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## **Professional Experience**

### **Current**

**Team lead**, baseline evaluation of *Zero Tolerance in Schools* project, Nepal, Camris/USAID: includes design of qualitative instrument (using SenseMaker) for investigation of GBV awareness and reporting, February, 2017-present.

**Collaborating researcher**, evidencing the value added of post project evaluations and methodologies Valuing Voices/Faster Forward Fund (Scrivener), March, 2017-present

**Lead researcher**, *Employment, education and empowerment outcomes for young women who volunteer to provide life skills in classrooms* in Ghana and Tanzania, end of project research for Camfed, Queens' Trust, GEC/DfID, May 2016-March, 2017

**Research and Evaluation Consultant**, *Girls Education Challenge Fund*, CAMFED/SQW/DFID: Design and led of a series of mixed method research on local philanthropy; classroom-based life skills and youth volunteer initiative; project baseline; social audit of cash transfer for education conducted under the Girls Education Challenge Fund, Zimbabwe and Tanzania, 2013-March, 2017

### **Long Term Consultancies**

#### **Lead Evaluator, Child-Centered Pedagogy, DFID: Zambia 2013-2017, SQW/CAMFED**

**International:** Mixed method research assesses the viability of a pilot of the Colombian model of teacher training, school governance and materials provision in rural Zambian classrooms. Provides evidence for national mainstreaming. Part of DfID's Innovation Window, Girls Education Challenge Fund.

**Country Lead, Countering Violent Extremism (CVE) Evaluation, 2014, Development and Training Services (dTS), US Department of State:** Tested a range of evaluation methods for US government-funded CVE projects in Bangladesh. Projects included engagement with youth, police, young politicians and madrassa students.

**Executive Advisor, Impact 2005-2013, CAMFED International:** Provided leadership and technical support to the development of CAMFED's Africa-led M&E strategy and systems in Ghana, Malawi, Zambia, Zimbabwe, and Tanzania.

- Design and analysis of five country-level baselines looking at retention, child protection, gender, community engagement in secondary schools;
- Development of indicators and data collection strategies;
- Transitioning to electronic platform, including use of cell phone technology for field data collection;
- Design of Planning for School Excellence, a school-based data for decision-making initiative;

- Oversight of locally-led evaluations and research on girls education, gender, GBV, child protection, governance in the delivery of education, financial literacy, young women's leadership and empowerment for DfID, MasterCard Foundation, Irish Aid, the European Union funded projects.

**Project Director, Health Journalism Training Project, 2007-2008, Internews Network, USAID:** Managed multi-country, long-term training program for journalists to improve the accuracy and frequency of health reporting in Cambodia, Kenya Ethiopia, Nigeria, and Vietnam. Developed monitoring tools and conducted final evaluation.

**Technical Advisor, Technical Cooperation Network 2001-2005, Management Sciences for Health, USAID:** Led strategic launch, including visioning, initiation management, marketing and systems development support for TCNetwork, a virtual branded network of health management consultants from developing countries.

**Director, Global Alliance for Workers and Communities 1999, International Youth Foundation, Nike, Mattel:** Led the launch of a Corporate Social Responsibility program to provide health and education programs for young women workers in Nike and Mattel factories in Southeast Asia.

**Country Director, CARE International, Philippines 1996-1997:** Responsible for restructuring, indigenization and program transition from food distribution to long-term development. Major program areas included capacity building for NGOs, reproductive health, microfinance, farmer cooperative strengthening.

**Interim Mission Director, CARE International, Caucasus Region 1995-1996:** Senior representative for CARE's third largest mission. Oversight and coordination of \$40 million relief and rehabilitation programs in Armenia, Georgia, Azerbaijan and Tajikistan. Developed initiatives to move the mission towards long-term development.

**Country Director, CARE International, Vietnam 1991-1994:** Launched and oversaw multi-sector program (growth from \$100k to \$5m). Government relations, mentored staff, broadened program portfolio established administrative and management systems. Program areas: rural credit, capacity building, community forestry, first national sexual networking research and HIV/AIDS outreach and education programs. Served on the NGO-Government Council and the first NGO Resource Center Steering Committee.

**Appraisal and Evaluation Advisor, Australian Council for Overseas Aid 1987-1990:** Provided on-demand advice, training, and technical input to 120 member agencies (NGOs) in project design, development of monitoring systems, evaluations, and preparation of case studies. Liaison with Australian government.

**Program Director, Integrated Development Systems, Nepal 1980-1983:** Assisted in the establishment and program start up of IDS, now one of the foremost research and development NGOs in Nepal. Directed projects on population, gender, and income generation.

**Research Analyst, Research Triangle Institute 1977-1980:** Program development and management for the start up of the Office for International Programs.

