

Role: Project Director

1. **Family name:** Marimo
2. **First names:** Ngonidzaishu
3. **Date of birth:** 01-10-81
4. **Nationality:** Zimbabwean
5. **Civil status:** Married
6. **Contact details:** ngonid@developmentsolutions.co.zw; +263 733837388
7. **Address:** 39 Tunsgate Road, Mt Pleasant, Harare, Zimbabwe
8. **Education:**

| Institution [Date from - Date to] | Degree(s) or Diploma(s) obtained: |
|--|--|
| Institute of Development Studies, University of Sussex, United Kingdom (2008-2009) | MA Poverty and Development |
| University of Zimbabwe (2001-2004) | Bsc (Hons) Applied Environmental Science |

9. **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 |

10. **Membership of professional bodies:**

- Development Studies Association (UK)

11. **Other skills:**

- Excel, Word Processing, SPSS, and PowerPoint literate
- Excellent Communication skills
- Good Negotiation skills
- Internet and e-mail
- M&E development and implementation
- Project and Programme formulation
- Business Development (marketing and strategic planning)

12. **Number of years in the firm:** 3

13. **Key qualifications:**

Country Experience:

| Country | Date from Date to |
|--------------|--|
| Angola | 2017 |
| Austria | 2016 |
| Botswana | 2014, 2016, 2017, 2019, 2020 |
| Kenya | 2009, 2010, 2014, 2015, 2016, 2018, 2019, 2021 |
| Lesotho | 2009, 2017 |
| Madagascar | 2017 |
| Malawi | 2007-2008, 2009, 2010, 2012, 2013, 2016, 2018 |
| Mozambique | 2010, 2011, 2012 |
| Namibia | 2014, 2017 |
| Nigeria | 2020 |
| Seychelles | 2017 |
| South Africa | 2012, 2014, 2018 |
| South Sudan | 2015, 2018 |
| Eswatini | 2016, 2018, 2021 |
| Tanzania | 2010, 2011, 2015, 2017, 2019 |
| Uganda | 2014, 2015, 2016 |
| Zambia | 2011, 2012, 2013, 2015, 2018, 2019 |
| Zanzibar | 2019, 2020 |
| Zimbabwe | 2001-date |

14. Employment Record

| Date from – Date to | Location | Company | Position | Description |
|------------------------|----------|---|--------------------------------|---|
| Sept 2013-date | Zimbabwe | Development Solutions www.developmentsolutions.co.zw | Senior Consultant | <ol style="list-style-type: none"> 1. Execution of consultancy assignments 2. Preparation of proposals 3. Business development 4. Quality management of consultancy teams |
| Feb 2013 – Oct 2015 | Zimbabwe | JIMAT Development Consultants www.JIMATconsult.co.zw | Associate consultant | Lead and participate as team member in missions Quality control reports from field teams when required. |
| Jul 2009-Jan 2013 | Zimbabwe | JIMAT Development Consultants www.JIMATconsult.co.zw | Team Leader | As the Team leader was is responsible for: i) Coordinating development of tenders for various clients in Zimbabwe and the region; ii) Carrying out studies as expert in various assignments; iii) Quality assuring project missions; and iv) Client liaison and developing new relationships with partners as well as clients. |
| Sept 2007-Aug 2008 | Malawi | JIMAT Development Consultants www.JIMATconsult.co.zw | Projects Manager | As projects manager I was responsible for: i) Managing all projects and meeting set departmental targets; ii) ensuring the department is adequately resourced both financially and skills wise; iii) Client liaison and developing new relationships with partners as well as clients; and iv) Participating in strategic business planning. |
| Sept 2004-Sept 2007 | Zimbabwe | JIMAT Development Consultants www.JIMATconsult.co.zw | Projects Officer Research | As project officer research I was responsible for the following: i) Liasing with JIMAT's clients for projects I was managing; ii) carrying out project searches online and the print media; iii) preparation of technical and financial proposals to various clients; iv) participating in projects as experts or any position as necessary; and v) quality assuring consultancy reports. |
| Jan 2001- Aug 2004 | Zimbabwe | JIMAT Development Consultants www.JIMATconsult.co.zw | Part time - Research assistant | Data collection on surveys contracted to JIMAT in various parts of Zimbabwe. |

15. Detailed Past Projects

| Date from – Date to | Location | Company | Position | Description |
|-----------------------|---------------------------------|--|---------------------------------------|--|
| Jun – Dec 2021 | Eswatini | World Bank Nikunj Beria nberia@worldbank.org | Project Director | The Global Multi-Tier Measurement of Access to Energy Survey Eswatini. Supporting implementation of the national rural and urban energy access survey for Eswatini. Working involves quality assuring outputs and oversight of implementation activities. |
| Jun – Jul 2021 | Zimbabwe | UNFPA Penelope Kaseke kaseke@unfpa.org | Team Leader | Process Evaluation of the Youth Friendly Service Provision programme. The programme implements a minimum standard of care package for health service provision to adolescents and young people in Zimbabwean Health facilities. The process evaluation involves defining indicators on service utilisation, analyzing raw data obtained from the District Health Information Management System (DHIS2). Undertake a comparative analysis of the certified youth friendly facilities with non-certified between districts and provinces. The work also includes coming up with Infor graphics that showcase the influence of the programme on service utilization. |
| May 2021 | Kenya | Kenya Red Cross | Project Director | End of Project Evaluation of the Youth as A Pillar of Social Cohesion, Conflict Prevention and Peace Building Integrated Programme in Garissa and Wajir Counties. The project was to strengthen the resilience of the youth against radicalization to violent extremism by working with the youth and other support networks (family, school, and media) within the community as well as strengthening the relationship between security apparatus, youth, and the community. The evaluation used the BRAVE-14 model for resilience measurement. |
| Mar – May 2021 | Zimbabwe | UNDP Takunda Make takunda.make@undp.org | Team Leader | Terminal Evaluation of the Peace Building Fund (ZIM-CATT). The project supported trust and confidence in Zimbabwe's transition process through interventions that strengthened: 1) the peace building infrastructure in Zimbabwe and peace building processes; 2) citizen participation in the transition and national development processes; and 3) government and civil society partnerships and relations for national development, peace, and healing. |
| Jan 2021 – April 2021 | Zimbabwe | UNICEF Moreblessing Munyaka mmunyaka@unicef.org | Team Leader | Development of a Sustainability Framework for the Rural WASH Information Management System. Includes undertaking a review of the WASH monitoring system; review of prioritization of the WASH monitoring system in government sector M&E framework and policies; facilitating a series of participatory workshops from community to national level; development of the sustainability framework and financing models and cost sharing arrangements. Work included conducted value for money assessment of the system. |
| Feb 2021 – Dec 2021 | Zimbabwe, Zambia, Malawi, Kenya | HIVOS Mangiza Chirwa mchirwa@hivos.org | MEL and Fundraising Expert | Second Phase Capacity Development Support for Youth Led CSOs implementing SRHR interventions (ASRH) funded by the SRHR Fund in Eastern and Southern Africa and managed by HIVOS. Working as part of a team conducting capacity assessments, development of capacity development plans, training and accompaniment support for youth led CSOs in four countries. |
| Nov 2020 – Feb 2021 | Zimbabwe | UNICEF Oxford Policy Management Dr. Ramla Attu Ramlatu.Attah@opml.co.uk | National Social Protection Specialist | Review of targeting approaches and mechanisms of social assistance programmes in Zimbabwe and towards social cohesion in communities. Participating in assessment design. Leading the qualitative assessment of targeting effectiveness and acceptability focused on issues of social cohesion. Contributing to designing alternative targeting approaches for key national Social Protection Programmes in Zimbabwe. |
| Dec 2020 – Jan 2021 | Zimbabwe | UNWOMEN Yeukai Huchu yeukai.huchu@unwomen.org | Team Leader | Technical Support to Ministries in the Economic Sector to Implement the Gender Equality and Women's Empowerment M&E Framework. As the team leader responsible for designing the capacity support which included: undertaking capacity assessment; assisting ministries in energy, infrastructure, agriculture, trade, small and medium enterprises, mining, and finance to identify gender indicators using the NDS1; training of staff from the ministries on gender mainstreaming, gender monitoring and reporting; development of operational module for the GEWE M&E framework. |

