

CURRICULUM VITAE OF EXPERT

Rob.watson@frontierconsulting.org

1. **Surname:** WATSON
2. **Name:** Rob
3. **Date of birth:** 25th January 1965
4. **Nationality:** British and South African
5. **Education:**

Institution	Degree(s) or Diploma(s) obtained:
University of Brighton, UK, April 1994 – Dec 1995	Postgraduate Certificate in Management
University of the Witwatersrand, South Africa, June 1993 – Aug 1993	Certificate in Organisational Development

7. **Language skills:**

Language	Passive	Spoken	Written
English	1	1	1
Indonesian	3	4	5
Xhosa (Zulu)	3	4	5
Dutch	2	3	4

10. **Present position:** Senior Consultant

11. **Years within the company:** 19

12. **Key qualifications:**

For over 2 decades, Mr Watson has worked in the fields of human rights/access to justice, democratic governance and conflict management as a trainer, manager and freelance expert. After working with human rights NGOs in South Africa for eleven years, in 1995 he established Frontier Consulting to freelance as an expert with governments, donors, international agencies and civil society in Asia, Africa and Europe.

For two years he worked as Regional Peacebuilding Advisor at CRS in Indonesia and other countries of South East Asia.

Since July 2003 Mr Watson have worked as an expert consultant with the EU, UNDP, Sida, Danida, Norad, Dutch MFA and various Scandinavian and Dutch institutions. In 2006 he worked for a year in Finland during the EU Presidency as Director of the Conflict Prevention and Crisis Management programme of the Crisis Management Initiative, of previous President Artisaari of Finland.

Mr Watson regularly teaches a course on *Conflict Analysis for Prevention and Peacebuilding* at the UN System Staff Collage in Torino, Italy, and a five-week on line course also open to non-UN staff.

13. **Specific experience**

Country	Date
Cambodia	2002, 2003
Cameroon	2010
Indonesia	2000 - 2003, 2004,
Timor-Leste	2002
Thailand	2001, 2002
Viet Nam	2000, 2010
Malawi	1997, 1998, 2005, 2008, 2011, 2012 – 2013, 2014
Zimbabwe	1986, 1992, 1994, 1997, 2003, 2007, 2012, 2014
Uganda	1991, 1997 and 2003
Kenya	1996, 1997, 1998, 2003, 2007, 2011
Zambia	1995, 2000, 2005, 2007, 2008

Sierra Leone	2000, 2008
Ghana	2000
Georgia	2001
Ivory Coast	2000
South Africa	1984 – 1995, 1996, 1997, 1998, 2001, 2004, 2005, 2006, 2007, 2009, 2010, 2012, 2014
Bosnia and Herzegovina	1999
Angola	2005
Tanzania	2007, 2014
Lithuania	1997, 2008
Armenia	2008
Nigeria	2009, 2010
Cameroon	2010
Kenya	1996, 1997, 1998, 2003, 2011
Liberia	2004
Sri Lanka	2004
Macedonia	1999
Hungary	2004
Ethiopia	2006
Somalia	2011
Sudan	2014
South Sudan	2012
Myanmar/Burma	2013, 2014
Tonga	2014

