

**Proposed role: Capacity Development Expert**

1. **Family name:** Murombedzi
2. **First names:** Julius Cornileus
3. **Civil Status:** Married
4. **Nationality:** Zimbabwean
5. **Residence:** Zimbabwe
6. **Address:** 39 Tunsgate Rd, Mt Pleasant Harare
7. **Education:**

<i>Institution (Date from - Date to)</i>	<b>Degree(s) or Diploma(s) obtained:</b>
<i>Open University, UK (2003 - 2007)</i>	Post Graduate Diploma, Development Management
<i>University of Zimbabwe (1991 - 1994)</i>	Master of Business Administration
<i>University of Sierra Leone (1978 - 1982)</i>	Bachelor of Science in Economics and Social Studies with Honours in Economics
<i>University of Zimbabwe (1974 - 1976)</i>	Bachelor of Arts

**8. Profile:**

Julius has 25 years' international consultancy experience in the development sector as a development practitioner and OD Specialist in organisational capacity building and development strategic planning and monitoring and evaluation and organisational development in Africa, East, South and West African regions, in Asia and in Europe. He has extensive experience in capacity building and design of evaluation strategies. From January 2006 to 2011 he worked as a Principal Consultant at INTRAC, a world renowned Capacity Building Specialist Institution based in the UK, he was pivotal in a UNDP funded capacity strengthening programme for civil society organisations in Cyprus to support peace building and advocacy for peace in the country. Julius focused on strategic planning and building capacity for leadership. Julius was also INTRAC's lead consultant for the Capacity building advisor of a DFID funded project implemented by GRM International (now Palladium) in Nigeria. It included designing and supporting capacity building of government institutions and local NGOs/CBOs to constructively engage in policy development and participating in the planning and delivery of social and economic services and ensuring accountability in service provision to fast-track achievement of MDGs in Nigeria.

As an independent consultant, he was M&E expert for DFID funded and British Council led Nigeria Stabilization and Reconciliation Programme (NSRP) to strengthen capacity of 36 partner organizations for M&E and project management.

Currently as a Senior Consultant at Muthengo Development Solutions, he is Team Leader on a SIDA funded Hivos capacity strengthening programme for youth led and youth focused NGOs in SRHR in East and Southern Africa region (in Kenya, Malawi, Zambia and Zimbabwe) providing specialist support (training, mentorship and accompaniment) on Governance, Leadership, Strategic Planning and MEL. Julius is also leading an EU funded capacity strengthening programme implemented by Bread for the World for 25 CSO partners in Zimbabwe and offering specialist support in MEL.

He has held strategic and senior leadership positions in high profile organisations and board membership on public institutions and international NGOs in Zimbabwe and the UK. He is a holder of an MBA from University of Zimbabwe and a post Graduate Diploma in Development Management from Open University, United Kingdom.

## 9. Country Experience:

Country	Date from Date to
Australia	2018 – 2019
Ghana	2008
France	2008-2009
India	2012-2013
Ireland	2010, 2011, 2012
Kenya	2009, 2019, 2020,2021
Malawi	2019 – 2020
Netherlands	2010
Nigeria	2014 to date
Senegal	2015
Sierra Leone	2006, 2008
South Africa	2012, 2014, 2018
Thailand	2012
United Kingdom	2007, 2008, 2009, 2010, 2011, 2012, 2013, 2017, 2018
Zambia	2019 2020,2021
Zimbabwe	1994 – date