| Date from – Date to | Location | Company | Position | Description |
|---------------------------------|----------|--|--------------------|---|
| Sept – Oct 2020 | Zimbabwe | ILO Ida Tsitsi Chimedza chimedza@ilo.org | Team Leader | Development of a National Strategy to Address Sexual Harassment in the Workplace. Leading stakeholders in development of a strategy to address Violence and Harassment in the Work place in consultation with tripartite constituents, and in line with the ILO Convention 190 on the Elimination of the Violence and Harassment in the World of Work, as well as the ILO Recommendation 206 on the Elimination of the Violence and Harassment in the World of Work. The strategy is being developed in a way that adheres to social distancing rules to reduce COVID-19 transmission. This includes online interviews and workshops. Literature review is also significant proportion of the work. |
| Aug 2020 – Dec 2024 (Part time) | Zimbabwe | Bread for the World Johann Singer johann.singer@brot-fuer-die-welt.de | PME Consultant | 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. |
| Jun – July 2020 | Zimbabwe | Bio Innovation Zimbabwe Caroline Jacquet caroline@bio-innovation.org | Team Leader | Impact Study for Building Resilience through improving the Absorptive and Adaptive Capacity for Transformation (BRAC) of at risk Communities in Mutoko and Mudzi Districts of Zimbabwe. The purpose is to carry out a study of the impact of Non Timber Forest Products (NTFPs) interventions under the BRAC program with the aim of identifying both positive and negative impacts on household incomes, resilience strategies and natural resource conservation. Work involves reconstructing the baseline and defining the control group. Design of quantitative and qualitative tools, data collection analysis and report writing. |
| May 2020 | Zimbabwe | Plan International Zimbabwe Masimba Mujuru Masimba.Mujuru@plan-international.org | Team Leader | Feasibility Study for the Youth Economic Empowerment and Social Cohesion Project in Mwenezi. In collaboration with the Plan Germany National Office, and with funding from the German Federal Ministry for Economic Cooperation and Development (BMZ) Plan International plans to implement a special initiative called “Youth Economic Empowerment and Social Cohesion Project” (YEES). The main objective is that children and youth in Mwenezi, with support of Civil Society Organizations, actively contribute in shaping a conducive and peaceful environment through acquired positive attitudes and increased entrepreneurial skills. Due to COVID-19 travel restrictions the feasibility study was undertaken remotely using phone communication for key informant interviews with stakeholders and youths and a quantitative self-administered tool developed and shared on the Survey Monkey platform. Responsible for overall design, data collection and reporting. |
| Mar – April 2020 | Nigeria | UNFPA Bidia Deperthes deperthes@unfpa.org | Team Leader | Finalisation of Nigeria’s Comprehensive Condom Programme (CCP) including Costing. Supporting the development of the CCP for financing by the Global Fund. |
| Feb – Mar 2020 | Botswana | UNFPA Bidia Deperthes deperthes@unfpa.org | Team Leader | Development of a Costed Botswana Comprehensive Condom Programme. Supporting the Botswana government and stakeholders develop a costed national comprehensive condom programme. Work involves facilitating a three day planning workshop of 120 participants, documentary review, key informant interviews and drafting of the programme and costing it. The CCP was developed to seek funding from the Global Fund. |
| Jan 2019 – Dec 2023 Part time | Zimbabwe | Coffey International Angela Parker Angela.Park@coffey.com | Deputy Team Leader | Evaluation and Learning of Stopping Abuse and Female Exploitation (SAFE) programme in Zimbabwe. The SAFE project aims to prevent violence by changing harmful attitudes and behaviours; respond to violence by increasing service uptake by survivors; and increase the availability and use of evidence to better reach the most vulnerable people in Zimbabwe. The evaluation component includes leading baseline data collection design and implementation, performance evaluation, process evaluation, and operational research on drivers of gender based violence in Zimbabwe. |

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|-----------------------------------|-------------------------|--|-----------------------------------|--|
| Nov - Dec 2019 | Zimbabwe | ILO Ida Chimedza chimedza@ilo.org | Team Leader | Feasibility Study on a Social Pension in Zimbabwe. Our role is to 1) Undertake research on the lives and experiences of older persons in Zimbabwe; 2) Undertake background research and draft the rationale for a social pension in Zimbabwe; and 3) Support Government and other relevant stakeholders to validate findings. As Team Leader responsible for study design, data collection, analysis and report writing. |
| Nov 2019 – April 2020 | Zanzibar | UNICEF Tanzania Vu Manh Hong vmhong@unicef.org | Team Leader | Final Evaluation of Afya Bora ya Mama na Mtoto (2015 -2018). Team Leader for evaluation of the joint UN Reproductive Maternal Neonatal and Child Health (RMNCH) programme. Leading evaluation design, data collection, analysis and reporting. It uses both quantitative and qualitative methods. |
| Aug – Nov 2019 | Zimbabwe | Simbiso Marimbe International Media Support sma@mediasupport.org | Team Leader | Media & Information Habits, Consumption and Perception in Zimbabwe. Leading a national quantitative and qualitative survey to help a) Provide a better understanding of the media consumption habits and attitudes of Zimbabweans drawn from different geographical, demographic and economic backgrounds; b) gauge the level and depth of media coverage and citizen views on key developmental issues such as climate change, environment, corruption and accountability; and c) explore media and information literacy levels of women, men, boys and girls in targeted areas. Covered 3,000 interviews and 54 Focus Group Discussions. Involved study design, data analysis, report writing, presentation to partners and to national media stakeholders. |
| July 2019 | Zimbabwe | Parliament of Zimbabwe Farai Chidongo Parliament of Zimbabwe | Team Leader | Lead facilitator for development of the Zimbabwe Women Parliamentary Caucus Strategic Plan for the 9th Parliament. |
| June 2019 – June 2021 (Part-time) | Kenya, Tanzania | Children Investment Fund Foundation (CIFF) | M&E Expert and Deputy Team Leader | M&E Partner for the Adolescent Sexuality Education Project (Faya) in Kenya and Tanzania. Role in the assignment was to lead review of the M&E framework and design and lead in implementation of the evaluation component with support of local consultants. |
| April – Sept 2019 | Malawi, Zambia Zimbabwe | Swiss Agency for Development Cooperation (SDC) stephanie.lux@eda.admin.ch | Team Leader | Mid Term Review of the Rural Resilience Initiative (R4). R4 is implemented by WFP with funding from SDC and aims to build resilience of rural communities to climate change effects. The evaluation sought to understand the effectiveness, value for money and sustainability of the R4 initiative in the three countries. Responsible for evaluation design, leading data collection, report writing and presentations. |
| May – June 2019 | Zimbabwe | Doctors Of The World Switzerland / Médecins du Monde Suisse Constance Theisen-Womersley constance.theisen@medecinsdumonde.ch | Team Leader | Emergency/Relief Project Exploratory Mission In Zimbabwe. The mission aims to undertake an assessment of emergency response needs for Chimanimani in the aftermath of Cyclone Idai and to design a response project focusing on SRH, GBV, Nutrition and Psychosocial Support. |
| April – May 2019 | Zimbabwe | Parliament of Zimbabwe samun@parlzim | Team Leader | End of Project Evaluation of the Parliamentary Support Programme. The evaluation sought to determine achievements of the programme, its challenges and lessons learned including recommendations for a new programme. |
| April 2019 | Zimbabwe | Parliament of Zimbabwe samun@parlzim | Lead Trainer | Training Parliament Administration Staff on Monitoring and Evaluation and Results Reporting in the context of Parliamentary Programmes. The assignment included development of a three day training programme based on participatory adult learning methods covering the topics required. |

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|-------------------------------|--|---|---------------------------------------|--|
| Mar 19 | Zimbabwe | Zimbabwe Evaluation Association Nodumo Ndhlovu nndhlovu@zea.org.zw | Lead Trainer | Training Workshop on Equity Focused and Gender Responsive M&E. I led a training of M&E professionals from Government, Civil Society and consultants on equity focused and gender responsive M&E. |
| Mar – May 19 | Zimbabwe | Parliament of Zimbabwe samun@parlzim | Team Leader and Evaluation consultant | Final Project Evaluation of the Parliament Support Programme (PSP). PSP is a multi-donor fund for support of parliament. The main purpose of the evaluation is understand the strategic fit, relevance, efficiency, effectiveness and sustainability of the programme as well as provide recommendations and lessons learned for a future PSP. |
| Feb 19 – Jun 2020 (Part time) | Zimbabwe, Zambia, Malawi, Kenya | HIVOS Eastern and Southern Africa Lizle Loots lloots@hivos.org | ASRH and M&E Expert | Capacity Development of Youth Led Organisations Implementing Adolescent Sexual Reproductive Health Programmes under the SIDA SRHR Fund. Contracted by HIVOS as a part of a team providing organizational development support to youth led organisations supported under the adolescent SRHR fund funded by SIDA. I am responsible for capacity in ASRH programming and M&E. |
| Nov-Dec 2018 | Zimbabwe | Parliament of Zimbabwe samun@parlzim | Strategic Planning Consultant | Review of Institutional Strategic Plan 2013-2018 and Design of the Institutional Strategic Plan 2019-2023. Work involved designing the review, facilitating a two day strategic planning meeting including defining results, theory of change for parliament conditions for success. |
| Oct 2018 | Zimbabwe | AfDB and Parliament of Zimbabwe samun@parlzim | Team Leader | Project Completion and Performance Evaluation (PCPE) of Strengthening Institutions of Transparency and Accountability (SITA) Project: Zimbabwe. SITA project's broad objective is to improve transparency and accountability in the public sector through building capacities of and effectiveness of institutions of public oversight and accountability (Parliament of Zimbabwe and Office of the Auditor General). |
| Aug – Sept 2018 | Zimbabwe | UNICEF Vikas Singh vsingh@unicef.org | Team Leader | Situation analysis of the Rights of Women and Children and Zimbabwe. The assignment included an analysis of all sectors of interventions for UNICEF: Maternal, Newborn and Child Health, Nutrition, HIV and AIDS, Water and Sanitation, Child Protection, and Education. |
| Sept 2018 | Zimbabwe | ILO chimedza@ilo.org | HIV and AIDS Consultant | Capacity Assessment of HIV and AIDS, Gender and Human Rights of Informal Economy Associations in Zimbabwe. Study sought to identify capacity gaps among informal sector economy associations in Zimbabwe. The assignment included development of training programmes on HIV and AIDs, Gender and Human Rights for Informal Economy Associations. |
| June 2018- Jul 2018 | Zimbabwe, Zambia, Malawi, South Africa | Swiss Agency for Development Cooperation Bulisani Ncube bulisani.ncube@eda.admin.ch | Team Leader | Seed and Knowledge Initiative End of Phase Evaluation. The Seed and Knowledge Initiative [SKI] is a partnership between thirteen organisations from four countries [Malawi, South Africa, Zambia and Zimbabwe]. It promotes farmer led or informal seed systems in the four countries linking programming research and advocacy. The evaluation covers a 5 year period focusing on: assess achievements towards the planned outputs and outcomes of the project, testing assumptions based on the theory of change, assessing effectiveness of the M and E system and testing whether lessons and recommendations from the mid-term review were appropriately applied. The evaluation uses primary qualitative methods. |