14. Professional experience:

Date	Location	Company/Donor/Client	Position	Description
09 2014 ongoing	Tonga	UNDP/DFAT Gabriela Marcano gabriela.marcano@undp.org	Team Leader	Support for research and formulation for the Tongan Governance Strengthening Programme with Government of Tonga and civil society for civic education.
10 -12 2014	Home-base	UN System Staff Collage, Italy Fabio Oliva f.oliva@unssc.org	Expert Facilitator	Facilitation of two 5-week online courses on Conflict Analysis for Prevention and Peacebuilding for UN staff at HQ and in the field, as well as non-UN staff.
08 – 09 2014	Myanmar	Centre for International Legal Cooperation (CILC) vannieuwerker@cilc.nl	Formulation expert	Initial identification and mapping of actors and opportunities in Myanmar in the field of international legal cooperation, access to justice and rule of law.
08 – 11 2014	Tanzania	Danida/ Niras Lotte Linte LKI@NIRAS.DK	Formulation expert	Support to the Legal Service Facility, funded by Danish and British Embassies in Dar es Salaam, for the formulation of new programme approaches based on a sound Theory of Change.
05 – 06 2014	Sudan/Darfur	UN System Staff Collage, Italy Fabio Oliva f.oliva@unssc.org	Expert Facilitator	Planning and delivery of a 5-day training course for 42 UNAMID staff from Darfur HQ and satellite offices. Training focused on conflict analysis as a basis for design of conflict prevention and peacebuilding interventions.
03-05 2014	Zimbabwe	HIVOS/Dutch MFA Tanja Lubbers tanja@hivos.co.zw	Evaluator	Evaluation of the HIVOS / Dutch MFA's Human Rights Fund in Zimbabwe, elections, human rights defenders, media/freedom of expression and LGBTI. Formulation of Phase 2 priorities.
02-04 2014	Zimbabwe	EU Instrument for Stability ElenaTorner BAA Consultors etorner@baaconsultors.com	Quality Controller	Final evaluation of the EU's Instrument for Stability (IFS) in Zimbabwe.
01-03 2014	Malawi	Tilitonse civil society governance fund – UK/Irish/Norwegian Lone Sorensen L-Sorensen@dfid.gov.uk	Team Leader	Mid-term review of a multi-donor governance fund for civil society in Malawi, including analysis of outputs and potential impact, review of management and effectiveness systems, and recommendations for addressing gaps and priorities for the remainder of the programme.
08. 2012 – 08 2013	Malawi	European Union/ BiRD Democratic Governance Programme markus.brunner@birdmunich.de	Team Leader - Senior Democratic Governance and Civic Education Expert	Long-term assignment under the Democratic Governance Programme of the EU and the Ministry of Justice and Constitutional Affairs, to provide technical assistance and accompaniment to the Board and Secretariat for the re-establishment of the National Initiative for Civic Education (NICE). Change management included areas of organisational development support for developing planning, monitoring, management and reporting systems and development and implementation of a comprehensive civic & voter education strategy.
03-07 2012	Zimbabwe	Dutch MFA and Human European Consultancy marcel@humanconsultancy.com	Team Leader	Evaluation of the Dutch MFA's Human Rights Fund and Strategy 2007/ updated 2011. Drafting of results assessment framework, field study, focus groups and interviews to assess achievements of outcomes nationally, and contribution to global priorities, drawing lessons learned and recommendations for improved effectiveness.
02–05 and 08-10 2012	Home-base	UN System Staff Collage, Italy Fabio Oliva f.oliva@unssc.org	Expert Facilitator	Facilitation of two 5-week online courses on Conflict Analysis for Prevention and Peacebuilding for UN staff at HQ and in the field, as well as non-UN staff.
11.11 – 03.12	South Sudan	Joint Donor Trust (JDT) Governments of UK, Norway, Canada, Sweden, Denmark and The Netherlands. Line.Urban@minbuza.nl	Team Leader	Lead a team of six consultants on a formulation mission for a possible new fund for civil society and demand-side governance including development planning (health and education), natural resource management (oil, land and water), gender and women's rights, youth and media. Developed overall strategy based on analysis of needs in each sector, and calls for proposals over 2 years and accompanying M&E framework.