## 10. Professional Experience

Date	Location	Organisation	Position	Responsibilities
January 2019 to date	Zimbabwe	Muthengo Development Solutions	Senior Consultant	<ul style="list-style-type: none"> <li>• Conducting consultancy assignments, evaluations, strategic planning, organisational development</li> <li>• CSO/Public Sector Capacity strengthening</li> <li>• Quality Control</li> <li>• Business Development</li> </ul>
Nov 2011 – Dec 2018	UK	Widows and Orphans International	International Programmes Manager	<ul style="list-style-type: none"> <li>■ Providing technical support and fundraising for partner organisations managing HIV programmes for general population and one for most at risk populations (MARPs) in Kenya</li> </ul> <p>Responsibilities include:</p> <ul style="list-style-type: none"> <li>■ Managing funds of development programmes on behalf of development agency clients</li> <li>■ Developing and supporting capacity of partner organisations, facilitated strategic planning for two partner organisations, designed and developed capacity development plans to strengthen governance and organisational leadership</li> <li>■ Monitoring development projects implemented through partners</li> <li>■ Leading Comic Relief funded Peer Learning Programme for small and diaspora organisations to facilitating action learning and providing coaching and mentorship for leadership</li> <li>■ Conducting consultancy assignments in strategic planning, organisational development and monitoring and evaluation within the development and voluntary sector in the UK and abroad</li> </ul>
Jan 2006- Nov 2011	UK	INTRAC	Principal Consultant	<ul style="list-style-type: none"> <li>■ INTRAC is UK based international NGO specialising in strengthening capacity of civil society organisations worldwide. It conducts international consultancy assignments, research and programmes.</li> <li>■ Have carried out complex and multi-country consultancy assignments for clients as lead organisational development expert. Assignments covered strategic reviews and facilitation of strategic planning, decentralisation and organisational restructuring, organisational and capacity assessments and developing capacity development strategy.</li> <li>■ Introduced results based planning in developing strategic plans for organisational clients as part of having strong and reliable indicators for an M&amp;E plan</li> <li>■ Introduced internally, strategic planning process in mapping out the future of the INTRAC and am responsible for developing operational plan for the consultancy</li> </ul>

				team.
09/05-11/05	South Africa	UNDP	Strategic planner	<p>Facilitated on behalf of UNDP Regional Service Centre, Johannesburg, South Africa the development of UNDP's Strategic Plan on HIV and AIDS in sub-Saharan Africa 2006-2010.</p> <p>Deliverables included</p> <ul style="list-style-type: none"> <li>■ Strategic Framework with emphasis on harmonised approaches to funding and alignment to national and regional priorities</li> <li>■ Detailed HIV and AIDS Programme for mainstreaming HIV and AIDS into Regional and National development instruments</li> <li>■ Detailed M&amp;E plan for monitoring the regional programme</li> <li>■ Detailed budget and management structure (Short and Medium term)</li> </ul>
3/05-8/05	Zambia	HLSP	Civil Society Advisor	<p>Had a six months contract to support a three-year DFID funded HIV/AIDS programme in Zambia. I was reporting to the Programme Manager and collaborated with other advisors with specific mandates on the same programme. I also played a supportive role to the National Aids Council of Zambia.</p> <p>Responsibilities included</p> <ul style="list-style-type: none"> <li>■ Finalising contractual arrangements with selected grant making local NGOs</li> <li>■ Set up governance structures to oversee project implementation</li> <li>■ Set up M&amp;E systems and finalised standard procedures and guidelines for appraising funding applications from NGOs and CBOs</li> <li>■ Identification and selection of short-term consultants to strengthen capacity in identified areas of need</li> <li>■ Lead in developing networks and coalitions of CSOs for effective advocacy on HIV/AIDS related issues</li> <li>■ Initiated the establishment of a partnership forum for CSOs in HIV/AIDS Sector</li> <li>■ Conducted an organisational review of National Aids Commission, Technical Working Groups and streamlined operations to strengthen multi-sectoral response to HIV/AIDS</li> <li>■ Compiling progress project and financial reports on a regular basis</li> </ul>
2003-02/2005	United Kingdom	Sutton Centre for Voluntary Service	Social Enterprise Development Advisor	<p>2 year project funded by the London Agency to support the development of Social Enterprises in the London Borough of Sutton as a strategy to eliminate deprivation and social exclusion. I was the lead person for the Social Enterprise Development Project based in Sutton funded by the London Development Agency and reported to the Executive Director of Sutton Centre for Voluntary Services.</p> <p>Responsibilities</p> <ul style="list-style-type: none"> <li>• Provided strategic leadership to the social enterprise development project in Sutton</li> </ul>

