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## CURRICULUM VITAE

**Pam Gregory**

**Discipline:** Livelihoods specialist / Beekeeping Technical Consultant.

**Date of Birth:** 1948

**Years of Relevant Experience:** 30+

**Nationality:** British

**Professional Qualifications:**  
2003 MSc Natural Resource Management, UW Bangor  
2002 Post Graduate Certificate in Adult Education, UW Newport  
1996 UK National Diploma in Beekeeping  
1986 Master Beekeeper Certificate (WBKA)  
1982 BSc Environmental Biology (UW Aberyswyth)  
1979 BA Social Science / Global Resources (Open University)

**Languages:** English (mother tongue); Welsh (basic); French (basic)

**Present Employment:** Independent Consultant

**Key Experience:**  
Beekeeping extension and evaluation. Honey market analysis  
Development of training courses and materials.  
Small scale value added production  
Design issues in rural and peri-urban development projects  
Economic analysis of agricultural and beekeeping projects

Small farmer and co-operative development programmes

Organisational and business skills development

### **Skills profile:**

#### **Agricultural/beekeeping/business**

- Practical, specialist experience of sheep, beef cattle, dairying and vegetables. Experience in both organic and conventional production. Practical expertise in smallholder systems and small scale value added production. (1974 – date)
- Agricultural specialist for Welsh assembly focused on integrating sustainable agricultural practise into Welsh farming policy (June 2004 – April 2005).
- Studied agricultural economics, tropical agriculture, participatory and community development techniques and rural development for MSc in Rural Resource Management (2002/3).
- Wyndham Deedes UK national scholar studying organic fruit and vegetable production in Israel (1985)
- Self employed specialist in rural and peri-urban development, livelihood diversification, income generation and business development especially in developing countries. Particular interest in women's development.
- Lived alternative lifestyle practising food self sufficiency – wide variety of livestock, crop growing, composting food processing and value added techniques used (1974-1982).
- Involvement in setting up new Welsh, organic meat marketing co-operative (1992/3).
- Specialist in beekeeping, bee husbandry, bee diseases and beekeeping as a development opportunity

#### **Management**

##### **(Line management, project management and project development)**

- Seven years project management and project development experience with the Central Science Laboratory/ National Bee Unit.
- Designed, implemented and managed new education and extension service provision and revamped the statutory health inspection service for beekeepers in Wales. Managed £250,000 annual budget which met target limits every year.
- Designed and currently project managing a honey marketing and beekeeping training programme for Bees Abroad involving 1,000 beekeepers around Nkhata Bay, Malawi. Successfully raised over £30,000 funding for this project.
- In 1999 successfully piloted the merger of several disparate, voluntary groups into a national charity, Bees Abroad ([www.beesabroad.org.uk](http://www.beesabroad.org.uk)) which now turns over £50,000 annually and has development projects in four countries.
- In post management training with the Central Science Laboratory/ National Bee Unit. Formal training and experience in writing funding bids (CSL, UW Bangor and Bees Abroad).
- Short-term contracts in Tanzania (LITI Agricultural College, Arusha), Cameroon (Belo Rural Development Project, Bamenda) Kenya (Njoro area) and Malawi (SBDARA) to train trainers, develop markets and promote organisational, marketing and business skills.

- Long experience of event management e.g. Integrated Pest management Day, Nov 26<sup>th</sup> 2005 (100 attendees), Business services event Oct 2004 (400 attendees), one off training courses

### **Education and training**

- Extensive experience of community based teaching with local groups in the UK
- Trained trainers in a variety of settings in developing countries mainly in sub-Saharan Africa (*see box for eggs*). The beekeeping training scheme developed with the Cameroon group is now accepted as Cameroon best practise.
- Developed a range of innovative educational materials, training ideas and events for schools, nature reserves, beekeepers and other local groups through my work with the National Bee Unit and Bees Abroad. Wide variety of bespoke training courses designed and implemented.
- Developed new exam system moderated by British beekeepers Association (BBKA) now being used to standardise beekeeping training in Cameroon and Malawi. Currently developing and implementing revamped exam system for Welsh Beekeepers Association (WBKA). Member of BBKA exams board 2001 – 2004. Member of WBKA exams board.

### **Communication skills**

- Proven track record in working effectively with a wide variety of people and organisations at all levels including solving politically contentious problems and conflict resolution.
- Regular speaker at local, national and international beekeeping events
- Extensive publications list especially technical beekeeping and general interest articles (*see box for eggs*).
- Leader of a motivated and effective team of 9 people at the National Bee Unit.
- Developed new, more effective methods of database communication and information feedback for the field based team.