10 – 11 2011	The Netherlands	Oxfam Novib/ Oxfam Int Marco.de.Swart@oxfamnovib.nl	Team Leader	Analysis of the institutions, actors, levers for regional cooperation with ECOWAS for Oxfam and partners for regional strategy to promote good governance in West Africa.
07 – 10 2011	Somalia	EU Somalia Unit/ECO3 Francesca.PAVARINI@eeas.europa.eu	Team Leader	Review of current support to EU and DfID's civil society/NSA programmes in three regions of Somalia/Somaliland and design of a strategy for strengthening civil society's work on peace and governance.
04- 062011	Malawi	DfID British Embassy B-Parkes@dfid.gov.uk	Team Leader	Appraisal and design of new programme, including partner consultation and facilitation of round-table discussions of government and NGO justice actors. Drafting of Logical Framework and Business Case.
03-04 2011	Malawi	DfID British Embassy B-Parkes@dfid.gov.uk	Access to Justice Expert	Impact Study of the Safety, Security and Access to Justice (SSAJ) programme 2007 – 2010, quantitative and qualitative analysis of effectiveness and impact on women and children in particular, lessons learned and recommendations for new programme.
02 – 03 2011	Malawi	European Union, Julia.OJANEN@eeas.europa.eu	Rule of Law and Civic Education Expert	Final evaluation of this 11 year Rule of Law and Civic Education Programme which links 9 constitutional bodies with the NICE network of community level civic education volunteers.
08-12. 2010	Cameroon and Viet Nam	Plan Finland/NetEffect Petri.Virtanen@neteffect.fi	Human Rights Expert	Mid-Term Evaluation of Finnish MFA funding to Plan Finland for Child Rights in 15 countries with a specific focus on a Rights Based Approach and Gender Mainstreaming.
09.2009 – 10. 2010	Niger Delta, Nigeria	Elly Rijniserse, Cordaid, Elly.Rijnierse@cordaid.nl	Senior Advisor	Peace Support mission for partners and a coalition of civil society groups in the Niger Delta building capacity and linkages to promote Human Rights and Conflict Resolution.
Sept 09 – July 10	South Africa	European Commission Jozette Muller, Jozet.MULLER@ec.europa.eu	Justice Advisor	Support to the EUD and the Call for Proposals of an Access to Justice and Constitutional Rights fund (4.6 mil euro) for Civil Society with the Ministry of Justice. Running 6 two-day training courses for the grantees on PRAG and EU grant management as well as ROM.
Feb – Sept 09	Niger Delta, Nigeria	Elly Rijniserse, Cordaid, Elly.Rijnierse@cordaid.nl	Mediation and Peacebuilding Senior Advisor	Peace Support for partners and a coalition of Civil Society Groups in the Niger Delta building capacity and linkages to promote Human Rights and Conflict Resolution.
March to July 2009	Brussels and Den Haag	European Commission/ HTSPE, Alicja Pawlaczuk, alicja.pawlaczuk@htspe.com	Evaluator	EIDHR: "Actions Supporting Human Rights and Democracy covered by EU Guidelines on Children in Armed Conflict and the Promotion and Protection of the Rights of the Child" Member of expert team of 7 that evaluated more than 320 applications, in several languages, submitted by CSOs to EIDHR relevant to the above-theme. Evaluated more than 40 Concept Notes, using EC Evaluation Grids. CSOs of Kenya, Uganda, Zambia, Mozambique, Angola, DRC, Burundi, Ghana as well as from CSOs worldwide. Used EuropeAid's Grants Database (PADOR) to evaluate information that attests to NSAs' legal and financial status, human resources, track record of conducting projects. Evaluated Full Proposals (FPs) in the field of children's rights. Priority was given to evaluating CSO applications that centred upon protecting children in conflict with the law from abuse whilst detained involuntarily in Juvenile Justice Institutions, shelter homes and similar custodial settings. Completed Evaluation Grids on FPs. Used analysis to recommend provisional selection to the EIDHR / AIDCO Evaluation Committee for the highest scored FPs. Used PADOR database, FP Annexes to verify CSO eligibility for provisional selection.
Sept 2008 – Feb 2009	Malawi	Marijan Kruijzen, Cordaid, MKY@cordaid.nl	Team Leader/ Evaluator	Evaluation of a ten year programme of INTRAC for strengthening Civil Society Organisations. Let a team that conducted the evaluation, analysed the impact of different levels related to organisational training and development with Human Rights and development NGOS and networks.
Oct 2008 – Jan 2009	Armenia	Joanna Thijs, ICCO, joanna.thijs@ICCOenKerkInActie.nl	Team Leader/ Evaluator	Evaluation of the Armenian Human Rights School of the Armenian Constitutional Right-Protective Centre, and the development of strategies and tools for M&E to improve programme effectiveness.

