CURRICULUM VITAE (MUSIHO ABDALA) NATIONALITY- UGANDAN
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Monitoring, Evaluation, and Learning Specialist/Advisor

PROFILE – Personal attributions.

I am **MUSIHO ABDALA,** an experienced Education, Monitoring, Evaluation, and Research Specialist with over 15 years of expertise in applied research, project monitoring, and evaluation. Throughout my career, I have held several senior project management positions, including Monitoring and Evaluation Team Lead, Senior Researcher, Socio-Economic Analyst, Senior Data Analyst, Technical Advisor, and Monitoring & Evaluation Manager. My skillset includes the development of Theories of Change and Logical Frameworks/Results-Based Frameworks, the establishment of robust Monitoring and Evaluation (M&E) systems, Outcome Harvesting, and the facilitation of MEAL training sessions. Additionally, I have conducted Training Needs Assessments and produced training videos to support capacity building initiatives.

My professional expertise encompasses a range of areas, including Water, sanitation and hygiene (WASH) and Educational Project Management and evaluation, report writing and presentation, critical thinking and analysis, framework design, and strong organizational skills. I possess a solid foundation in statistics and research analysis, team building and training, organizational capacity assessment, and the development of tools that integrate gender considerations. Additionally, I have undertaken assignments in the areas of WASH, livelihood, food security and nutrition, peace building, and gender mainstreaming, among other relevant fields. I am particularly passionate about creating systems and processes that facilitate the collection of meaningful data to demonstrate impact while aligning with the organization's capacity and resources. I recognize that monitoring and evaluation (M&E) serve as pivotal opportunities not only to showcase outcomes but also to reflect on program experiences, derive valuable insights, and incorporate these learnings into both major and minor program iterations. Furthermore, I believe in the importance of disseminating these insights to benefit the broader sector.

Education Background

Year of Completion	Institution	Award
2015	Makerere University AFRISA	Postgraduate Certificate in Project and Program Evaluation
2012	Makerere University - College of Business and Management	Postgraduate Certificate in Project Planning & Management

2011	Makerere University- College of Business and Management	Postgraduate Certificate in Project Monitoring & Evaluation
2011	Makerere University- School of Statistics and Planning	Postgraduate Certificate in Data Analysis/ SPSS/STATA
2010	Makerere University	Master of Arts in Education Management
2000	Makerere University	Bachelor of Arts-Economics & Philosophy
1995	ITEK- Now Kyambogo University	Diploma in Education (Business Education)

Languages

	Speaking	Reading	Writing
English	Excellent	Excellent	Excellent
Luganda	Excellent	Excellent	Excellent
Swahili	Good	Good	Good
Arabic	Good	Good	Fair

Professional Experience

Current Assignment	**National/Country Evaluation Consultant for WFP Uganda Country Strategic Plan (2018-2025)- Universalia is the contracted Canada Based Company** The evaluation of the WFP Uganda Country Strategic Plan (CSP) provides an opportunity for the Uganda Country Office to benefit from an independent assessment of its programme of work; and generate evidence to help inform the design of the new CSP which is scheduled for the Executive Board's (EB) approval in November 2025. **Roles:** • Reviewed literature in accordance with the key evaluation questions • Participated in the design of the inception report and high level debriefs • Participated in the design of tools • Coordinated field activities • Participated in report writing **Contact: Zachariah Su : Email:** szachariah@universalia.com
Recently Concluded November 2023	**Evaluation Consultant/Team Lead:** Afghanistan Crisis Appeal Project Evaluation on water supply. World Vision (WV) Afghanistan commissioned this evaluation to generate relevant information for learning from the Afghan Crisis response, to inform decision making and accountability to DEC, WV stakeholders and humanitarian architecture