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|---------------------|----------|--|-------------|--|
| May – Dec 2018 | Zimbabwe | Moreblessing Munyaka mmunyaka@unicef.org | Team Leader | Water Sanitation and Hygiene (WASH) in Satellite Schools End of Project Evaluation. The Government of Zimbabwe, through the National Action Committee for WASH is implementing WASH in Satellite Schools Project in 3 districts. The project aims to improve access to safe water by pupils and communities in the catchment areas of twenty seven (27) satellite schools in three districts of Hurungwe, Mberengwa and Binga. The evaluation assessed performance and achievements, impact, relevance, effectiveness, efficiency, sustainability, partnership and coordination, and design, draw lessons for future WASH in Schools Projects, validity of the risks and assumptions, quality and rigour of the monitoring, learning and knowledge managements systems. The evaluation uses quantitative structured survey and child friendly and participatory qualitative methods. |
| May 2018 | Zimbabwe | Dorothy Hove dorothyh@zwrcn.org.zw | Team Leader | Development of Zimbabwe Women Resource Centre and Network Monitoring and Evaluation Framework and System. The work involves the following activities <ol style="list-style-type: none"> 1. <i>Developing a Theory of Change</i>, This will involve articulating the organizational theory of change which will be the basis for the M&E framework, 2. <i>Developing an Organizational Monitoring and Evaluation Framework</i>, This will build on the Theory of Change and involve developing an M&E framework should objectives, inputs, processes, outputs, outcomes, impact as well as indicators. A draft theory of change will be developed with guidance from literature review. The theory of change will show the changes that the organization expects. The theory of change will be refined as the process develops. 3. <i>Capacity Building</i>, This component will include training of ZWRCN staff on utilising the M&E framework as well as related tools. A capacity building and mentorship plan will also be developed as part of capacity building. |
| April – May 2018 | Kenya | Lydia Atiema atiema.lydia@redcross.or.ke | Team Leader | End Term Evaluation of Drought Cash Transfer Program. The Kenya Red Cross Society implemented a cash transfer programme in seven counties of Marsabit, Turkana (East and South), Isiolo, Samburu, West Pokot and Garissa. The 10 months project provided predictable unconditional cash transfers to the most vulnerable households affected by drought. It also sought to build capacity for coordination of cash transfers in at national and county levels. The main purpose of the end term evaluation was to assess project's achievements, lessons learned, and recommendations for future actions. This shall be done through determining the extent to which the project was relevant, efficient, effective and sustainable. |
| March 2018 | Zimbabwe | UNFPA Daisy Nyamukapa nyakupa@unfpa.org | Team Leader | Development of the Zimbabwe National Family Planning Advocacy and Communication Strategy 2018 – 2020. The Zimbabwe National Family Planning Council developed a new Family Planning Strategy for the period 2016 to 2018. The Advocacy and Communication strategy will support implementation of the family planning strategy. The work includes undertaking a comprehensive situational analysis of family planning and the state of advocacy and communication on key objectives of the Family Planning Strategy. Other responsibilities include: design of the process, drafting of the strategy, facilitating validation workshop and finalization of the strategy. |
| Feb - March 2018 | Zimbabwe | Ministry of Health and Child Care Aveneni Mangombe mangombeaveh@gmail.com | Team Leader | Quality Assurance of Final Assessments on Adolescent and Youth Friendly Health Services Provision. Responsible for developing a quality assurance methodology for the certification of health facilities for Adolescent and Youth Friendly SRH service provision. The methodology includes developing an index for acceptance and rejection of certification and developing weights for certification scores. |

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|---------------------|---|---|----------------------------------|--|
| Feb 2018 | South Sudan | Lutheran World Federation/World Service Fred Bully Email: proca.ssd@lwfdws.org Private: frebilly@yahoo.com | Team Leader | Emergency Response to Improve the Food and Shelter Situation of Conflict Affected IDPs, Returnees, and Host Communities and Reduction of the Risk of Flooding in Twic East, Duk, Uror, Ayod and Bor South Counties in Jonglei State, South Sudan. Project was implemented as from April 2016 to June 2017, followed by an extension phase from July 2017 to February 2018. Three strands of Cash Based Programming (CBP) namely, Unconditional Cash Transfers (UCTs), restricted cash transfer (Cash for shelter) and Cash for work (CfW) were implemented by LWF to achieve the intended life-saving and livelihoods and assets protection objectives. |
| Jan-Feb 2018 | Zimbabwe | SNV Thando Nkomo thandonkomo@snv.org | Team Leader Evaluation Expert | Integrated Food Nutrition and Income Security (FNI) programme. SNV, CAFOD and Environment Africa as a consortium implemented an EU supported integrated Food, Nutrition and Income Security (FNI) four-year Programme in Hwange and Binga districts. The programme was directed at improving food security and livelihood for 17,000 smallholder farmer households in the two districts. Responsibilities included: Development of Inception Report tools, and reconstructing Theory of Change, training of field teams report writing and presentation. |
| Nov-Dec 2017 | Angola, Lesotho, Madagascar, Malawi, Namibia, Seychelles, Swaziland, Tanzania, and Zambia | SADC Secretariat Dr. Ityai Muvandi imuvandi@sadc.int | Team leader | End of Support Evaluation of the Government of Sweden support to the SADC HIV and AIDS Programme, 2010-2016. The overall purpose of the end of support evaluation of the SADC HIV and AIDS Business Plan, 2010-2015 is to document concrete achievements; identify implementation bottlenecks and lessons learnt; and make recommendations that may be considered in the implementation of the SADC HIV, SRH, TB and Malaria Programmes Integration Business Plan, 2016-2020. Responsibilities: Evaluation design, data collection, preparation of report, and presentation to regional technical advisory group. |
| Nov 2017 | Zimbabwe | ILO Idah Chimedza chimedza@ilo.org | Lead Facilitator | Support to the Zimbabwe Private Sector HIV and Wellness (ZIPSHWA) Board Capacity Development Workshop. The work involved facilitating a three day review and planning workshop for the ZIPSHAW board, drafting a three work plan (2018-2020) and a workshop report. |
| October 2017 | Zimbabwe | UN Women Pat Made pat.made@unwomen.org | Team Leader M&E Consultant | Technical expert to provide gender technical assistance to the Ministry Of Women Affairs, Gender And Community Development to build the capacity of the line ministries in the Zim asset food and nutrition cluster to use the national gender equality and women empowerment (GEWE) M&E framework to engender their quarterly reporting on Zim ASSET. Developed capacity building plan, training module, facilitated a three day training, and on-going technical support to ministries. |
| Sept 2017 | Zimbabwe | Action Contre Lafaim Charlene Ambali cambali@zw.missions-acf.org | Team Leader | End of Project Evaluation: Postharvest management technologies for reducing aflatoxin contamination in maize grain and exposure to humans (Shamva and Makoni districts, Zimbabwe). This was a research project testing the effectiveness of hermetic metal silos and bags in reducing aflatoxin contamination of maize and the nutritional effects of aflatoxins in under five children. |
| Aug-Sept 2017 | Zimbabwe | ILO Fortunate Munhuweyi munhuweyi@iloguest.org | Evaluation Expert | End of Project Evaluation of the Joint Programme For Gender Equality ILO TREE project in Murehwa, Mutoko, Nyanga, Chivi and Gutu. The women's economic empowerment project adopted ILO's TREE approach of rural enterprise development. Responsible for designing the evaluation, data collection and report writing. |