				<p>and support the development of an entrepreneurial cadre to spearhead the social enterprise movement for the marginalized groups in London Borough of Sutton</p> <ul style="list-style-type: none"> <li>• Facilitated the establishment of social enterprises in Sutton's deprived areas as part of the strategy to combat poverty and social exclusion</li> <li>• Facilitated business planning leading to set up of social enterprises and community initiatives</li> <li>• Coaching and mentoring of enterprise leaders and managers to ensure sustainable operations of enterprises.</li> <li>• Worked with strategic partners to support the provision of specific services to Social Entrepreneurs not available in-house</li> <li>• Member of the Finance Panel for the SENSE Project to fund start-ups and feasibility studies</li> <li>• Budgeting and financial reporting and quarterly progress report for Sutton Centre for Voluntary Services Board.</li> </ul>
2001-2002	Zimbabwe	Zimbabwe Institute of Management	Chief Executive	<p>A professional body dedicated to the provision of professional management development programmes to strengthen leadership and management capacity of business, public and voluntary sector organisations.</p> <p>Responsibilities</p> <ul style="list-style-type: none"> <li>• Leading a team of senior managers and trainers and support staff of the Institute and line managed head of programmes, finance and marketing and public relations manager</li> <li>• Providing strategic leadership in setting new vision, strategic objectives and targets in the provision and delivery of professional executive management programmes.</li> <li>• Embarked on a turn around strategy to re-brand products and services of the Institute</li> <li>• Setting activity based budget with agreed profitability levels</li> <li>• Reviewing organisational performance on a quarterly basis and make adjustments to targets if necessary</li> <li>• Appraising senior staff and in the process identify training needs of the institute</li> <li>• Managing budgets, and ensured financial targets were met</li> <li>• Coaching and mentoring senior staff of the organisation to strengthen management capacity of the Institute</li> <li>• In charge of Marketing and public relations strategy</li> <li>• Convening quarterly board meetings in consultation with the Board Chair and was secretary to the Board</li> <li>• Writing up modules on Strategic Management, Marketing used in the Executive Management Development Programmes</li> </ul>

				<ul style="list-style-type: none"> <li>• Presenter on leadership and strategic planning courses offered by the Institute</li> </ul>
2000-2001	Zimbabwe	Zimbabwe Open University	Acting Dean of Commerce and Law and Director MBA	<p>Headhunted to assist the Zimbabwe Open University to set up a new faculty of commerce and law and provide executive leadership in academic, administrative, and financial matters of the Faculty. I reported to the Pro Vice Chancellor Academic and line managed management and programme staff for the faculty.</p> <p><b>Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Developing strategic, operational and financial plans for the Faculty of Commerce and Law</li> <li>• Setting up the structure of the new faculty</li> <li>• Leadership in the development of professional post and undergraduate programmes in business</li> <li>• Coordinating the writing of distance learning modules</li> <li>• Recruitment and management of academic and administrative staff</li> <li>• Recruitment of part-time tutors</li> <li>• Planning and setting of targets in terms of student intake and revenue generation</li> </ul>
1995-2002	Zimbabwe	LIZCORN Consultancy P/L	Executive Director	<p>Consultancy Company registered as a private limited company in Zimbabwe. Provided support to the International Development Agency operating on the African continent. Lead Consultant supported by 6 Associate Consultants, one Researcher and a driver. Assignments included</p> <ul style="list-style-type: none"> <li>• Programme/ project review and evaluation assignments in Health, Poverty alleviation, Environment and Gender for International Development Agencies: Department for International Development (DFID), The World Bank, German Agency for Development (GTZ), Norwegian Agency for International Development (NORAD), United Nations Development Programme (UNDP), UNICEF, USAID, ReddBarna of Norway, HIVOS of Netherlands.]</li> <li>• Facilitation and Strategic Planning for Civil Society Organisations, Public Sector and Regional Organisations [Southern Africa Development Community (SADC) African Union of Local Authorities (AULA)]</li> <li>• Research:</li> <li>• Study to determine capacity needs of women vendors in the informal sector and an analysis of processes leading network formations within the sector.</li> <li>• Best practice study on UNDP supporting development programmes targeting poverty alleviation in developing countries.</li> </ul>