	Achievements • Drafted Inception Report (including detailed sampling breakdown by district, detailed data collection approach, analysis plan, timeline, budget breakdown, etc.). • Designed Data Collection Tools (including all questionnaires, interview guides, focus group discussion guides, etc.) for water management and food security. • Trained enumerators and M&E Officer supporting the evaluation. Training should cover data collection ethics, safeguarding (in collaboration with P&C), interviewing approaches and the data collection tools • Arranged Final data sets including raw and cleaned datasets, audio files, transcripts/notes, codebook, etc. • Infographics of findings representing each of the CHS criteria with respective questions assessed. • Disseminated workshop with WV and stakeholders to validate findings and present recommendations. Contact: Wahidullah Zarabi: wzarabi@azc.org.af
June 2023 July	**Organisational Capacity Assessment Consultant** for Unwanted Witness (UW)-NGO: • I supported UW with capacity assessment of the various departments and capacities of personnel • I evaluated the effectiveness and efficiency of the organization's operations, processes, and structures. • I helped to identify gaps and areas of improvement within the organization and provided recommendations for enhancing the organization's capacity to achieve its goals. Contact Person Email: isaac@unwantedwitness.org
April 2020 to March 2023	**Monitoring and Evaluation Manager; World University Service of Canada:** Adolescent Girls' Education in Crisis Initiative (AGENCI) Project/ Uganda, West Nile. The M&E Manager leads in the development and implementation of the project's M&E Plan and coordinate systems to collect and analyse data on inputs, outputs, outcomes, and impact of the project. **Achievements:** • Developed and ensured implementation of Performance Monitoring Framework (PMF), Implementation of the monitoring framework. • **M**anaged and coordinated all MERL activities with partner organisations. • Identified and developed SMART indicators (Specific, Measurable, Achievable, Relevant and Time-bound) for the project • Re-designed the project theory of change, • Trained 22 project technical staff in Monitoring, Evaluation, research and learning.

	• Provided technical support for conducting baseline study, that is, designing of methodology and tools, training of data collectors, data analysis and report writing • Continuous support for the implementation of the M&E System **Contact:** Carolyne Nodrine Mirembe Email: cmirembe@wusc.ca
Nov- Dec\ 2019	**Evaluation Consultant; Cordaid –Afghanistan.** This was a Rapid Assessment on (S) GBV- (S) Gender-Based Violence Related to Covid-19 in Afghanistan. This assessment was conducted to identify the risks associated with the current Covid-19 crises in 5 provinces Kabul, Balkh, Herat, Nangarhar and Kandahar of Afghanistan. **Achievements** • Designed the methodology and tools for data collection, and presented inception report to the client • Trained data collectors on data collection using ODK, sampling frame, data quality control, ethical considerations and safeguarding issues • Analysed data, wrote the evaluation report and presented findings to the stakeholders
Sept /October 2019	**Capacity Assessment Specialist; Counterpart International Partners in Afghanistan**: Afghan Civic Engagement Program (ACEP) Under this Scope of work, the mandate was to conduct sub-recipient grantee Capacity assessment and capacity building and provide on-site or virtual technical assistance for 15 ACEP grantees/partners to address key outstanding deficiencies or capacity gaps and course correct these weaknesses and/or delays in the implementation of the grants. **Achievements** • Designed methodology and tools for capacity assessment /on-job/ hands on training for the 15 partner organizations • Presented capacity needs to Counterpart International & respective partners • Identified training needs and conducted capacity building for the CSOs as the team lead
July 2019	**Monitoring and Evaluation/ Education Specialist:** This was Education Development Trust Midterm Evaluation of Mastercard Foundation 'Innovations in Secondary Education' Initiative Programs in Uganda: Program was implemented by STIR Education in Uganda. **Achievements** • Supported in the development of tools and actual assessed in line with the DAC criteria of relevance, effectiveness, efficiency, impact and sustainability as well as equity, gender equality and human rights considerations of Mastercard Foundation in education programming strategies and interventions;