## **Short Term Consultancies**

### **Team Leader, Evaluations**

*Led teams of 2-6 members, including mixed method evaluations with staff, government and local stakeholder participation*

- Post Project Sustainability Evaluation of resilience and food security outcomes for PRIZE, Zimbabwe, co-evaluator, ValuingVoices, CRS, 2016
- Access micro-scholarship English language training program, Bangladesh, US Department of State, dTS, 2014
- Dhaka Metropolitan Police Youth Program, Bangladesh, The Asia Foundation, 2014
- Political Alumni Fellows Initiative, Bangladesh, Democracy International, 2014
- West Balkans Regional HIV/AIDS program, Final Evaluation, Foundation Partnership in Health, SIDA, 2010  
[http://www.partnershipinhealth.ch/A%20-%20Publications/annual\\_report%20SIDA/Final%20Evaluation.PDF](http://www.partnershipinhealth.ch/A%20-%20Publications/annual_report%20SIDA/Final%20Evaluation.PDF)
- National Program for the Elimination of Child Labor in Kenya, Final Evaluation, ILO/IPEC, 2009  
[http://www.dol.gov/ilab/projects/summaries/Kenya\\_TBP\\_feval.pdf](http://www.dol.gov/ilab/projects/summaries/Kenya_TBP_feval.pdf)
- Multi-country health journalism program, Final Evaluation, Internews Network, USAID and Internews Europe, DFID, 2008  
[https://www.internews.org/sites/default/files/resources/lv\\_evaluation.pdf](https://www.internews.org/sites/default/files/resources/lv_evaluation.pdf)
- Flexible Fund for PVOs in population and family planning, Final Evaluation, USAID, 2006
- Kyrgyzstan Child Survival Project, Mid Term Review, Project HOPE, USAID, 2005
- Uzbekistan Child Survival Project, Final Evaluation, Project HOPE, USAID, 2004  
[http://pdf.usaid.gov/pdf\\_docs/Pdaby896.pdf](http://pdf.usaid.gov/pdf_docs/Pdaby896.pdf)
- Azerbaijan Agricultural Credit Project, Institute for International Development, World Bank, 2003
- Credit with Education, Philippines, Bolivia, Freedom from Hunger, USAID, 2000  
[http://pdf.usaid.gov/pdf\\_docs/pdabw555.pdf](http://pdf.usaid.gov/pdf_docs/pdabw555.pdf)
- Community Health Project, Bangladesh, Indonesia, Zambia, Salvation Army, USAID, 2000
- Irian Jaya Integrated Rural Development Program, World Vision 1989
- Agricultural extension for female farmers, USAID, Nepal, 1984

### **Technical Expert, Evaluations**

*Technical input into project cycle evaluations and mid terms; using participatory qualitative and survey methods.*

- Methods expert, Investigating value added of post project evaluations, Valuing Voices/Fast Forward Fund, 2017-present
- Methods advisor, Johns Hopkins University Public Health eLearning courses, Cekan Consulting, 2009
- Methods advisor, Sanitation and Hygiene Advocacy Research, Data Harvest, Gates Foundation, 2009
- Community education expert, Georgia Safe Motherhood Project, PATH/USAID, 2002
- Review panelist, American Hospitals and Schools Abroad (ASHA), USAID, 2003 & 2004

- Qualitative survey design, OB/GYN practices and institutional linkages, Baltimore County Health Department, 2002
- NGO/FP expert, India Local Initiatives Community Health Project, MTR, MSH/Gates Foundation, 2001
- NGO and Gender Expert, Palestine NGO project, MTR, , World Bank, 2000
- Review panelist, Child Survival proposals, USAID, 1998
- Review panelist, microenterprise, health DIPs, USAID, 1997
- Agricultural development project, Thailand, AIDAB, 1988
- Coordinated measles vaccine indicator trials, Nepal, PATH, 1981

## **Research**

*Methodology design, facilitator and enumerator training, analysis, presentation.*

- Drivers of local philanthropy in Zimbabwe and Tanzania, Camfed, 2013
- Social audit of cash transfer for education program, Zimbabwe and Tanzania, Camfed, 2014
- Design of forestry, family planning, income generating projects using PRA/RRA in Vietnam, Philippines, 1991-1996
- Women in Prisons in Nepal, 1985

## **M&E Systems Development**

*Consultative conceptual support to the development of theories of change, logframes, indicators, monitoring instruments and guidelines*

- Design of M&E system, including baselines in Ghana, Tanzania, Malawi, Zambia, Zimbabwe; design of community monitoring system, Camfed, 1999-2004
- Development of program monitoring framework, Health Volunteers Overseas, 2008
- Preparation of Round 4 work plan and M&E plan for TB, Russia, PATH, Global Fund to Fight AIDS, TB and Malaria (GFATM), 2006

## **Training & Facilitation**

- Co-facilitator: *Consulting for Results*, Bangkok, Partners in Population and Development, MSH, 2006
- Training of enumerators and qualitative researchers associated with M&E and research initiatives

