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<b>Discipline:</b>	Agricultural Economist and HIV/AIDS and Gender Specialist
<b>Years of Relevant Experience:</b>	25+
<b>Nationality:</b>	British
<b>Professional Qualifications:</b>	1977 BA (Hons) Economics and Agricultural Economics (Exeter) 1980 M Litt. Agricultural Economics (Oxford)
<b>Languages:</b>	English (mother tongue)
<b>Present Employment:</b>	Independent Consultant working for FAO, IFAD and ILRI
<b>Key Experience:</b>	Project Design, Appraisal and Evaluation Action Research Technology Transfer Technical Authorship and Editing Technical Presentations Training / Organising and Facilitating Workshops Project Support and Administration

**Employment History:**

**2004 – present Agricultural Economist, Gender and HIV/AIDS Specialist (independent consultant with FAO, IFAD and ILRI)**

**Project management**

- Gender and HIV/AIDS specialist/team leader on IFAD mission to Armenia and Moldova to design project to mobilise migrants' retained savings in order to create local employment, thereby reducing vulnerability to trafficking and HIV/AIDS (December 2005/January 2006).
- Gender specialist on IFAD mission to Moldova to evaluate gender economic empowerment project and to identify opportunities for integrating

stronger gender perspective into ongoing IFAD-supported projects in country (July/August 2005).

- Prepared phase II of IFAD's gender programme for Central and Eastern Europe and Newly Independent States (May 2005).
- Prepared Country Strategic Opportunities paper outlining five year country investment programme for Malawi for IFAD (April 2005).
- Gender, HIV/AIDS and beneficiary profiling specialist for IFAD on appraisal mission in Malawi for joint World Bank/IFAD project on Irrigation, Rural Livelihoods and Agricultural Development (November/December 2004 and January/February 2005).
- Gender and HIV/AIDS specialist on IFAD appraisal mission in Ethiopia for agricultural marketing improvement programme, focusing on programme design from beneficiary perspective (taking account of gender, poverty and HIV/AIDS issues) (August/September 2004).

#### **Action research**

- Part-time Gender and HIV/AIDS advisor for Improving Productivity and Market Success of Ethiopian Farmers Project (based at ILRI, Addis Ababa) with responsibility for conducting an analysis of gender and HIV/AIDS issues with regard to agricultural development in the Pilot Learning Sites, and preparing a strategy for the project to integrate HIV/AIDS and gender issues into the project design (November 2004). Organised workshop on gender and HIV/AIDS for project staff (October 2005). Presented paper at international conference in Durban on HIV/AIDS, food and nutrition security organised by IFPRI (April 2005).
- Wrote a guide on integrating HIV/AIDS considerations into agricultural extension work at the field level for FAO (October 2004).
- Wrote a manual on methodology for identifying and delivering labour saving technologies and practices to vulnerable households in the era of HIV/AIDS for FAO (March 2005).

#### **Technical authorship and editing**

- Commissioned seven farm diversification studies suitable for smallholder farmers on behalf of FAO, provided guidance to authors and edited booklets.
- Technical editing of several publications for FAO including economics of rainwater harvesting, farm intensification and diversification, farm mechanization, evaluation of economic and ecological performance of smallholder farms, and rural information networks.

### **2003 - 2004 Senior Officer, HIV/AIDS and Food Security, FAO (short term post)**

#### **Action research**

- Wrote paper on an agriculturally-based response to addressing HIV/AIDS in rural communities in Eastern Ethiopia.
- Co-authored paper on impact of HIV/AIDS on fishing communities in Uganda.
- Presented paper at inter-agency meeting organised by UN Regional Inter-Agency Coordination and Support Office (RIACSO) in Johannesburg on HIV/AIDS susceptibility and vulnerability pathway.
- Presented paper on impact of HIV/AIDS on rural livelihoods at World Food Programme (WFP) training workshop for HIV/AIDS and school feeding programme officers in Geneva.

#### **Project management**

- Developed project proposal for integrating HIV/AIDS activities into an ongoing seed security project in eastern Ethiopia in collaboration with national project team.
- Contributed to proposal design for HIV/AIDS programme for external funding contributed an HIV/AIDS perspective to in-house reviews of project proposals.
- Participated in developing a framework for integrating HIV/AIDS activities into food security initiatives in Mozambique for Technical Secretariat for Food Security and Nutrition.

### **Communications**

- Prepared paper for African Regional Conference on FAO's response to HIV/AIDS epidemic in sub-Saharan Africa which involved collaboration with other technical units and field offices.
- Coordinated preparation of seven leaflets for extension staff for integrating HIV/AIDS considerations into their interactions with rural communities (agriculture, nutrition, forestry, fisheries and engineering).

### **2000 – 2003 Agricultural Economist and Gender Specialist, IFAD (consultant)**

#### **Action research**

- Lead consultant of multidisciplinary team on two missions: Kenya (May/June 2002) focusing on labour saving technologies and practices for households under labour stress (with links to farmer field schools) and Tanzania (October 2002) reviewing extent to which conservation/minimum tillage agriculture is labour saving and suitable for use in vulnerable households using participatory technology discussions.
- Participated in developing methodology for conducting field diagnostic studies, and analysing PRA and livelihoods data from gender and poverty perspectives. Participated in Field Diagnostic Study in Zambia (June/July 2000). Prepared manual on Gender and Poverty Analysis for Field Diagnostic Studies, and designed and delivered training course in survey methods for staff from IFAD-supported projects in Uganda (May 2001).