	• Supported with Data Analysis Report writing and presentation of findings to stakeholders •
May: 2019	**Evaluation Consultant at The Afghanistan Centre at Kabul University (ACKU)** ACKU serves as an information hub that collects and preserves documents about Afghanistan in digital and print format. At the same time, it focused on promoting literacy and facilitating academic research. **Achievements** • Designed M&E Plan for The Afghanistan Centre at Kabul University (ACKU) • Developed and designed an M&E system and a comprehensive M&E plan in alignment with the most current policies and requirements of the organization. • Developed and implemented an effective M&E mechanism for the project activities.:
February 2019	**Evaluation Consultant: CARE** Afghanistan: Community Based Education Enrichment Program (CBEEP). The purpose of this project was to provide education to children and young women in remote areas, including providing teaching and learning materials and paying community-based teachers' salaries. At the provincial and district level the Ministry worked with the new community-based teachers, providing mentorship, guidance, enabling them to become part of the formal education system. **Achievements:** • Designed Evaluation methodology and tools for data collection, and presented inception report to the client • Trained data collectors on data collection using ODK, sampling frame, data quality control, ethical considerations and safeguarding issues • Analysed data, wrote the evaluation report and presented findings to the stakeholders •
March, 2019	**Research Consultant: BBC MEDIA ACTION- Afghanistan**: This was a qualitative assessment of in-depth information of the views of Afghan community regarding issues that affects their community, particularly their ability to hold leaders responsible for resolving those issues and their level of participation in politics (e.g. voting). **Achievements:** • Conducted extensive Literature Review on the subject matter • Designed Evaluation methodology and tools for data collection, and presented inception report to the client • Trained data collectors on data collection using ODK, sampling frame, data quality control, ethical considerations and safeguarding issues • Analysed data, wrote the evaluation report and presented findings to the stakeholders

November 2018	**Evaluation Specialist:** Final Evaluation of Resilience and Innovation Activities- Resilient Africa Network (RAN) with head office at Makerere University School of Public Health (**USAID** Funded). The goal of RAN was to contribute to strengthening the resilience of targeted communities in sub-Saharan Africa to shocks and stresses through innovative technologies and approaches. **Achievements** • Provided technical leadership in the assessment of the impacts of the RAN project on the lives of the stakeholders; • Supported in designing tools to capture the Relevance, Effectiveness, Efficiency, Impact and Sustainability of RAN interventions; • Supported in the documentation of lessons from the 5 year RAN implementation (2012-2017) that can inform the design and execution of RAN 2.0 (2018-2022). • Presented results to stakeholders in a one-day workshop
Sept /Oct/ 2018	**External Evaluation Consultant:** External Review of US Embassy Grant, The American University of Afghanistan. The overall strategic objective of the grant was to create an enabling environment for women's entry into businesses and their sustainable growth. **Achievements** • I provided technical leadership in assessing and evaluating The Women's Center (TWC's) US Embassy grant for implementation efficiency, effectiveness, and relevance within the gender development context in Afghanistan • Supported the writing of evaluation report and making recommendations for improvements for future programmatic direction for The Women's Center (TWC). •
Feb.2018 to date	**M&E Technical Advisor: ASK Consulting & Training- Kabul/ Afghanistan:** This role involved developing fundraising proposals to donors, fund-raising publications and communications materials. Ensure the communications and marketing strategy matches with the fundraising strategy. **Achievements** • Provided technical leadership to ASK Proposal writing, research methodology and M&E • Worked as a lead in review, design, development and implementation of a prioritized practical fundraising strategy and business plans to significantly increase sustainable income streams across WI globally • Conducted a mapping exercise to define public and private donors' interest and priorities. This mapping should provide information on donor's thematic and geographical interests in organisational areas of interest.