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|---------------------------------------|----------|--|-----------------------------|---|
| Aug 2017- Dec 2020 (Part time) | Zimbabwe | CIDT Dr Canford Chiroro C.Chiroro@wlv.ac.uk | Child Poverty Expert | National Longitudinal Study On the Pathway of a Cohort of Primary and Secondary Aged Students to gain Deeper Understanding of the Process of Survival in the Zimbabwean Education System and the Experiences of those who Drop Out. A qualitative and quantitative longitudinal survey aiming to understand the factors and process for dropping out of school covering a cohort of 3780 students in 270 primary schools traced over a four year period. |
| Aug-Dec 2017 | Zimbabwe | Ministry of Health and Child Care Taurai Bhatasara taubhatasara@gmail.com National DREAMS Project Coordinator | Lead Facilitator | Development of Pre-exposure Prophylaxis (PrEP) Operational Plan for Zimbabwe. Facilitated a two-day stakeholder workshop on developing the operational plan. Providing continuous technical assistance to technical working groups writing the operational plan. |
| July 2017 | Zimbabwe | Zimbabwe Women Resource Centre and Network Sibonginkosi Dunjana sdunjana@zwla.co.zw | Team Leader | Action Research on Women`s Access to Justice. This action research aims to achieve two things; 1. Enhance programming on access to justice for ZWLA and other NGOs and 2. Inform policies and women's rights legislation. The research based on a feminist approach supports equality for women and men with a bias towards women and girls. It will analyse lessons learnt from ZWLA`s service delivery at community level. Report has been published. |
| May-Jun 2017 | Zimbabwe | Africaid Kudakwashe Madzeke kuda@zvandiri.org | Team Leader | Mid Term Evaluation of the HIV and Disability Project. The project focuses on mainstreaming disability in HIV treatment with adolescents using the Zvandiri model. Builds capacity of health, education and social services to handle disability for adolescents living with HIV. Responsible for evaluation design, data collection and report writing. |
| Apr-May 2017 | Zimbabwe | UNDP Revai Makanje-Aalbaek Head Governance Unit revai.makanje.aalbaek@undp.org | M&E Expert | Mid Term Evaluation of the Parliamentary Support Programme. The parliamentary support programme is a basket fund that receives funding from EU, SIDA, AfDB and World Bank. Designed the evaluation, conducted interviews with parliamentarians, Ministers and other stakeholders. Developed evaluation report and presentation of findings to senior staff of UNDP and parliament. |
| Mar-April 2017 | Zimbabwe | MoHCC Portia Manangazira directoredc@gmail.com | Strategy Development Expert | Development of the Healthy Ageing Strategic Plan for Zimbabwe. Designed and implemented the situation analysis of Healthy Ageing in Zimbabwe. Developed Situation Analysis Report. Developed conceptual framework for delivering healthy ageing in Zimbabwe guided by the WHO Global Strategy on Healthy Ageing (GSAP). Developed strategy and M&E framework. Facilitated a two workshop to validate the strategy. |
| Feb –Mar 2017 | Zimbabwe | NAC Vimbai Mudege vmdege@nac.org.zw | Strategy Development Expert | Development of the HIV and AIDS Strategy for the Informal Sector. Design and implementation of situation analysis of HIV, AIDS, SRH in the informal sector. Facilitation of three day workshop on Results Based Strategy. Write up of Strategy, presentation to stakeholders for validation and finalization. |
| Jan-Feb 2017 | Zimbabwe | Zimbabwe Women Resource Centre and Network Dorothy Hove dorothyh@zwrn.org.zw | Team Leader | Rapid Assessment of Gender and Energy in Zimbabwe. The assignment sought to understand the gaps, opportunities and recommendations for women's universal access to renewable energy in Zimbabwe. The study developed a report of the rapid assessment, three "one pager" fact sheets on findings and policy brief. |

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|---------------------|---------------------------------------|---|---------------------------|--|
| Dec-Jan 2017 | Zimbabwe | MoHCC TB and HIV Unit Anna Machiha Anna Machiha annamachiha6@gmail.com | Team Leader | Review of the STI Strategy Implementation Plan and Costing of the STI Implementation Plan. Review the STI Strategy Implementation Plan and costed the suggested activities. |
| Nov 2016 | Zimbabwe | UNFPA Mitchell Ndlovu Ndlovu@unfpa.org | Team Leader | Development of Fact Sheets for the Zimbabwe National Family Planning Strategy, Costed implementation Plan and the IUCD Study. Developed summarised fact sheets for the two documents including designing for printing. |
| Nov 2016 | Zimbabwe | UNICEF Siyma Barkin Kuzmin sbarkinkuzmin@unicef.org | Team Leader | Mid Term Evaluation of the Joint Programme on Prevention of Gender Based Violence (JPGBV) Against Young Women and Adolescent Girls. Led a team from UNICEF, UN Women and DANIDA to review the JPGBV. The work involved designing the review using the Outcome Harvesting technique, leading district level consultations, national results workshop and preparation of the Final Project Report to DANIDA. |
| Oct 2016 | Zimbabwe | UNFPA Daisy Nyamukapa nyakupa@unfpa.org | Strategy Consultant | Costing and Finalizing the National Comprehensive Condom Programme Operational Plan and Align it with Key HIV and AIDS Reproductive Health Strategic Documents. The objectives of the assignment was to: Review Global, Regional and National, HIV and AIDS and Reproductive Health strategic documents and CCP review as well as research reports in order to gain an appreciation of the strategic focus for CCP in the coming 4 years; Work with identified MOHCC task force members in reviewing expected results in the draft CCP Operational Plan and align them with results in the ZNASPIII, Revitalizing HIV Prevention Road Map, FP Costed Implementation Plan and other HIV and AIDS as well as reproductive health documents; Revise and outline additional broad activities required to fully operationalise a comprehensive and national integrated male and female condom programme. The work also involved costing of the strategic plan. |
| September-Oct 2016 | Zimbabwe | Ministry of Health and Child Care Aveneni Mangombe MOHCC mangombeaveh@gmail.com | M&E Consultant | Development of ASRH Strategic Plan, M&E Framework and Operations Research Framework for the Adolescent Sexual and Reproductive Health Strategy 2016-2020. Ngoni is leading development of the M&E and Operations Research Framework. Roles include: facilitating stakeholder participation in the design the M&E framework including development of the Theory of Change, developing results framework, and identifying indicators for the results framework. |
| Jul-Sept 2016 | Zimbabwe, Malawi, Swaziland, Botswana | Julianne Ineichen juliane.ineichen@eda.admin.ch Head of Cooperation Southern Africa SDC | Evaluation Expert | Regional Strategy Evaluation Southern Africa 2013-2017. The goal of regional strategy evaluations is to assess the relevance of the areas and priorities defined in SDC's regional strategy and the coherence between the strategy and development priorities of the respective countries/region". |
| July/Aug 2016 | Kenya | ILO Anjali Patel ILO patel@ilo.org | International Team Leader | Final independent External Evaluation of the Law Growth Nexus III: Labour Law and the Enabling Business Environment for MSMEs in Kenya. The overall development objective of the LGN III project was to contribute to a more enabling policy environment for MSME development in the focus country Kenya. The overall outcome was more and better jobs in the MSME sector in Kenya. The project focused on two MSME sub-sectors: i) the public transport (Matatu); and ii) the private security sector. Target groups in these sectors included: Matatu Owners Association (MOA) and its members; Matatu Conductors and Drivers Welfare Organisation (MADCOWA); Private Security Industry Association (PSIA); and the Kenya National Private Security Workers Union (KNPSWU). |

| Date from – Date to | Location | Company | Position | Description |
|---------------------|-------------|---|---------------------------|---|
| Jul 2016 | Zimbabwe | Revai Makanje Aalbaek UN Women revai.makanje.aalbaek@unwomen.org | Team Leader | Training Parliamentarians, Evaluators and Government staff on gender responsive and equity focused evaluation. |
| Mar-Jun 2016 | Zimbabwe | Getrude Matsika UN Women Ms G. Matsika M&E Officer getrude.matsika@unwomen.org | Deputy Team Leader | Mid Term Evaluation of the Joint Programme on Prevention of Gender Based Violence (JPGBV) Against Young Women and Adolescent Girls. This a joint UN Women and UNICEF programme aimed at addressing GBV against young women and adolescent girls. It has three outcomes: National normative and financial GBV framework strengthened; Improved preventive measures for GBV; and Strengthened service delivery for survivors of GBV. the project is delivered through CSO and government partners at national as well as district level. |
| Mar 2016 | Zambia | Ministry of Gender Dr Aramanzan Madanda Team Leader Capacity Building Programme aramadanda@yahoo.co.uk | Lead Trainer: M&E | Capacity Building of Government of Zambia. I am responsible for leading the training different ministries in Zambia on M&E. The work includes development of materials, delivery of training and writing the workshop reports. |
| Feb 2016 | Austria | HORIZONT3000 Thomas Vogel Head of Department for Programs HORIZONT3000, Wilhelminenstraße 91/ II f, 1160 Wien (+43 1) 50 3000 312, thomas.vogel@horizont3000.at | Team Leader | Facilitation of Discussion on Methodological Options for impact assessments available to NGOs with small budgets in Austria in response to demands of the Austria Development Agency. |
| Dec 2015 - Jan 2016 | Uganda | UNWOMEN Apolo Kyeyune M&E Officer UNWOMEN Uganda apolo.kyeyune@unwomen.org | International Team Leader | End of Programme Evaluation Joint Programme (UNICEF and UNWOMEN) on Peace building and enhancing protection systems – Gender Promotion Initiative (GPI). The objective of the programme is to fully reintegrate these marginalized women, girls and children through community acceptance and empowerment through income-generation, so that they can positively contribute to community cohesion and become integral members of their communities. Responsible for designing the evaluation, field work, report writing and presentations. |
| Oct-Nov 2015 | South Sudan | Marshall Karidozo DFID MEAL Manager Save the Children International Marshall.Karidozo@save-the-children.org | International Team Leader | M&E Data Review and Analysis of Teacher Coaching Programme of South Sudan. A teacher coaching initiative informing the learning activities for the programme was implemented targeting a total of 100 ALP teachers (about 9M, 6F) in Save the Children supported ALP schools in Jonglei and Lakes states. the purpose of the assignment is to: assess teacher performance following different levels of support; ascertain outcomes of the teacher training and mentoring exercises; and contribute to an evidence base for decisions about teacher development programming within South Sudan. |