June 2008 – Feb 2009	Sierra Leone	Peter van der Horst, Amnesty International Dutch Section. P.vanderHorst@amnesty.nl	Team Leader/ Access to Justice Expert	Feasibility assessment and programme design for a training programme for paralegals and Human Rights Volunteers with partners in rural areas.
06.2007 – 07.2008	Den Haag- Uganda, Sudan and DRC	Victor Scheffers, Centre for Justice and Peace v.scheffers@justitiaetpax.nl	Senior Justice Advisor	Centre for Justice and Reconciliation, Africa. Programme Advisor, for Uganda, DRC and Sudan, efforts for International Justice (ICC) and Reconciliation, working with religious leaders and civil society to build bridges and cooperation.
May 2007 –Jan 2009	Den Haag - DRC	JagodaPaukovic, Justicia et Pax, jagoda.paukovic@justitiaetpax.nl	Democratisation Advisor	Democratisation project: Justicia et Pax, Democratic Republic of Congo Support for the development of a training programme and manual to assist religious leaders support victims of sexual violence in the East of the country.
May 2007 –Jan 2009	Den Haag-South Africa	Maaïke Blom, Nederlands Institute for Southern Africa, maaïke.blom@telfort.nl	Advisor to the HR and Peace building	Netherlands Institute for Southern Africa (NiZA), Southern Africa and The Netherlands Advisor to the Human Rights and Peace building Department for the identification and development of two programmes to be supported by the EU in South Africa and Zimbabwe.
March-April 2007	South Africa, Tanzania, Kenya, Zimbabwe	Liana Gertsch, Bernard van Leer Foundation, Liana.Gertsch@bvleerf.nl	Evaluator	Final Evaluation of the Civic Education Project: “Developing the capacity to effect policy and practice change on HIV/AIDS and Early Childhood Development (ECD) work in East and Southern Africa” Conducted the Final Evaluation and lessons learned of HIV and young children programme
2006-2007	Helsinki, Finland – working internationally	Pauliina Arola, Crisis Management Initiative (CMI), pauliina.arola@viapori.fi	Director – Crisis Management and Conflict Prevention	Directed international programme aiming to build the capacity of the regional and international agencies, specifically the UN, EU and Member States to prevent conflict and manage crisis. Managed a range of projects in the fields of using technology and linking with civil society in crisis management, as well as post conflict reconstruction and conflict sensitivity. A programme for cooperation with the peace and security agenda of the African Union was prepared which include research and consultation in Ethiopia for the design of a conflict management programme with the Africa Union.
Oct 2005	Malawi	Robert Phiri, Public Affairs Committee/ICCO, robert@pacmw.org	Governance Expert/ Evaluator	Public Affairs Committee, Malawi External Evaluation of the Good Governance Support Program, and assessment of relevance of mandate and future plans.
Jul-Aug 2005	Den Haag	Liana Gertsch, Bernard van Leer Foundation, Liana.Gertsch@bvleerf.nl	Consultant	Mid-Term Evaluation of HIV and young children programme “Developing the capacity to effect policy and practice change on HIV/AIDS and Early Childhood Development (ECD) work in East and Southern Africa”
June 2005	Den Haag	Elly Rijniserse, Cordaid, Elly.Rijnierse@cordaid.nl	Training Facilitator	Planning and training on lessons learned process for diversity and social cohesion initiatives of Cordaid and partners in Papua, India, Central Africa, with Roma in Europe and in East Africa. Compilation of 8 case studies, and report.
May-Nov 2005	Den Haag, Nairobi, Africa	Victor Scheffers, Centre for Justice and Peace v.scheffers@justitiaetpax.nl	Co-author and consultant	Centre for Justice and Reconciliation, Africa. Planning and facilitation of an expert meeting of African religious leaders. Jointly drafting of a training manual on the ICC and the role of religious leaders and organisations, particularly in Uganda, Congo and Sudan
July 2004- Dec 2005	Den Haag, South Africa	Maaïke Blom, Nederlands Institute for Southern Africa, maaïke.blom@telfort.nl	Advisor to the Human Rights	Advisor to the Human Rights and Peace building Department, responsible for the Legal Assistance and Access to Justice Programme, as well as special project development with the Human Rights Defenders Programme.
April-June 2004	Indonesia, Maluku	Crisis Prevention and Recovery Unit, UNDP Indonesia. http://www.undp.or.id/programme/cpr/	Team Leader	Team leader of the Social Cohesion Assessment Team for Maluku and North Maluku. Research methodology designed, consultants and research assistants briefed and coached, extensive field work in Indonesia, findings presented at planning meetings, and contained in a report for the Strategic Plan 05 – 08 of the Conflict Prevention and Recovery Unit.