July 2018	**Organisational Assessment Consultant:** Institutional Capacity Assessments and Improvement Plans for two Implementing Partner Organizations of Afghanistan Women's Shelter Fund. The project was implemented by Colombo Plan. **Achievements** • Designed the methodology and tools for data collection, and presented inception report to the client • Trained data collectors on data collection using ODK, sampling frame, data quality control, ethical considerations and safeguarding issues • Presented the Key Findings and Recommendations to stakeholders • Provided technical leadership for the development of Institutional development/ Improvement Plan for each center to improve their Administrative, Financial, Planning, Staffing, Accounting and SOPs; and their identified Operational Needs
July 2018	**Evaluation Consultant:** Evaluation Consultant for Final evaluation on behalf of WHH Country Office Afghanistan: Project: Strengthening of Civil Protection/ Disaster Management in the district of Aybak, Samangan province (Northern Afghanistan)
June 2018	**Evaluation Consultant for ASK Training & Consulting:** End of project evaluation: monitoring women's peace and security (MWPS) project- Cordaid Afghanistan.
Dec 2017 to Feb. 2018	**Education Assessment Consultant:** School Management Survey for Technical Vocational Education and Training in Five (5) provinces in Afghanistan, 2017. Cleint-GIZ Afghanistan Office. Determined the potentials and gaps of TVET school management. • Providing evidence on how students and teachers evaluating the school management performances? • What are the differences between students and teachers' evaluation regarding school management performance? • How and what does the school management evaluate differently from students and teachers they school performances?
2nd January to 15th March, 2018:	**Education Assessment Specialist: Local Government Performance Assessor in Uganda. Contractor –EUROPE** LTD: **Responsibilities** • Assess the incentives, practices in administration, resource management, accountability and service delivery of district local governments in Uganda • identification of LG functional capacity gaps and needs to serve as a major input in the institutional development/strengthening plans and strategies by the LGs as well as Ministries, Departments and Agencies.

	• Assess the general LG monitoring and evaluation (M&E) system and make recommendations to government
Jan 18th 2017 to Feb 20st 2017	**Education Researcher/Systems Engineer** for Assess the Learners (YESA) Activity in Malawi: CAMRIS with a place of business at 3 Bethesda Metro Center, Suite 1600, Bethesda, MD 20814, United States of America. **Responsibilities** • I provided analytical support to the project's lead writer by conducting literature on (**USAID** programs, other donors, and other relevant organizations) best practices, best methods and approaches and tools to achieve the Project's goals; • Conducted analysis of existing education data in Malawi and other data relative to the aims of the Project. • Conducted a review of existing training programs in the Ex sector in Malawi & Prepare the results framework, M&E plan • Participated in writing draft report
Oct 1st 2016 to Jan 15th 2017:	**Ex-post Evaluation Education Researcher/ Assessment** for districts of central and Western Uganda. Palladium International –Washington DC: Analytics and Evaluation of Project, Sustainable Outcomes for Teacher Development and Management System (TDMS)-Uganda, Funded by USAID: **Achievements** • Reviewed activity documents and background materials • Participated in assessing the social impact of Teacher Development Management Systems (TDMS) with particular reference to education sector • Identification of Evaluation Gaps and contributed to report writing • Conducted current needs assessment for teachers in Primary Teachers' Colleges
1/08/2016 to 31/08/2016:	**Senior Researcher/ Assessment Specialist –**Uganda. Palladium International: Regional Risk Assessments and Gender Study in East and West Africa. Funded by USAID. **Achievements** • Reviewed Literature to draw lessons from similar studies • Participated in re-designing data collection tools & identification of key stakeholder • Participated in assessing the causes and social impacts on involvement in Violent Extremism