				<ul style="list-style-type: none"> <li>• Best practice study on support by international development agencies to promote structured public – private (and civil society) sector dialogue at national, regional and global levels with a view of ensuring greater participation of the civil society/ private sector in policy – making and implementation of ACP – EU cooperation</li> <li>• Programme Manager for The Factory Shell Construction project and Business Linkages project for the SME Sector responsible for planning and budgeting and disbursement of resources for the projects. Monitoring progress and preparing Progress Reports for the quarterly meetings of the Inter-Ministerial Project Committee.</li> <li>• Pre-project Feasibility Study for International Labour Organisation as Team leader of Researchers on the study of organisation formation and networks in the Small Micro to Medium Enterprises Sector to establish development needs in the sector.</li> <li>• Business Advisor for Ministry of Higher and Vocational Education in Partnership with German Agency for Development (GTZ) on developing marketing opportunities for the entrepreneurs in the SME sector within the formal business sector and facilitated the formation on a pilot scheme basis an association of entrepreneurs to advocate for the interests of the entrepreneurs.</li> </ul>
1987-1995	Zimbabwe	Cold Storage Company	Assistant General Manager (Marketing)	<ul style="list-style-type: none"> <li>■ The main meat company involved in beef exports to the European Union.</li> <li>■ Head of the Marketing Division reporting to the Chief Executive and line managing four Marketing Managers and support staff of the division.</li> </ul>
1984-1986	Zimbabwe	Agricultural Marketing Authority	Economist	A marketing authority responsible for advising government on agricultural policy on production pricing and marketing. Reported to the Chief Economist and collaborated with other Economists responsible for other agricultural commodities.
1982-1984	Zimbabwe	Ministry of Finance and Economic Development	Administration Officer and Acting Assistant Secretary	<ul style="list-style-type: none"> <li>■ Responsibilities included: Budgeting and resource allocation to Government departments Foreign currency allocation Secretarial service to Cabinet Committees Processing Direct Foreign Investment into Zimbabwe</li> </ul>

# 11. Selected Consultancy Assignments:

Date (from– to)	Location	Organisation	Description
Aug 2020 – Dec 2024 (Part time)	Zimbabwe	Bread for the World	<b>Team Leader</b> , Civil Society Strengthening in the area of Outcome Impact Oriented Monitoring. Part of the team supporting 25 partners of bread for the world in Zimbabwe in the area of Outcome Impact Oriented Monitoring. The work includes support in development of Theory of Change, OIO frameworks, indicators and tools. Support is also provided in data management and analysis.
July 2019 to June 2020	Zimbabwe	All We Can (Methodist Development and Relief Agency), United Kingdom	<b>Local Coordinator</b> <b>Supporting 5 All We Can partners</b> in Zimbabwe in annual planning, review of plans and budgets before approval; review interim and annual reports and provide quality assurance before submission to All We Can; <b>mentorship and accompaniment for Directors as and when needed.</b>
Feb2019 to November 2021	Zimbabwe/Zambia/Malawi/Kenya	Hivos	<b>Team Leader</b> for Development Solutions Assignment Team to <b>build and strengthen capacity of youth led and youth focused NGOs in SRHR in East and Southern Africa region.</b> This assignment included <b>capacity assessment of partners to develop capacity development initiatives.</b>
Feb 2019 to March 2019	Australia/ Zimbabwe	Caritas Australia	Evaluation Consultant <b>End of Project Evaluation</b> of Caritas Gokwe and Caritas Gweru Integrated Community Development Programmes (ICDP) focusing on water and sanitation, sustainable livelihoods, child rights and protection and <b>women empowerment.</b>
April 2018 to August 2018	United Kingdom/ Zimbabwe	USPG / Anglican Church of Zimbabwe, Diocese of Manicaland	<b>End of Project Evaluation</b> of HIV Programme
February 2018 to March 2018	Australia	Caritas Australia	<b>Evaluation Consultant</b> Conducted <b>mid-term organizational review</b> of Caritas Hwange <b>Integrated Community Development Programme</b> in Hwange and Lupane focusing on water and sanitation, <b>sustainable livelihoods, child rights and protection and women empowerment.</b> The review assessed progress in achieving targets, efficiency, impact and sustainability making recommendations to keep programme on course.
August 2017 to January 2018	United Kingdom	All We Can (Methodist Development and Relief Agency)	<b>Organisational Development Consultant</b> <b>Organisational Capacity Assessments</b> focusing on governance, leadership and programmes and <b>Strategic Plan facilitation for two NGOs</b> in Zimbabwe ( <b>Center for Gender and Community Development</b> in Zimbabwe, in Masvingo and Zubo Trust, in Binga) as part of the due process in becoming partners of All We Can.
July to October 2015	South Africa	VSO International, Southern Africa Region	Madagascar Scoping Study to inform VSO decision to have an operational presence in Madagascar. Potential <b>development programmes</b> would include youth empowerment and employment, inclusive education and vocational training