| Date from – Date to | Location | Company | Position | Description |
|---------------------|-------------------------|--|---------------------------|---|
| Sept-Oct 2015 | Zambia | ILO Adolph Chinomwe Senior Programme Officer ILO Country Office for Zimbabwe(CO-Harare) chinomwe@ilo.org | International Team Leader | Mid Term Review of the Joint UN Government of Zambia Green Jobs Programme. The Zambia Green Jobs Programme focuses broadly on three main areas of action to promote inclusive green growth and facilitate the creation of decent work and green jobs, that is, building the national capacity of policy stakeholders and their local institutions to address systemic issues ranging from: (1) mind-set, attitude and behaviour towards sustainable development; (2) policies and incentives for inclusive green growth and employment creation; (3) the development of strong institutions and boosting job creation through Micro, Small and Medium-Scale Enterprise (MSME) development while addressing pertinent environment issues and competitive labour market issues on working conditions and productivity in MSMEs. |
| Aug-Sept 2015 | Kenya, Uganda, Tanzania | HORIZONT3000 Christian Guggenberger Regional Director East Africa christian.guggenberger@horizont3000.org | Team Leader | Impact Study HORIZONT3000 Technical Advisor (TA) Programme East Africa. The main aim of the TA programme is to provide capacity development support for our local partner organisations. Technical Advisors act as catalysers for local partners to unleash, strengthen, create, adapt, and maintain capacity over time. The goal of the impact study is to assess the contribution of the technical assistance (TA) programme to the overall capacity development of local partners, especially in the field of organisational development, and to the wider development goals of HORIZONT3000 in East Africa. The study adopts participatory methods including: self-administered questionnaire, participatory workshops (using appreciative enquiry and World Café), and key informant interviews. |
| Aug 2015 | Zimbabwe | Telecel Zimbabwe Lynn bête Brand Experience Manager Lynn.bete@telecel.co.zw | Team Leader | Brand and Price Perception survey. Survey covered 4,500 interviews countrywide assessing Telecel's brand health and price perception against competition. |
| July-Nov 2015 | Zimbabwe | UNWOMEN Zimbabwe Ms G. Matsika M&E Officer getrude.matsika@unwomen.org | Technical Expert | Development Of A National Monitoring And Evaluation System And Framework For Gender Equality And Women's Empowerment. This consultancy work is expected to contribute to improved availability, accessibility and utilisation of up-to-date sex-disaggregated and gender differentiated data to inform policies, programmes and legislation promoting gender equality and women's rights. |
| Jun-July 2015 | Zimbabwe | UNFPA Zimbabwe Tamisayi Chinhengo Adolescent Sexual and Reproductive Health Specialist United Nations Population Fund chinhengo@unfpa.org | Team Leader | An impact evaluation of the UNFPA supported ASRH interventions implemented in health facilities and communities by Ministry of Health and Child Care (MOHCC) and Zimbabwe National Family Planning Council (ZNFPC). UNFPA supported the MOHCC and ZNFPC to implement a healthy facility and peer education programme. The programme's aim was to increase the Sexual Reproductive Health and Rights (SRHR) knowledge of young people, create demand for the reproductive health services and increase the youth friendliness of health facilities in offering information and clinical SRH services to young people. The peer education programme employed health education techniques such as group talks, one-on-one counseling and use of social media through Facebook clubs. Study included an evaluation design that involved: a) conducting an evaluability assessment of the programme – consolidating the results framework for the interventions as they were funded by three different programmes and defining the Theory of Change and results chain; and b) designing a quasi-experimental design for the evaluation of contribution. The second stage involved development of a survey design that elaborated the sampling approaches and samples sizes, data collection, entry and analysis. I also led the report writing. |

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|---------------------|----------|---|---------------------------|--|
| Apr-May 2015 | Uganda | UNWOMEN Uganda Apolo Kyeyune M&E Officer UNWOMEN Uganda apolo.kyeyune@unwomen.org | International Team Leader | Evaluation of the United Nations Joint Programme on Gender Equality. The Joint programme of 8 UN organisations in Uganda focuses on Strengthened government capacity for gender responsive planning, budgeting and programme management, Improved access to legal, health and psychosocial services by SGBV survivors, Increased school participation, completion and achievement rates of girls in primary education, Civil society has increased capacity to advocate and demand accountability from government for delivery on gender responsive laws, policies and strategies, and UN partners deliver effective, strategic and efficient support for gender responsive governance. The evaluation aimed to provide information on the validity of the programme design, results of the programme, its implementation and lessons learnt in joint programming and the “UN delivering as one”. |
| Feb-March 2015 | Zimbabwe | CARE Zimbabwe Rangarirai Gahadzikwa Project Manager rpgaha@gmail.com RangariraiGa@carezimbabwe.org | Team Leader | Endline Survey of the Maternal and Child Nutrition project in Zimbabwe supported by CIDA. The project facilitated behavior and practice changes with regards to maternal health and Infant and Young Child Feeding in two districts of Zimbabwe. It included community and health facility based promotion of appropriate IYCF and antenatal and postnatal practices. |
| Jan 2014-Feb 2015 | Zimbabwe | Plan International Zimbabwe Dr Bartholomew Mupeta M&E Manager Bartholomew.Mupeta@plan-international.org | Team Leader | Endline Survey for the Women and Children's Health Project (WATCH). The survey is being conducted in three districts: Chipinge, Mutare and Mutasa focusing on MNCH. Covers structured interviews with women with a pregnancy outcome in the 24 months preceding the survey and a health worker and facility survey. The project's aim was to improve antenatal and post natal care, IYCF through behavior and practice change, improving the quality of antenatal and post natal services provided at rural health facilities, |
| Nov-Dec 2014 | Uganda | Austria Development Agency Munhamo Chisvo Team Leader mchisvoj@gmail.com | Evaluation Consultant | Review of Uganda Country Strategy 2010-2015 of the Austrian Development Agency. The review assesses the relevance, impact and the effectiveness of its strategic focus, the efficiency and the sustainability of its implementation and supports the elaboration of Austria's next Uganda Country Strategy. The review includes an analysis of the strengths and weaknesses of the ADC Country Strategy Uganda 2010-2015 and its implementation. The Austrian Development Agency strategy finances two sectors water and the Rights, Justice and Peace sectors. In the Rights Justice and Peace the Austria government contributes to JLOS and the Democratic Governance Fund (supporting CSOs in facilitating upholding of human rights by the state, including access to justice, human rights including paralegal services). |
| Oct-Nov 2014 | Zimbabwe | UN WOMEN Zimbabwe Ms G. Matsika M&E Officer getrude.matsika@unwomen.org | Deputy Team Leader | Conducting Baseline Study for the Joint Programme for Gender Equality in Zimbabwe. Specifically, to support the Government of Zimbabwe, this joint programme focuses on: (1) Combating all forms of gender-based violence; (2) women's participation in politics and decision-making; (3) women's economic empowerment and working conditions, and (4) national accountability on gender equality and women's empowerment. The baseline is multi-dimensional collecting data from institutional databases, national surveys secondary databases, women and men in targeted districts and national level stakeholders across government, development partners, UN agencies, private sector, parliament and parliamentarians, and political parties. |

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|-------------------------------|---------------------------------|--|---|---|
| Aug-Sept 2014 | South Africa, Namibia | UN WOMEN South Africa Susan Kimathi Programme Specialist United Nations Women Susan.kimathi@unwom-en.org | Team Leader | Final Review of the project Pro-poor Governance and Women's Empowerment from a Human Rights Perspective Project in Namibia. The overall goal of the project is to support the implementation of national commitments to gender equality and women's empowerment in Namibia. The project is funded by the Spanish government and it came to an end in December 2013. Project activities included building capacity of the Ministry of Gender Equality and Child Welfare's capacity in gender mainstreaming, introduction and capacity building of ministries in gender budgeting, |
| June-July 2014 | Zimbabwe, Zambia, Malawi, Kenya | Swiss Agency for Cooperation and Development (SDC) Stéphanie Aubin Regional Programme Manager - Food Security stephanie-christine.aubin@eda.admin.ch | Team Leader | Mid Term Review of the Effective Grain Storage Project Phase II. The EGSP-II specifically focuses on increasing uptake and access by farmers to improved post harvest storage technologies in the four major maize producing areas of four selected countries (Kenya, Malawi, Zimbabwe and Zambia) where insect-pests have the greatest impact on maize production, food and income security, and livelihoods. SADC and national Agriculture policymakers are also targeted for enhancing postharvest policies. The mid-term review sought to determine the results achieved, review approaches and methods being used for implementation and their efficacy, assess project cycle management, and to propose options for improving implementation and achievement of results. As Team Leader, was responsible for designing the evaluation, team leadership, report writing and presentation at the regional partners workshop. |
| April – May 2014 | Zimbabwe | Zimbabwe Women Lawyers Association (ZWLA) Abigail Matsvai director@zwla.co.zw | Team Leader | Impact Assessment of the Zimbabwe Women's Lawyers Association for the period 2002 to 2012. The main objective of the evaluation is to assess the impact of ZWLA's work during the period 2003 to 2012, a period of 10 years. The Assessment will examine and provide strong evidence on the impact achieved, i.e. positive, negative, intended and unintended, on direct and indirect beneficiaries, analyse ZWLA's contributions and identify specific factors that have enabled or disabled positive impact to occur. Responsible for development of impact assessment design (retrospective results framework using the theory of change approach), implementation of the assessment, report writing and presentation to stakeholders. |
| Mar 2014-Dec 2016 (part-time) | Zimbabwe | United Kingdom (UK) Department for International Development (DFID) Andrej Kvender andrej.kvender@opml.co.uk | Evaluation and survey management consultant | Impact Assessment of the Demand and Accountability Programme. The Demand and Accountability for Services Programme aims to strengthen citizen engagement in monitoring of and advocacy for improved quality and outcomes of MNCH service. The project also aims to ensure that there are effective mechanisms and processes in place to address community concerns regarding delivery of quality MNCH services with public health officials at facility and district levels and to contribute to national level advocacy to improve MNCH services. My responsibilities included: participating in the designing of the impact assessment (include determination of a counterfactual using propensity score matching), determining impact indicators, lead in development of survey tools and manage implementation of the health facility exit interviews and extraction of data from the HMIS. |
| Jan-Feb 2014 | Zimbabwe | Plan international Dr Bartholomew Mupeta M&E Manager Bartholomew.Mupeta@plan-international.org | Team Leader Zimbabwe | Evaluation of the Girls Empowerment through Access to Quality Education in Chipinge, Chiredzi and Mwenenzi. The project is made of 5 components including: i) promoting girls' rights to lower secondary education with range of stakeholders; ii) reducing financial barriers to girls' education; iii) improving the quality of lower secondary education through capacity enhancement; iv) supporting school communities to address the issues of violence against girls (and boys); and v) developing girls' and boys' knowledge and awareness of Sexual and Reproductive Health and Rights Services. Responsible the entire evaluation: FGD guides, structured survey, key informant interviews and report writing. |