	• Assessment of re-settlement plans of former ADF women returns • Participated in report writing and **USAID** debriefings in Kampala
05-27-2016	**In-Country Consultant for USAID Feed the Future Performance Evaluation-Uganda;** Dexis Consulting Group (Dexis) - (Washington, D.C) **Achievements** • Provided logistical and facilitation support as needed by the evaluation team (Feed the Future Global Performance Evaluation). • Assess the social-economic impact of **USAID** Feed the Future in Uganda • Conducted interviews with relevant stakeholders
1st to 22 June 2016:	**Researcher for Country of Origin -Uganda.** International Centre for Migration Policy Development (ICMPD). Conducted interviews with the employees of the hospitals/pharmacies and desk research in order to validate the requested information on medical country of origin.
July 15th Aug. 2015:	**Senior Researcher:** Regional Risk Assessment and a Gender Study in East and West Africa, hired by Development & Training Services, Inc.(dTS) **Achievements** • Identified key stakeholders and set up key interviews and small group discussions. • Conducted semi-structured interviews and small group discussions. • Recorded interviews and transcribe as required. • Provided oral/written translation as needed. • Worked with lead researcher on data analysis. • Participated in report writing
April 2nd to April 15th:	**Monitoring & Evaluation Consultant:** External Evaluation for the Rural-Urban Initiative to Support Own Efforts (RISE) Uganda -Denmark partnership for RISE Capacity Building project 2012 – 2015 within the area of organizational capacity development and sustainability: **Achievements** • Assessed the level of achievement of the project objectives based on outputs and indicators • Analyzed the processes of project implementation and how these supported the project success and how these could be made more supportive • Assessed the level of achievement of the components of capacity building across the key target groups of the project • Analyzed internal M&E processes employed during the project for their impact on, learning, advocacy and future projects development of the organization • Documented project challenges and opportunities

	• Assessed how the RISE Uganda – RISE Denmark partnership has performed on this project and how this can be made better in the future
July 2nd 2014 to July 27th 2014:	**Social-Economic Analyst:** Assessment of the Fisheries and the Suitability For Cage Fish Farming on Lake Kivu – Rwanda. **Achievements** • Conducted research, prepared reports, and formulated plans to address economic problems related to the production and distribution of Fish through cage fish farming and fiscal policy at Lake Kivu. • Collected and processed economic and statistical data using sampling techniques and econometric methods • Provided a SWOT Analysis for cage fish farming in Rwanda
2011 January to 2011 August:	**Evaluation Consultant: Capacity Assessment/Evaluation of Ministry of Finance, Trade and Industry, Lakes State.** Contact Email: clarence.olongamuri@gmail.com **Responsibilities** • Use the HR audit as a blueprint or action plan for addressing HR needs. • Address as many needs as possible using the organization's internal expertise and resources • Development and monitoring appropriate policies and strategies that guide annual and medium term expenditure • Preparation of medium and long term development plans in association with The National Planning Authority • Harmonization and monitoring of the National Public Procurement Policy with International and Regional Organizations' Procurement and Trade Policy Agreements

REFEREES

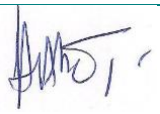
s/n	Name	Contact information.
1	**Eria Hisali:** Associate Professor at the School of Economics, Makerere University	Email: eria.hisali @mak.ac.ug
2	**Cecan Jundra**: Executive Director- Valuing Voices- USA	Tel: +1 202-848-4783 Email: valuingvoices@gmail.com
3	**Manal Taha:** United States Institute of Peace/ USA. Program Advisor, Sudan	Tel: +1202.429.3869. Email: manal256@gmail.com

4	Dr. Zarabi Wahidullah : Managing Director Arsh Zarabi Training and Consulting (AZC)- Kabul/ Afghanistan	Tel: +93789101079 Email: wzarabi@gmail.com

Publications

- **Master of Arts Dissertation Title:** *Accessibility to Tuition Free Universal Primary Education by Rural Households in Uganda*.
- Musiho Abdala (2003), *Aspects of Commerce for Secondary Schools in Uganda*, Mbale Mini Printery

I understand that any wilful misstatement described herein may lead to my disqualification or dismissal, if engaged.

Full name / signature of expert: 

Date:

5th /Sept/2024

MUSIHO ABDALA

Declaration: I declare that the information stated in this CV is correct and the employer is free to contact the stated referees and contact persons without my notice