Date (from– to)	Location	Organisation	Description
Feb to April 2015	Senegal	Plan International West African Region	Part of a two-member team to conduct <b>end of project evaluation</b> of Plan WARO Violence against Children programme. The evaluation team assessed programmes and management and governance structures and systems in support of the programmes.
Feb to March 2015	United Kingdom	VSO	Desk <b>research assignment to inform VSO Youth Employment flagship framework.</b>
July 2014 to November 2015	Nigeria	British Council Nigeria	<p><b>Lead Consultant</b></p> <p>To <b>strengthen capacity of civil society organisations involved</b> in the programme and <b>offered training in governance.</b> Nigeria Stability and Reconciliation Programme implementing a number of cost-effective interventions to reduce violence and improve stability, including <b>technical assistance</b> to improve the co-ordination of security providers and make them more accountable to the public; supporting communities to manage conflicts about land use and oil spills; addressing youth unemployment; supporting the implementation of a National Action Plan on women, peace and security as well as creating safe spaces for girls and women to protect them from violence; and small grants to help civil society organisations innovate and expand their peace building efforts. This assignment included <b>capacity assessments of partners on the programme.</b></p>
May 2013 – August 2014	Nigeria	GRM International	<p><b>Capacity Building Consultant</b></p> <p>Provided <b>technical support</b> to GRM International’s Mobilising for Development (M4D) in Nigeria to develop an overall approach to <b>Civil Society Capacity Building</b> and help the programme define <b>key tools and processes for capacity strengthening</b> with a view to <b>strengthening governance and accountability</b> of state institutions in North Nigeria.</p> <p>Specifically</p> <ul style="list-style-type: none"> <li>• <b>Defined the key approaches to Capacity Building within the programme and an overall framework</b> that takes account of the different needs on both the demand and supply sides of the programme.</li> <li>• <b>Proposed an array of tools and approaches that enable the programme conduct participatory assessments of potential groups, CBOs and others, including policy maker and service provider organisations. Proposed an overview of approaches to address issues identified in capacity assessments requiring capacity building</b> to enable both supply side and demand side actors progress in responding to demand as well as organising, engaging and demanding services and accountability respectively</li> <li>• <b>Developed and designed a ‘scale of capability’</b> which sets out the <b>key measurement tools for assessing progress</b> of demand-side actors in terms of their <b>‘organisation’, capability</b> to engage, and demand services and accountability</li> </ul>