| Date from – Date to | Location | Company | Position | Description |
|---------------------|----------|---|-------------------|--|
| Dec-Jan 2014 2013 | Zimbabwe | World Bank Washington Jed Friedman jfriedman@worldbank.org | Team Leader | Piloting Urban Component of Health Results-Based Financing Project. The Government of Zimbabwe and the World Bank have planned to roll-out the HRBF in low-income urban districts of Harare and Bulawayo cities. This new piloting will go hand-in-hand with the continued implementation of the ongoing HRBF in 18 rural districts. The urban sub-component will focus on both demand (household) - and supply-side (health facility) financing through incentives to accelerate utilization of quality maternal and neonatal healthcare services. Ngoni is Team leader for the Baseline survey of the programme. |
| Nov-Dec 2013 | Zimbabwe | Southern Africa AIDS Trust Gareth Coats Regional Manager: Country Support and Programme Delivery coats@satregional.org | Local Expert | Baseline Survey for SAT's New Results Framework. SAT intends to use a panel study approach in monitoring community level, qualitatively measurable changes over time. To achieve this, baseline data and information will have to be collected from community based subjects and later replicated in the same way using exactly the same questions and data collection methods. The qualitative baseline study uses a variety of qualitative methods including participatory numbers, voting and role plays. It assesses the following key results of SAT: SRH for youth, Women's Health, SRHR Integration and Dialogue for Health. |
| Nov -2013 | Zimbabwe | Save the Children Patience Matambo Child Protection Section Project Manager Patience.Matambo@save-the-children.org | Team Leader | Evaluation of the Victim Friendly Initiative in Zimbabwe. The purpose of the evaluation is to determine the extent to which the project has achieved its intended results, outcomes or impacts from inception in 1997 to date. The evaluation sought to establish any factors that could have either positively or negatively contributed to achievement of the aforementioned results, and therefore draw important recommendations to inform the implementation of future activities. In this regard, this evaluation was used as a tool to improve the efficiency and effectiveness of the project, thus enhancing achievement of intended goals and objectives. |
| Oct-Nov 2013 | Zimbabwe | UNFPA Tamisayi Chinhengo Adolescent Sexual and Reproductive Health Specialist United Nations Population Fund chinhengo@unfpa.org | Team Leader | Midterm Review of the National Adolescent Sexual Reproductive Health Strategy. In 2010, the Government of Zimbabwe- Ministry of Health and Child Welfare through the National Adolescent Sexual and Reproductive Health (ASRH) Coordination Forum developed the first ever National ASRH Strategy: 2010 – 2015. The purpose of the review is to determine progress on the implementation of the National ASRH Strategy in relation to the key interventions and strategies, and to identify mid-course corrections to be made in order to achieve the objectives of the strategy. Two outputs were produced: midterm review report and National ASRH Strategy Addendum for 2013-2015. |
| Sept-2013 | Malawi | Anderson Chikomola Programme Manager DAES anchikomola@gmail.com | Gender Consultant | Gender Analysis Study of the Malawi Agriculture Sector Wide Approach (SWAp) Special Project. The purpose of the Gender Analysis is to prepare an analytical report that documents quantitative and qualitative information which influence different gender groups' participation in ASWAp activities that may be related to policies, programmes and behaviours. In particular, the Gender Analysis identifies constraints and barriers which prevent participation as well as dynamics with regards to control of assets as well as decision-making process within the household. By identifying constraints and barriers the analysis will provide recommendations to address biased influences, provide actions to be implemented to remove these barriers, and improve participation of the primary farmer groups. |
| Jun-Aug 2013 | Zimbabwe | WFP Zimbabwe Bonaventure Kayinamura Productive Community Asset Creation (C-FFA) bonaventure.kayinamur@wfp.org | Consultant | Evaluation of WFP Productive Community Works Programme. The main emphasis of the WFP C/FFA Programme in Zimbabwe is on creating assets that have long term or multiple benefits to the entire community so as to reduce the number of people receiving food assistance. The major impact will be increased resilience among vulnerable households to future food security shocks. The evaluation was both a process and outcome assessment of the programme including assessment of the effectiveness of the Community Led Participatory Planning approach in three districts. Responsible for participating in evaluation design, development of the evaluation framework and report writing |

| Date from – Date to | Location | Company | Position | Description |
|---------------------|--------------------------|--|------------------------------|--|
| May-Jul 2013 | Zimbabwe | ZWRCN Programme Officer - GEPPF Tel: +263 4 252 388 Fax 4 738 756 Mobile: 0773 064 525 Skype: lindiwe.ngwenya lindiwen@zwrn.org.zw www.zwrn.org.zw | Evaluation and Gender Expert | Rapid Mid-Term Review of the ZWRCN Gender Budgeting and Women's Empowerment Project. The Zimbabwe Women's Resource Centre and Network (ZWRCN), with support from UN Women's Fund for Gender Equality (FGE), has been implementing a Gender Budgeting and Women's Empowerment Project (GBWEP) since January 2011 at local and national level. The project falls under the Gender, Economic Policies and Public Finance (GEPPF) Programme, whose aim is to promote women's participation in the economy, including policy formulation and implementation in the national and local budgeting process. The GBWEP aims at promoting the formulation and implementation of national policies and budgets that are pro-poor and sensitive to the needs and priorities of women in particular and other marginalized groups such as people with disabilities, the youth and the elderly. The country evaluation was part of a global evaluation of the Fund for Gender Equality. |
| May 2013 | Zimbabwe | UNWOMEN Hodan Addou Country Representative UNWOMEN hodan.addou@unwomen.org | Team Leader | Development of DFID Business Case for the Joint Programme on Gender Equality. Leading a consortium of UNWOMEN, UNFPA and UNDP in developing a Business Case for the US\$10million Joint Programme on Gender Equality to be supported by DFID and SIDA. |
| Apr 2013 | Zimbabwe | Concern Worldwide Lizzie Rushwaya Program Manager Lizzie.Rushwaya@concern.net | Team Leader | Leading the Baseline Study for the Family Clubs Programme. The family club programme is expected to give caregivers the knowledge and skills they need to provide good parenting and to raise children in a caring and nurturing environment. This will be done through the establishment and support of 200 Family Clubs in an initial 10 districts. The programme will involve documentation of a model that will be scaled up to all districts in Zimbabwe by the Department of Social Services. Responsible for designing the baseline methodology, defining the programmes' results indicators using the Theory of Change Approach, developing the child survey instrument using the Child Status Index, developing a caregiver quality of care index based on the programme indicators and the designing the household level tool to capture the index, report writing based on findings from the field. |
| Feb-Mar 2013 | Zambia, Malawi, Zimbabwe | CIMMYT Jones Govere CIMMYT Southern Africa Regional Office j.govereh@cgiar.org | Principal Investigator | Development of Sampling Strategy and Sample Sizes for the Baseline Survey of the Impact Assessment of the Effective Grain Storage for Better Livelihood of African Farmers Project EGSP-II. The EGSP-II specifically focuses on the major maize producing areas of four selected countries (Kenya, Malawi, Zimbabwe and Zambia) where insect-pests have the greatest impact on maize production, food and income security, and livelihoods. About 800 smallholders will be targeted to host metal silo demonstrations on-farm and an additional 2,000 farmers, particularly women, will be targeted to host on-farm hermetic bag demonstrations. An impact assessment of the programme is planned. Ngoni was responsible for advising a team of statistician on sampling approaches for the treatment and control households and determination of appropriate sample sizes. He was also responsible for quality assuring their outputs and the regional synthesis report for the survey design. |