## **Policy Papers & Manuals**

- What works in Girls' Education, CAMFED Ghana, DFID, 2011  
[http://www.ungei.org/files/What\\_Works\\_in\\_Girls\\_Education\\_in\\_Ghana.pdf](http://www.ungei.org/files/What_Works_in_Girls_Education_in_Ghana.pdf)
- Health Programming in Fragile States (cases & guidelines) BASICS, USAID, 2005-2006  
[http://www.basics.org/documents/Early\\_Recovery\\_Fragile\\_States\\_Zivetz\\_Final.pdf](http://www.basics.org/documents/Early_Recovery_Fragile_States_Zivetz_Final.pdf)
- Health and Security in Africa (background note and conference syllabus for continent-wide conference on the subject, Africa Center for Strategic Studies, 2004
- Compendium of Safe Motherhood Standards and Indicators, USAID/CORE Group, 2002
- Social Mobilization for Reproductive Health: A training manual CEDPA, USAID, 1999

- Pocket Guide for Programmers on Gender and Reproductive Health, PVO/USAID working group, 1999
- Manual: food security for field practitioners, Technical Editor, CRS,
- Training Manuals for Non-Literate Female Entrepreneurs in South Asia, Technical Editor, World Bank Institute, 1998

### **Strategic Visioning**

*Planned, facilitated and researched agency and programmatic strategy efforts*

- Strategic plans for CAMFED Zimbabwe, Zambia and Tanzania, 2005-2007
- Strategic positioning advisor, assisting the American Red Cross, International Division clarify its niche in community mobilization and global partnership brokering, 2001
- Future programming in South Africa: on site review, EngenderHealth, 2001
- Public-private sector project investment opportunities for the Commercial Marketing Strategies, Bangladesh, Cambodia and the Philippines, Deloitte Touche Tohmatsu, 1999
- Integrating Population Priorities into Training and Research, International Institute of Rural Reconstruction, 1997
- Finding a strategic niche in public-private sector cooperation, PACT, Inc., 1997
- Facilitating development of a communications strategy, NGO Networks for Health, 1996
- Planning for a national association of grassroots mindfulness practice centers, 1997
- Strategic Planning Facilitator, Women's Entrepreneurs Association of Nepal, 1995
- Developed selection criteria for Small Business Promotion Project, GTZ, Nepal, 1986
- Training needs assessment for the private sector, Nepal, USAID, 1986
- Design of self-sufficient farm village for orphans, Redd Barna, 1985
- Developed income generating options for hill women, ActionAid, 1985

### **Proposal Development**

*Technical writer*

- Tanzania Comprehensive Health Services Delivery proposal, MSH, 2016
- West Africa Regional Reproductive Health initiative, JHPIEGO Consortium, 2003
- Global Micronutrient Leadership & Support Program, AED, 2002
- HIV/AIDS component of community radio project, Haiti, Creative Associates, 2002
- Governance and Health, Guinea, EngenderHealth, 2001
- Access Mexico, The National Association of Home Builders, 2001
- Healthy Families Project, Central Asian Republics, Project HOPE Consortium, 2000
- Child Survival Proposals: Nicaragua, Peru, Indonesia, Project HOPE, 2000
- TB Services and Policy for the Central Asian Republics, Rounds I and II, Project HOPE Consortia, 2000 and 2001
- Nigeria National Health Strategy Development, EngenderHealth Consortium, 2000
- Grant-making to Palestinian NGOs, University Research Corporation, 2000
- Nigeria Health/Education Community Development, EngenderHealth Consortium, 1999
- Evaluating Sphere: setting standards in relief programs, IRG, 1999
- Microbicides research concept paper, EngenderHealth, 1998
- Design of HIV Prevention Program for Local NGOs, CARE/Myanmar and UNDP

- Design of Phase V, Nepal-Australia Community Forestry Project, Gender, NGO and Community Development Specialist for ANUTech, 1995
- Design of a women's clinic in Kathmandu, Population Services International, 1985
- Employment for destitute women, Ghandian Smarak Pracharak Mahaguthi, Nepal, 1982

### **Education**

Ph.D. **Union Graduate School 1987**. Social Economics. Entrepreneurship in Nepal

M.P.H. **University of California, Los Angeles 1977**. Population Family & International Health

B.A. **University of Wisconsin 1975**, Philosophy and Psychology

Certified video producer and technician, Montgomery County Cable Television, 2006

US Government Security Clearance, 2015

Member: American Evaluation Association

### **Countries of Work Experience**

*Long-term:* Australia, Republic of Georgia, Nepal, Philippines, United States, Vietnam

*Short-term:* Albania, Armenia, Azerbaijan, Bangladesh, Bosnia/Herzegovina, Egypt, Ethiopia, Fiji, Ghana, Guatemala, Guinea, Honduras, India, Indonesia, Kenya, Kyrgyzstan, Madagascar, Malawi, Mali, Myanmar, Nigeria, Palestine, Papua New Guinea, Russia, South Africa, Sudan, Tanzania, Thailand, Uzbekistan, Western Samoa, Zambia, Zimbabwe