#### **Training**

- Designed and delivered preparatory meetings and workshops in Tanzania and Malawi for IFAD-supported project staff in region (September/November 2000 and March/April 2001). Workshops included skills development in gender and poverty analysis of PRA data and the development of action plans to be implemented at project level. Lead facilitator, responsible for developing technical content of workshops, coordinating consultants, liaising with IFAD staff, delivering training and workshop materials, and writing workshop reports.

#### **Project management**

- Acting coordinator of Gender Programme (part-time, July 2002 - March 2003): supported gender initiatives within IFAD's East and Southern Africa Division, prepared funding proposals, recruited consultants, participated in preparation of IFAD's plan of action for mainstreaming gender; followed-up grant activities; and coordinated the preparation of a CD-Rom for the programme.
- Gender specialist on design of South Nyanza Community Development Project, Kenya (June 2003).

- Gender specialist/mission leader on gender reconnaissance study of Mount Kenya East Pilot Project for Natural Resources Management (March/April 2003).
- Prepared paper on gender issues in Angola prior to formulation of Country Strategic Opportunities Paper (August 2002).
- Agricultural economist/gender specialist on mission (November 2001) and Mid-Term Review (March/April 2002) of Programme in Ethiopia covering beneficiary participation and gender mainstreaming in small scale irrigation schemes.
- Secured funding from Government of Japan for a joint study with FAO to improve women's access to labour saving technologies and practices in Sub-Saharan Africa, particularly in the context of HIV/AIDS.
- Provided technical guidance to IFAD-supported projects from Namibia, Tanzania and Uganda regarding grant submissions.

### **1999 – 2003 Agricultural Economist (consultant), FAO**

#### **Action research**

- Developed methodology for assessing global farm power requirements from 2000 to 2015-2030 and wrote contribution for FAO's publication 'World Agriculture Towards 2015/2030'.
- Lead consultant for regional study examining issues of farm power and sustainable livelihoods in seven countries in Sub-Saharan Africa. Developed survey methodology and coordinated methodology workshop and findings workshop for national consultants, held in Addis Ababa.
- Wrote technical guide 'Integrating Socio-economic and Gender Analysis into Project Cycle Management' for Socio Economic and Gender Analysis (SEAGA) programme.

#### **Project management**

- Liaised with national farm power consultants and provided feedback on research methodology and reports.

### **2000 – 2003 Socio-economist (part-time adviser), Development Technology Unit, Department of Engineering, Warwick University, Coventry, UK**

#### **Action research**

- Part-time socio-economic adviser to DFID-funded research project developing very low cost domestic roofwater harvesting systems for the humid tropics.
- Wrote position papers and developed survey methodology for collecting socio-economic data by research partner NGOS in Ethiopia, Sri Lanka and Uganda.
- Prepared synthesis report of social and gender analysis of low cost systems tested in various communities during the three year research programme.

#### **Project management**

- Liaised with partner NGOs and coordinated socio-economic aspects of the study.
- Facilitator at methodology workshops in Sri Lanka (July 2001) and Ethiopia (March 2002).

**1997 – 1999 Senior Lecturer, Dept of Women and Gender Studies, Makerere University, Kampala (post supported by Commonwealth Secretariat)**

**Training**

- Lectured to postgraduate students in project management and research methods. Supervised theses.
- Participated in design and delivery of short courses, evening class programme and workshops.
- Contributed to curriculum development and capacity building in Department, and gender mainstreaming initiatives within University.

**Action research**

- Coordinated, contributed to and edited Uganda's National Action Plan on Women, following up the Fourth World Conference on Women held in Beijing, on behalf of Ministry of Gender, Labour and Social Development. Helped organise and facilitate a national level consensus workshop for developing the Action Plan.

**1995 – 1997 Independent Consultant and Trainer**

**Training**

- Commonwealth Expert in Project Management and Gender Analysis attached to Department of Women Studies, Makerere University, Kampala. Taught on postgraduate and evening course programme. Funded by Commonwealth Secretariat (1997).
- Trainer in Project Management on three month management development programme organised by RIPA International, London (annually from 1992 - 1996).
- Trainer in Project Management and Social Survey Methods on three month Management Development for Women programme organised by RIPA International, London (1995).

**Action research**

- Agricultural Economist in Tanzania with Sokoine University of Agriculture assessing the demand for, and use of, rainwater harvesting techniques in a semi-arid area in Kilimanjaro Region (1997).
- Consultant with Agricultural Engineering Branch, FAO reviewing models for estimating global farm power requirements (1997).
- Consultant with Agricultural Engineering Branch, FAO producing a guide for preparing agricultural mechanization strategies at country level and presenting a paper on training and research needs for strategy formulation at workshop in Tanzania (1996).
- Technical Author for Agricultural Engineering Service, FAO producing a brochure about the contribution of farm power to crop production and conservation in sub-Saharan Africa and Asia (1995).
- Expert contributor to roundtable discussion in Rome organised by Agricultural Engineering Service, FAO to evaluate agricultural mechanization strategy formulation and identify future approaches (1995).
- Technical Author for Farm Management and Production Economics Service and Agricultural Engineering Service, FAO examining farm power requirements and labour availability in different farming systems in sub-Saharan Africa. Farm models were developed from secondary data for Malawi, Zambia and Zimbabwe and provided the basis for identifying the

vulnerability of households to changes in labour productivity and availability (1995).

**1987 – 1994 Lecturer in Agricultural Economics and Resource Management and Assistant Director of Undergraduate Studies, Silsoe College, Cranfield University**

**1983 – 1987 Research and Development Officer, Cooperative Union, Loughborough**

**1981 – 1983 Research Officer, Department of Agricultural Economics and Management, Reading University**