| Date from – Date to | Location | Company | Position | Description |
|---------------------|----------|---|-----------------------|---|
| Dec 2012- Feb 2013 | Zambia | UNICEF Zambia Lusako Sichali Planning Officer Social Policy Planning Monitoring and Evaluation UNICEF Zambia United Nations House, P.O. Box 33610, Lusaka, Zambia Tel:(260 211) 374 200 ext. 2069 Mobile: +260 979 853341 Fax:(260 211) 253 389 Email: lsichali@unicef.org | Deputy Team Leader | Evaluation of the Capacity Development Component of the Fifth National Development Plan for Zambia. The main purpose of the consultancy is to examine the extent to which capacity development has taken place during the implementation of the FNDP. IT involves conducting cases studies in sectors and assessing the contribution of five development partners: JICA, DFID, USAID, UN, and EU' contribution to capacity development and the associated results. |
| Nov- Dec 2012 | Zimbabwe | International Rescue Committee Zimbabwe (under ITAD (UK) PHILIPPA HADEN Associate Director ITAD 12 English Business Park, English Close, Hove BN3 7ET, UK Tel: +44(0)1273 765244 philippa.haden@itad.co.uk m | National Expert | External Evaluation of IRC-UK's Sida-funded Humanitarian Framework Agreement "Saving Lives, Protecting Rights and Rebuilding Communities" This evaluation of the IRC's Economic Recovery and Development (ERD) project in Zimbabwe is part of an overall evaluation of the IRC's two-year Humanitarian Framework Agreement (HFA) with Sida. The project started in February 2011 and is due to be completed in January 2013. The IRC has implemented the project through Plan International in Mutare and Mutasa districts and directly in Nyanga district. The project adopted a value chain approach, identifying 9 value chains that would be appropriate through a market survey. The components of the project included: farmer training on production of the nine selected value chains, facilitation of market linkages between farmers and buyers, capacity building of the agriculture extension department in the Ministry of Agriculture. Key themes: agriculture output market access (agriculture produce and non-timber products), agriculture inputs, micro-finance, humanitarian, village savings and loans, capacity building of farmers, government extension services. |
| Oct-Dec 2012 | Zimbabwe | UNWOMEN Getrude Matsika M&E Officer Ground Floor, Block 7 Arundel Office Park, Norfolk Road, Mt Pleasant, Harare Tel: +263 4 338831-44 ext 345 getrude.matsika@unwomen.org | Team Leader | Final Evaluation of the Gender Support Programme. The GSP is a multi-donor initiative dedicated to the advancement of gender equality, equity and women's empowerment in Zimbabwe at local and national levels. The GSP promotes gender equality and women's empowerment as a crucial contribution to sustainable development in Zimbabwe. It pursues this objective through advocacy campaigns, technical and financial assistance to program and projects, dissemination of catalytic information to the sector and coordination of the sector's activities. The overall purpose of the evaluation was to assess progress made towards achievement of the GSP programme objectives, its outcomes and the impact of the programme on gender equality and women's economic empowerment, gender based violence and women's participation in leadership and decision making in Zimbabwe. Key themes: women in leadership and decision making, women participating in politics, women's economic empowerment, gender based violence, women and health, sexual and reproductive rights of women |

| Date from – Date to | Location | Company | Position | Description |
|----------------------|--|--|--------------------------------|--|
| Sept 2012 – Oct 2012 | Zimbabwe | World Vision International Zimbabwe Craig Geddes Senior Programme Officer Humanitarian and Emergency Affairs (HEA) Phone: +263 4 369027/8 E-mail: craig_geddes@wvi.org | Deputy Team Leader | <p>The household economy and food security assessment study covered 5 districts of Zimbabwe. The specific objectives were:</p> <p>Review existing food security problems in donor-selected areas of Zimbabwe using the USAID Title II conceptual framework for food security and the priorities in the draft RFA.</p> <p>Conceptualize and define priority food security problems within specific geographic areas among specific groups of the population using both qualitative and quantitative approaches.</p> <p>Conduct household economy analysis, with an emphasis on livelihoods and current market trends, gender roles, gaps and practices with regards to livelihoods.</p> <p>Conduct market analysis (e.g., supply and demand for farm and off-farm inputs and outputs) focused on the particular livelihoods of interest to the donor, to provide specific recommendations on improving household economies (income and cash flow as related to food security).</p> <p>Conduct financial analysis/economic modeling to justify selection of given crop, livestock, and off-farm interventions in light of desired changes in HH income, resilience, nutritional status, and food security</p> <p>Assess practices in drought-resistant agriculture, nutrient-rich crop production, soil fertility and crop management, pre-and post-harvest food safety and loss-reduction techniques, integrated livestock management, harvesting of non-timber forest products, irrigation, and multi-use water management</p> <p>Assess determinants, factors, and barriers to positive practices related to nutrition of children from conception through age 2 (including sound infant and young child feeding, quality of diet of pregnant / lactating women, use of health services by those populations, homestead food production, and water/sanitation/hygiene practices). And measure stunting (height-for-age Z-score < -2 SD) and wasting (weight-for-height < -2 SD) in children under age 5.</p> <p>Assess practices around livelihood risk management</p> <p>Recommend priority interventions to address priority household food security problems.</p> |
| Aug 2012- Jun 2013 | Mozambique | JIMAT Development Consultants Munhamo Chisvo mchisvo@jimatconsult.co.zw | M&E Expert and Project Manager | <p>Formulation of Government of Mozambique Conceptual Model for Monitoring and Evaluating the Government Five-Year Program and the Poverty Reduction Strategy Phase 3, developing RBM-based Information System for M&E (including identification of core indicators for tracking performance in relation to outputs, outcomes and impacts), training Government staff on RBM targeting MPD, six sector ministries (health, education, state administration, justice, Environment, and Agriculture), 3 provinces (Nampula, Zambezia and Maputo Rural) and 6 districts (i.e., 2 districts per province).</p> |
| June-Aug 2012 | Zimbabwe | Department of Social Services, Ministry of Labour and Social services Leon Muwoni lmuwoni@zimnapovc.co.zw | Consultant | <p>Development of DSS Costed Strategic Plan for the period 2013-2017</p> <p>Part of the team developing the DSS strategic plan for the period 2013-2017. Responsibilities include: situation analysis, workshop facilitation and contribution to report writing.</p> <p>Key themes covered: social protection, capacity development, results based strategic planning, strategic plan costing</p> |
| Mar-May 2012 | Malawi, (Lilongwe, Chitipa and Mangochi) | STOP AIDS NOW! Doortje Hart Senior Advisor Children Affected by AIDS dthart@stopaidsnow.nl | Team Leader | <p>Lessons Learnt Research for the Strengthening the Malawi Social Cash Transfer Programme Through Linking and Learning (SSCTP). The SSCTP was implemented by four Malawian CSOs with support from the STOP AIDS Now! The overarching objective of the SSCTP was to mitigate the economic and psychosocial impact of HIV and AIDS related illness and death on OVC and their caretakers through strengthening the Malawi Social Cash Transfer programme targeted at labour constrained households and implemented by the Government of Malawi. The lessons learnt research and independent evaluation sought to draw lessons learnt by the SSCTP and assessing the feasibility of replicating the model of CSO involvement in government led social cash transfer programmes.</p> |

| Date from – Date to | Location | Company | Position | Description |
|-----------------------|--|--|--|--|
| Sept 2011 Jan 2012 | Zimbabwe | Ministry of Labour and Social Services Lovemore Dumba Social Cash transfer Technical Assistant ltumba@zimnapovc.co.zw | Team Leader | Leading household targeting for the Harmonized Social Cash Transfer Scheme in Zimbabwe. Was responsible for the overall project coordination of the Harmonized Social Cash Transfer Scheme under the Ministry of Labour and Social Services. Worked directly with the Ministry, reporting to the project manager within the MOLSS. The targeting surveys involved interviews with a total of 270,000 households in 10 districts of Zimbabwe. |
| Jul-Aug 2011 | Zimbabwe | Action AID International Zimbabwe Jane Maponga jane.maponga@actionaid.org | Team Leader | Final Evaluation of Action Aid Protracted Relief Programme Phase II (PRPII). The project had the following interventions which were assessed; Low input gardens, urban cash transfer, food assistance, Home based care and Internal Savings and Lending (ISAL). The purpose of the evaluation was to assess the project's effectiveness and results measured against goals, objectives, results and outputs as set in the project proposal. The evaluation also assessed the project's responsiveness to emerging issues. Work involved FGDs with beneficiaries and volunteers, as well as KII with partners in Harare (Mabvuku, Mufakose) and Gweru. |
| Dec-Mar 2011 | Tanzania, Kenya, and Uganda | AGRA Samuel Tetey Amanquah Programme Officer M&E SAmanquah@agra-alliance.org | Project Manager | Impact Assessment of Program for Africa's Seed systems (PASS) for the Alliance for a Green Revolution in Africa. The evaluation assessed the impact of the program on farmer yields and outcomes at each of the seed value chain supported by the program. This included seed breeders, multiplier, merchants, agro-dealers etc. Specific activities included carrying out household surveys of farmers, interviews with stakeholders across the entire seed value chain and focus group discussions with farmers, data analysis and report writing. Was responsible to the overall coordination of survey in the 3 countries. |
| Jan-Feb 2011 | Zimbabwe | CAFOD Catherine Ogolla cogolla@cafod.org.zw | Team Leader | Conducting external review of CAFOD Emergency Programme in Zimbabwe. The project included food aid through vulnerable group feeding, Internal Savings and Loan schemes and water and sanitation activities. Role was to facilitate a joint review workshop with CAFOD and partners, literature review and preparation of the report. |
| Dec 2010- Mar 2011 | Malawi, Tanzania, Swaziland, Lesotho, DRC and Angola | FANRPAN Fungayi Simbi Agro-business Specialist fsimbi@fanrpan.org | Team Leader | Conducting Partner Institutional Viability Assessment (PIVA) for the SADC Food, Agriculture, Natural Resources Policy Network (FANRPAN). Work included carrying out institutional viability assessments of FANRPAN nodes in Malawi, Tanzania, Lesotho, Swaziland, DRC and Angola. Responsible for the assessments in Malawi and Tanzania developing country reports for the two countries. As Team leader also responsible for developing the synthesis report for the regional assessment. |
| Nov-Dec2010 | Zimbabwe | Action Aid International Zimbabwe Ebenezer Tombo M&E Officer Ebenezer.Tombo@actionaid.org | Team Leader | End of Project Evaluation of the NAP for OVC Project. Leading the evaluation of Action Aid OVC project in five districts in Zimbabwe. Responsible for designing the evaluation, reporting and presentation. The OVC project focused on a number of interventions including: food distribution, birth registration, and facilitation of the development and capacity building of child protection committees. |
| Aug 2010- Nov 2010 | Zimbabwe | DFID Munhamo Chisvo Managing Director mchisvo@JIMATconsult.co.zw | Child Protection Consultant/Survey Coordinator | Review of the National Action Plan for OVC and Design of a new Programme of Support for OVC. Part of the team that reviewed the National Action Plan for Orphans and Vulnerable Children 2004-2010; and design of a future Programme of Support for vulnerable children and families. Was responsible for carrying out child and parent consultations across the country, and contributing to the discussion paper for donors, Unicef and government on the options for PoSII and the definitions and actions for NAP II. |