Date (from– to)	Location	Organisation	Description
October – November 2013	United Kingdom	Commonwealth Fellowship	<ul style="list-style-type: none"> <li>■ <b>Training for Commonwealth Fellows</b> from Kenya NGO Sector in Leadership and Management, M&amp;E, Project Cycle Management and Fundraising</li> </ul>
June 2012 – October 2013	United Kingdom	Comic Relief British based Charity funding international development programmes with programmes in South Africa and Zimbabwe	<b>Team Leader</b> , Coach and Mentor <ul style="list-style-type: none"> <li>■ Managing and implementing DFID funded Comic Relief Peer Learning Programme for <b>shared learning and strengthening capacity</b> of Diaspora Organisations involved in international development work with partners in countries of origin. <b>Strengthening capacity in strategic planning, advocacy, financial management, organisational development, governance and accountability and programme management.</b> Assignment included <b>capacity assessments of partners.</b></li> </ul>
March 2012 – March 2013	India	3IE	<b>M&amp;E Consultant</b> <ul style="list-style-type: none"> <li>■ Part of CommsConsult Monitoring Team in ODI led Consortium to monitor the use of <b>impact evaluations of research institutions in influencing policy in Africa</b></li> </ul>
Feb 2012 – May 2012	Ireland	Misean Cara	<b>Evaluation Consultant</b> <ul style="list-style-type: none"> <li>■ <b>Evaluating Educational</b> for Life model of HIV Prevention among young people in Uganda, Kenya and Zimbabwe a model promoted and implemented by Franciscan Missionaries of Africa (FMSA).</li> </ul>
Nov 2011 – Mar 2012	Thailand	ECPAT ECPAT International has been operational worldwide for 20 years focusing on commercial sexual exploitation of children.	<b>Evaluation Consultant</b> <ul style="list-style-type: none"> <li>■ <b>Evaluating the effectiveness of the strategies and programmes</b> of ECPAT International (Secretariat and Networks) and assessing its impact in combating Commercial Sexual Exploitation of Children, in line with the Agenda for Action and the Optional Protocol on the Sale of Children.</li> </ul>
Oct 2010- Dec 2011	United Kingdom	Comic Relief British based Charity funding international development programmes with programmes in South Africa and Zimbabwe	<b>Team Leader</b> <ul style="list-style-type: none"> <li>■ Managing and implementing DFID funded Comic Relief Peer Learning Programme for <b>shared learning and strengthening capacity</b> of Diaspora Organisations involved in international development work with partners in countries of origin. <b>Strengthening capacity in strategic planning, advocacy, financial management, organisational development, governance and accountability and programme management.</b> This <b>pilot programme included capacity assessments of partners.</b></li> </ul>
Nov 2010 – Jan 2011	Ireland	GOAL Irish Development NGO with programmes in Africa	<b>Team Leader and Evaluation Consultant</b> <ul style="list-style-type: none"> <li>■ <b>Conducted a multi-country evaluation</b> of GOAL's <b>partner capacity building programme in Uganda, Sierra Leone and India of partners</b> in education, health, water and sanitation and HIV/AIDS. GOAL is a <b>Humanitarian and Development INGO with head quarters in Ireland and operating in 11 countries.</b></li> </ul>
July/ October 2010	Ireland	Misean Cara Irish Development NGO with programmes in Africa	<b>Evaluation Consultant</b> <ul style="list-style-type: none"> <li>■ Evaluation of two high schools in Tanzania that received capital development funding from Irish Aid under the basic education programme focusing on provision of education to the girl child.</li> </ul>
June/July 2010	United Kingdom	HLSP, Mott MacDonald Development Consultancy firm	<ul style="list-style-type: none"> <li>■ Member of HLSP short-listing panel for the replenishment of Global Fund's Technical Review Panel</li> </ul>
March/ April 2010	The Netherlands	Eureko Achmea Foundation Dutch foundation funding development projects in Africa including South Africa and Mozambique	<b>Team Leader and M&amp;E Consultant</b> <ul style="list-style-type: none"> <li>■ Monitoring visits on behalf of client of funded projects in Sierra Leone (St Joseph's School for the Hearing Impaired), South Africa (Ikamva Labantu and Sizanani Home Trust), Malawi (Mulunguzi School), Uganda and Kenya</li> </ul>

