-member Team that developed the Results Based National Gender and HIV Implementation Plan 2017-2020.
11/2016 - 01/2017	Zimbabwe	MoHCC AIDS & Tuberculosis (TB) Unit	Associate Consultant Health and Gender Expert	I was part of a two-member Team that developed the Integrated STI Syndromic Management Training and Mentorship Guidelines.
11/2016	Zimbabwe	Oxfam	Lead Consultant	I did the overall Facilitation of the Securing Rights in the Context of HIV & AIDS Program (SRP) Gender and GBV Training Workshop for Oxfam Partners.

Date	Location	Company	Position	Description
10/2016	Zimbabwe	SADC Parliamentary Forum	Consultant- Rapporteur, Gender SRHR Expert	Provided rapporteur services during the SRHR Advocacy Workshop.
09/2016 – 10/2016	Zimbabwe	MoHCC Reproductive Health Department	Associate Consultant- HIV, SRHR and Gender Expert	Developed the Results Based ASRH 2016-2020 Strategy for MoHCC.
05/2016 – 08/2016	Zimbabwe	ICF International	Assistant Consultant	I was part of the team that conducted the evaluation of the UNFPA/MoHCC –SRH and HIV Linkages Programme to assess access to services by pregnant and un pregnant women.
12/2015 - 02/2016	Zimbabwe	MHCC AIDS & TB Unit	Health, HIV, Gender Specialist / Associate consultant	Evaluation of the STI Syndromic Management Training Programme for Zimbabwe.
06/2014 - 03/2015	Zimbabwe	Compre Health Services (CHS)	Consultant- Project Associate – Health and HIV Expert	I conducted an assessment on the challenges on enrolment, adherence and retention of pregnant and breast-feeding mothers and paediatric on HIV treatment and Care. Developed a Enrolment, Adherence and Retention Framework Developed the draft ZNASP III 2015-2018 Developed of the M&E Framework.
08/2015 - 11/2015	Zambia	Q Partnership International	Associate Consultant	I conducted Districts Capacity Assessment and developed the Capacity Assessment Plans for 6 Districts in Zambia implementing the SUN Fund Nutrition Programme.
05/2014 - 12/2017	Zimbabwe	Community Working Group on Health	Health Advisor	Main purpose was to provide technical support to CWGH and its Partners, Chapters and Members.
08-10/1999	Zimbabwe	Caritas Zimbabwe	Associate Consultant- Health and HIV Expert	The End of Programme Evaluation for the HIV and AIDS Food Aid programme
10/2009	Zimbabwe	Oxfam Australia	Lead Consultant	Trained staff and partners in Gender, Culture and Women's Rights intersection using the Kelleher Model for the Combined Oxfam Gender and HIV and AIDS (COGENHA) Program
03/2010	Zimbabwe	WAG	Lead Consultant	Trained staff in M&E and developed M&E Framework for the Organization's Strategic Plan

Regular work experience (i.e. not consultancies)

02/2006 - 02/2014		CAFOD (Catholic Agency For Overseas Development)	Regional Programme Officer, HIV and AIDS, Livelihoods, Gender, and Accountability	<p>Overall Responsibilities: Programme management and support</p> <p>I piloted some of the livelihoods and initiated livelihoods programmes in select countries in Southern Africa Region with focus on vulnerable women.</p> <p>I initiated and managed OVC Programming that included psychosocial support initiatives in Zimbabwe. I supported OVCs to access their justice and rights, health and education services through advocating for their rights.</p> <p>As the Regional Gender focal point person, I coordinated and ensured gender mainstreaming in all CAFOD's programmes in Southern Africa Region and developed Gender Strategy for CAFOD Regional Office.</p> <p>I Conducted a longitudinal Study on Gender in Water and Sanitation and the effects on children at school, household and community levels. The results were shared with CAFOD and DfID in London. This influenced DfID to focus on water and sanitation for the programmes in Zimbabwe and Zambia in the Zambezi Valley.</p> <p>As the Regional Accountability Programme Officer, I initiated the Accountability programme through building the capacity of partners and their communities in accountability.</p>
02/2005 - 02/2006	Zimbabwe	Action Aid International	Programme Coordinator (HIV and AIDS)	<p>Overall Responsibilities: Coordinated and organized my work using established ActionAid's systems and procedures.</p>
01/2002 - 12/2004		World Vision International Zimbabwe	National Health HIV and AIDS Coordinator	<p>Overall Responsibilities: Managed the Health and HIV&AIDS and Gender programme and staff</p>
01/ 2001- 12/2001		SAVE the Children Fund (UK)	Programme Manager – Health: Save the Children Fund (UK)	<p>Overall Responsibilities: Managed and coordinated the Health Education and Life Skills Programmes for HIV&AIDS prevention and care, Sexual and Reproductive Health among Youths as well as Malaria Control while mainstreaming gender. The programme also incorporated Child Rights programming, Home Based Care and OVC programming, psychosocial support and with an emphasis on health and social protection.</p>
07/1993 - 12/2000		Women's Action Group(WAG)	Assistant Coordinator (Health information Programme) for WAG	<p>Overall Responsibilities: Implemented Gender sensitive Health Information Programme.</p>

01/1992 - 06/1993		AIDS Counselling Trust	HIV&AIDS Counselling and Home-Based Care Officer	Overall Responsibilities: Provided: pre and post-test HIV counselling services to members of communities; psychosocial support to parents and to children living with HIV or affected by HIV&AIDS; provided bereavement counselling and support to affected families; and Crisis intervention for support to orphans so as to enable them continue with education and then link them with the Department of Social services for continued support
01/1980 – 12/1989		Ministry of Health and Child Care	General Nurse Mid-Wife	General Nurse Mid-Wife

14. REFEREES

Mr Ngoni Marimo

Email: ngoni@developmentsolutions.co.zw

Ms. Vimbai Mudege

Email: vmdege@nac.org.zw

Catherine Makoni

Email: cmakoni@unicef.org