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|---------------------|--|--|---|--|
| Mar-Jun 2010 | Zimbabwe | UNICEF Dr Andrew Wyatt - Principal Consultant Public Management and Accountability andrew.wyatt@opml.co.uk | Consultant/ Participatory Workshops Facilitator | Capacity Assessment of the Department of Social Services (DSS) in the Ministry of Labour and Social Services. The objective of the Capacity Audit was to carry out an independent assessment of the DSS human resources and institutional capacity and identify gaps in carrying out its statutory mandate of child care and protection. The exercise's main focus is to review the DSS' capacity to respond to the needs of OVC and draft recommendations for action. Was responsible for managing data collection teams, facilitating and synthesising regional participatory workshops. |
| May-Jul 2010 | Zimbabwe | Concern Ian MacAuslan Senior Consultant Oxford Policy Management ian.macauslan@opml.co.uk | Social Development Consultant | Evaluation of the Zimbabwe Emergency Cash Transfer Project. Concern implemented piloted different models of delivering food to food insecure household in an emergency context. These included food transfers; cash transfers and a mixture of food and cash transfers. The external evaluation of the programme was not only to assess the impact of the intervention on beneficiaries' ability to deal with the current food crisis but also to inform policy for the organization as a whole as to the appropriateness of cash transfers in relief settings and the prospects for scaling up as a longer term social protection programme. The evaluation also focused on assessing the ability of each of the types of interventions to achieve the set objectives of food consumption. It included FGDs with communities. |
| Mar-Jun 2010 | Zimbabwe | DFID Stephen Jones Independent Consultant STEVEJONESSJA@aol.com | Consultant | Impact Assessment of the Programme of Support for Orphans and Vulnerable Children. The purpose of the study was to assess the impact of the Programme of Support on reducing the overall vulnerability of OVC in Zimbabwe, by analysing the Programme's ability to meet its stated objectives. Ngoni was responsible for assessing the outcomes of the programme on children's lives, designing data collection tools, training research assistants, managing socio-economic data collection across the country. |
| Jun 2009 - Jan 2010 | Zimbabwe, Malawi, Lesotho, Zambia, Swaziland, Angola | UNICEF ESARO | Evaluation Expert | Evaluation of UNICEF Parliament Support work in Eastern and Southern Africa. |
| Oct 2009- Jun 2010 | Mozambique Malawi | Alliance for a Green Revolution in Africa (AGRA) Samuel Tetthey Amanquah Programme Officer M&E SAmanquah@agra-alliance.org | Regional M&E Specialist | Baseline Studies For the Alliance for a Green Revolution in Africa. Regional M&E expert responsible for coordinating the design and implementation of AGRA Baselines in Mozambique and Malawi. Work involved: designing the questionnaires to be used in both countries; working with country team leader in completing the work; quality assuring work of country team leaders. The study included qualitative and quantitative approaches including collecting data from 1040 households in Mozambique, 1,000 households in Malawi, 150 agro- dealer in both countries, as well as all seed merchants, fertiliser importers and blenders. |
| Jan-Mar 2009 | UK | Overseas Development Institute (ODI) Fiona Samuels Research Fellow Overseas Development Institute fsamuels@odi.org | Research Assistant | I was a research assistant for an AusAID scoping study for the Eastern and Southern Africa Region in preparation for a new of AusAID funding. My specific responsibilities were to: i) provide an overview of the key debates on the theme; ii) provide an overview of future trends in these debates/themes; iii) provide an overview of how these debates/themes are being played out in the region, or how they are affecting that region, in particular for the specific countries listed above; iv) outline donor policies (bi and multilateral) and international agreements/partnerships/collaborations in relation to these themes, both globally and nationally; and v) outline how donors are working with (I)NGOs on these themes in the region/specific countries. The Key themes I focused on were debates on: <i>Social protection; food security, livelihoods and food prices; climate change and disasters; aid effectiveness.</i> |

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|-------------------------|----------|---|--|--|
| Feb – Sept 2008 | Malawi | TEVETA/World Bank The Director TEVETA Malawi director@tevetamw.co.m | Project Director and Quality Assurance | I was part of the team that concluded the Malawi Labour Market Survey . The objectives of the study were to determine the current and future skills needs of industries relevant to TEVETA, evaluate how effective TEVETA has been since inception, determine baseline for labour market indicators and develop a database and MIS for monitoring the labour market in Malawi. |
| Nov 2007 – January 2008 | Malawi | Plan Malawi Cynthia Mambo Senior M&E Specialist cmambo@mw.saro.crs.org | M&E Expert | I was part of a team that carried out the evaluation of Plan Malawi Malaria project in the Northern region of Malawi funded by the Finnish government. The evaluation assessed the extent to which the project had managed to reduce malaria prevalence rate in the target areas and the impact this had on the communities' livelihoods. |
| Aug-Sept 2007 | Zimbabwe | International Organisation for Migration (IOM) Peter Mudungwe Migration and Development Adviser pmudungwe@iom.int | Socio-economist | I was the socio-economist of a team of two experts that conducted a feasibility study for Assistance to Returnees Livestock Revolving Scheme in Chiredzi District of Zimbabwe. We used the livelihoods approach to determine the suitability, desirability and feasibility of the proposed project to reduce migration in the targeted communities. I was responsible for the carrying out the situation analysis. |
| July 2007 | Zimbabwe | Save the Children United Kingdom | Social development Expert | I was the socio-economist in a team of three experts that carried out an EIA for SIDA funded proposed Livelihoods programme in Binga and Nyaminyami districts of Zimbabwe. I was responsible for determining the positive and negative social, cultural and economic impacts the project would have on the targeted communities. |
| June-Dec 2007 | Malawi | World Bank/Malawi Social Action Fund Munhamo Chisvo mchisvo@JIMATconsult.co.zw | Project Support | I was part of a team of that concluded the impact evaluation of the Malawi Social Action Fund. My responsibilities included giving methodological input in the evaluation design, and participating in the quantitative survey (supervision of research assistants) and data processing. |
| March 2007-May 2007 | Zimbabwe | Plan Zimbabwe | M&E expert | Provide M&E expertise in the evaluation of the Reducing Community Vulnerability to HIV and AIDS project in Chiredzi. Specific responsibilities were to determine qualitative assessment methodology, data capture and analysis; ensure quality of the data collection instruments and the adequacy of the report. |
| Sept 2006-Dec 2006 | Zimbabwe | Capernaum Trust Zimbabwe Tawanda Mutyambizi tawanda@JIMATconsult.co.zw | Team Leader | I was the Team leader for the Term Evaluation of Capernaum Trust Zimbabwe. Capernaum Trust a private sector led initiative focus on access to education, life skills and OVC community based care. |
| Jun 2006-Sept 2006 | Zimbabwe | ECHO Brussels Munhamo Chisvo mchisvo@JIMATconsult.co.zw | IDPs Consultant | Part of a team which evaluated ECHO funded projects in Zimbabwe. I was specifically responsible for analysing ECHO actions towards Internally Displaced Persons (IDPs). The evaluation looked at relevance, effectiveness, efficiency of the actions. In particular the evaluation sought to determine how the actions of ECHO have progressed on the Linking Relief Recovery and Development (LRRD). |
| Dec 2005-May 2006 | Zimbabwe | Plan Zimbabwe Tawanda Mutyambizi tawanda@JIMATconsult.co.zw | M&E expert | Evaluated the Childhood and Youth Development programme for Plan Zimbabwe. The evaluation looked at issues of relevance, efficiency, effectiveness, impact and sustainability of the programme. The programme focused on increasing access of children to Early Childhood Care and Development, primary and secondary school as well as vocational training. It also focused on improving quality of the learning environment and capacity of communities to manage the development. It mainstreamed issues of HIV and AIDS and gender. The evaluation used qualitative methods in data collection and analysis. |

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|-----------------------|----------|--|------------|---|
| April 2005- July 2005 | Zimbabwe | Save the Children Norway Zimbabwe Munhamo Chisvo mchisvo@JIMATconsult.co.zw | Consultant | Part of a team of two that developed a country strategy for SCN-Z for the period 2006-2009. The tasks included facilitating a strategic planning workshop and write up of the strategy document using SCN-Z guidelines. The strategy formulation used the Logical Framework Approach. |
| August 2005 | Zimbabwe | Save the Children Norway Zimbabwe (SCN-Z) Munhamo Chisvo mchisvo@JIMATconsult.co.zw | Consultant | Part of a team of two that developed the country strategy M&E system for 2006-2009. The task included facilitating an M&E system development workshop for SCN-Z staff followed by the facilitation of a partner workshop to review the M&E system. |
| Jun 2005- Aug 2005 | Zimbabwe | Save the Children Norway Zimbabwe (SCN-Z) Munhamo Chisvo mchisvo@JIMATconsult.co.zw | Consultant | Carried out a Skills and Knowledge audit for SCN-Z. The assignment focused on determining skills and knowledge gaps for the new strategy (2006-2009) and how to address them to enable its effective implementation. |

Declaration:

I confirm my intention to serve in the stated position and present availability to serve for the term of the proposed contract. I also understand that any wilful misstatement described above may lead to my disqualification, before or during my engagement.



Signature of the Nominated Team Leader/Member

6 February 2021

Date Signed