Date (from– to)	Location	Organisation	Description
September / November 2009	Kenya	Plan International Region of Eastern and Southern Africa (RESA) International NGO into Child Rights programming	<b>Team leader and Consultant</b> <ul style="list-style-type: none"> <li>Conduct a study to determine the readiness of Plan RESA's readiness for advocacy programming. This involved <b>capacity assessment</b> of Plan country offices to establish readiness for <b>advocacy and to develop strategies to strengthen capacity for advocacy in the region.</b></li> </ul>
May 2009	South Africa	TSFSA/UNAIDS Regional NGO supporting capacity development of local NGOs in Southern Africa working in HIV sector	<ul style="list-style-type: none"> <li>Facilitate the development of LENEPWHA's proposal as Sub-recipient under Global Fund Round 8 proposal in Lesotho.</li> </ul>
Feb/Apr 2009	UK	Opportunities International/ Habitat for Humanity International US based International NGOs in microfinance and housing for marginalised communities with programmes in Mozambique and South Africa	<b>Team Leader and Evaluation Consultant</b> <ul style="list-style-type: none"> <li><b>Evaluation</b> of the PEPFAR funded Sustainable Income and Housing for Orphans and Vulnerable Children project in Uganda, Mozambique and Zambia</li> </ul>
Sept2008 – Feb 2009	France	Public Services International	<b>Team Leader and Organisational Development Consultant</b> <ul style="list-style-type: none"> <li><b>Organisational review of the international operations</b> of the public sector labour movement to <b>recommend on effective governance structures, effective leadership and management and strengthening regional structures</b>, included visit to Togo and Ghana</li> </ul>
Jun/Aug 2008	West Africa Region	Plan International	<b>Team Leader and Organisational Development Consultant</b> <ul style="list-style-type: none"> <li>Conduct a study to determine the readiness of Plan International West Africa Region's readiness for advocacy programming. Visited Ghana as part of the study</li> </ul>
May/June 2008	Ghana	TSFCWA /UNAIDS	<b>Organisational Development Consultant</b> <ul style="list-style-type: none"> <li><b>Conducting capacity assessments</b> of <b>civil society organisations</b> and <b>developing a framework to develop a funding proposal</b> (Global Fund Round 8) for <b>capacity building of civil society organisations participating in national response to HIV/AIDS</b></li> </ul>
Oct/Dec 2007	UK	International HIV/AIDS Alliance International NGO with HIV programmes in Africa	<b>Organisational Development Consultant</b> <ul style="list-style-type: none"> <li><b>Capacity assessments</b> of Umbrella Organisations participating in the multisectoral response to HIV/AIDS in Namibia and <b>recommending capacity development strategies.</b></li> </ul>
Jan 2001/Dec 2002	Zimbabwe	ZADF-Pact United States Agency for International Development (USAID)	<ul style="list-style-type: none"> <li>Enhanced Opportunities for Citizens Participation in Economic and Political Decision-making in Zimbabwe. Invited to join an Advocacy Panel of Consultants set up by USAID to <b>review the performance of Civil Society Organisations and build their capacity to advocate for programmes designed to change legislations on issues of interest to the constituency of members</b></li> <li><b>Evaluated the performance of 16 organisations (grantees)</b> in terms of set objectives using an <b>Advocacy Index with focus on organizational capacity</b></li> </ul>
Oct 1994-Dec 2000	Zimbabwe	NORAD Norwegian Development Agency	<ul style="list-style-type: none"> <li><b>Mid-term and end of Programme Evaluations of 9 voluntary organisations'</b> projects funded by NORAD focusing on <b>Institutional Development</b> and Financial Management</li> </ul>

Date (from– to)	Location	Organisation	Description
			<ul style="list-style-type: none"> <li>■ <b>Strategic Planning Workshops</b> for NORAD funded NGO partners (18): In Environment, <b>Community Development</b>, Health, <b>Gender</b> and Children's rights. Facilitation and review of Strategic Plans developed.</li> <li>■ Project Cycle Management Workshops for NGOs</li> </ul>
March 1996 – June 1998	Zimbabwe	UNDP	<p><b>Team leader and Evaluation Consultant</b></p> <p><b>End of term evaluation of United Nations Volunteers/United Nations Development Programme, Zimbabwe.</b> The purpose of the <b>Evaluation was to assist the UNV country office to make a decision on processes developed</b> during the work of Field Workers in its efforts to achieve poverty alleviation within communities. The report was to demonstrate the efficacy of micro approach to poverty alleviation and adopting this approach in future programmes targeted at mobilising communities to participate in poverty eradication plans.</p> <ul style="list-style-type: none"> <li>■ Zimbabwe Vision 2020 Project- Consultative project to <b>build capacity in communities</b> to contribute to discussion of political, economic, social and governance issues and map out a common vision for the country.</li> </ul>