### **Computer skills**

- Familiar with all applications within Windows XP and Windows NT (Word 6, Excel 5, Access 2, and PowerPoint). Also Publisher 2000.
- E-mail and Internet use.
- Specialist research program SPSS statistics package (version 11).
- Use of National Beekeeping Unit and Federation of Small Businesses metadatabases;
- Webmaster for Federation of Small Businesses South Wales region website in 2004
- Currently teaching farmers IT

### **Work Experience**

#### **Plan Bee (Oct 2003 – date), Self employed**

Consultancy and training –rural development/ environmental and agricultural / beekeeping

Last contract: Development Planning Unit, University College, London (April – Nov 2005)  
 Synthesis of research to produce new knowledge of livelihoods in peri-urban derived from DFID's supported research under the Natural Resources Systems Programme to inform DFID policymaking – (*R8491 report at <http://www.infobridge.org/nrsp/search.asp>*)

Other customers include:

- Coleg Ceredigion – *(IT teaching)*
- Bees for Development, - *(Technical articles, technical queries, fact sheets)*
- Federation of Small Businesses, *(Group development, event management, website management)*
- Centre for Arid Zone Studies University of Wales, Bangor *(Beekeeping teaching)*
- Shared Earth Environmental Trust *(Beekeeping and environmental teaching)*
- School of Lifelong Learning Aberystwyth University *(Teaching social science topics)*

**Also practical day to day involvement own 115 acre livestock farm since 1974 specialising in beef, sheep dairy, vegetables and smallholder systems plus semi-commercial beekeeping enterprise.**

### **Rural Policy Technical Advisor (Agricultural specialist)**

Food and Farming Division, Technical Unit. June 04 – Apr 05

Welsh Assembly Government Unit 9 Science Park, Aberystwyth

Project based and knowledge transfer assignments in agriculture and rural development to inform a variety of internal and external customers (e.g. farm liaison officers, farming connect advisors, agri-environment project officers) and to make input into Welsh Assembly rural policy. Projects included:

- *Analysis of agricultural and environmental R&D requirements in Wales*
- *Evaluation of rural entrepreneurship schemes to meet the needs of farmers*
- *Marketing the environment to farmers and land managers*

### **Regional Bee Inspector for Wales (Higher Scientific Officer)**

National Bee Unit; Central Science Laboratory; York, YO41 1XY 1995 - 2002

- *Design, develop and implement new extension service provision for beekeepers in Wales for Welsh Assembly.*
- *Design and provide educational, training advisory and liaison events at all levels to promote and improve beekeeping skills in Wales*
- *Plan, implement and manage Statutory Bee Health Inspection services in Wales*
- *Line management responsibility for team of nine people*
- *Budgetary control of £250,000 annual budget*

### **Agricultural Field Officer/ Scientific Officer**

Welsh Office Agriculture Department/ Agricultural Development and Advisory Service

- *Beekeeping and agricultural research*
- *Agricultural advisor (livestock husbandry, grants and subsidies)*
- *Advice and training for beekeepers.*
- *Entomological biodiversity monitoring.*
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### **Examples of overseas consultancy work**

**2002 (ongoing) Small Beekeepers Research and Development Association, (SBDARA) Nkhata Bay, Malawi**

Participatory rural appraisal (PRA) and implementation of rural development project involving marketing honey for 1000 beekeepers in Malawi. This project is working to develop inexperienced local people by facilitating project planning and development. I maintain an ongoing involvement by supporting the marketing scheme, developing

organisational skills, training in marketing and sales, training beekeeping trainers, setting up business training, ensuring community group development, and preparing funding bids. I carry out regular training, monitoring and evaluation for project funders Bees Abroad. Raised DFID funding for this project.

***2002 - LITI Agricultural College. Tengeru, Arusha, Tanzania***

Participatory rural appraisal assessment of training needs. Planning implementation of beekeeping onto the college syllabus. Development of marketing and business skills training especially for women. (Leominster Diocesan Project)

***2000 - Jasaan, Mindanao, Philippines***

Feasibility study, beekeeping sensitisation, beekeeping audit and report.  
(Bees Abroad)

***1998 and 1999 - North West Cameroon, W Africa***

Belo Rural Development Project. Rapid Rural Appraisal. Design and implementation of the beekeeping section. Training trainers in sustainable tropical beekeeping plus basic business planning and marketing skills. Development of beekeeping syllabus, teaching methods and materials. I also completed fund raising for the project (Bees Abroad).