Feb-May 2004	Liberia	Peter van der Horst, Amnesty International Dutch Section. P.vanderHorst@amnesty.nl	Team Leader/ Evaluator	Evaluation and Lessons Learned of the Liberian Pilot Project that trained a network of highly effective rural community-based volunteers and was jointly implemented by the National Human Rights Centre of Liberia (NHRCL) and the Special Programme on Africa (SPA) of AI Dutch Section. Jointly with a Liberian consultant, an extensive participatory evaluation assessed the relevance, effectiveness and impact of the project. A 24 page summary of lessons learned was also drafted and distributed internationally.
Dec 2003- Jan 2004	South Africa	European Commission Jennifer Tangney	Democracy Consultant / Evaluate	Mid Term Review of the Foundation for Human Rights in South Africa. The review focused on assessing the achievements and impact of the Foundation in key areas of entrenching Democracy, promoting Social and Economic Rights and access to Justice using PRAG rules.
Aug-Sept 2003	Zimbabwe	European Commission Mette Masst, Norad, mette.masst@norad.no	Team Leader	Evaluation of Transparency International, Zimbabwe Chapter
2001-2003	Indonesia/ South East Asia	JacoCilliers, Catholic Relief Services (CRS), Cilliers@catholicrelief.org	Program Manager/ Regional Advisor	Worked to establish a Peace building programme which involved working with staff to develop a strategy, recruitment and training of staff and establishing quality standards and policy. Key activities included small grants and capacity building with partners, documentation of case studies and practice in the field, the collation of a directory, a Peace building Toolkit as a training resource in the fields of Conflict Analysis, Mediation and Negotiation, Advocacy, Promoting Human Rights, Interfaith and Inter-ethnic Tolerance and Using Media.
Feb 2001	Sierra Leone	James L. Cairns, World Council for Religion and Peace, jcairns@WCRP.org	Facilitator	World Council for Religion and Peace, Sierra Leone Facilitated five-year strategic planning for board and membership of the Inter-religious Council of Sierra Leone (IRCSL). An analysis of organisational capacity, strengths and weaknesses of IRCSL, prioritisation of plans for next five years and clarification between WCRP and IRCSL were also undertaken and presented in a report.
January 2001	Georgia	Novib, Young Lawyers Association (GYLA), Anjo van Toorn, Novib, anjo.van.toorn@oxfamnovib.nl	Team Leader/ Evaluator	Participatory Evaluation of the National Human Rights NGO working to bring legal and policy change in the new democracy in Georgia. This involved working with staff to define goals, activities and target groups for all programmes and assess achievements and relevance of each. Evaluated the organisational capacity, management and decision making, policy and monitoring and evaluation systems. Assessed further plans and provide recommendations for priorities for the next three years.
October – Nov 2000	Accra	Novib, West African Network for Peacebuilding (WANEP), Peter de Keijzer, Cordaid, Peter.de.keijzer@cordaid.nl	Consultant	Facilitate strategic planning with WANEP a Peace Building NGO working in West Africa. Assessed the management and programme capacity and make recommendations to for improvement. Supported the development of a three-year proposal for submission to Cordaid and the EU, totalling €1.6 million.
August - Sept 2000	Indonesia, Cambodia, East Timor, Viet Nam.	Catholic Relief Services (CRS) Frontier Consulting	Regional Peace Building Advisor	Assessment of inter-faith committees, partners at a provincial level and CRS staff to identify differences in vision and goals for current programme. Develop a 'listening approach' to design a process for building ownership with partners and a shared vision for peace building and civil society in Central Java. Identification of organisational development training needs
July – August 2000	Oxford-Den Haag-South Africa	Oxford University/ Fahamu Frontier Consulting	Consultant on training programme development	Design programmes plans for an EU supported IT-based Capacity Building Distance Education Programme with Human Rights Groups in Southern Africa. The programmes consist on Human Rights skills and institutional development training modules including: fact-finding and evidence gathering; monitoring elections and criminal trials; making representations/ advocacy; leadership, management and organisational development; proposal and report writing, financial management and fundraising; using the internet for communication.

March – April 2000	Amsterdam	MSF – Holland, Frontier Consulting	Training Advisor	Design of advocacy training modules for field staff worldwide. Included aspects of fact-finding, international humanitarian and human rights law and strategies for advocacy.
Nov – Dec 1999	Bosnia and Herzegovina	OSCE Frontier Consulting	Consultant	Human Rights Dept, Bosnia and Herzegovina Design of a three-year Capacity Building programme for Bosnian NGOs working with Human Rights. This involved: consultation with local, regional and international agencies, recruitment of staff, facilitation of training and the definition of programme plans
Oct 1999	Cote d'Ivoire	Centre for Human Rights at the University of Pretoria/ Bilance, Frontier Consulting	Consultant	Evaluation of the All-African Moot Court Competition held annually, and attended by representatives from over 60 law faculties in Africa. Areas for improvement, and strategies for developing the programme in coming years, were set out.
Sept 1999	Bosnia and Herzegovina	OSCE, Frontier Consulting	Consultant	Human Rights Dept, Bosnia and Herzegovina Identification mission involving a review of training and planning systems, and exploring the viability of capacity building plans.
June - July 1999	South Africa	Sida&Diakonia Frontier Consulting	Team Leader	Review of Sida's support to Diakonia for promoting Peace-Building, Democratisation and Human Rights in South Africa. Field analysis of the role and effectiveness of the programme and the identification of priorities in the sector.
November 1998	Den Haag	Novib, Frontier Consulting	Trainer	Delivery of a workshop to discuss measuring the results and impact of human rights projects. Attended by desk officers for Africa and other staff with evaluation and human rights responsibility.
Oct - Nov 1998	Uganda	Danish Centre for Human Rights and UHEDOC, Frontier Consulting	Consultant	Danish Centre for Human Rights and UHEDOC, Uganda Evaluation of Uganda Human Rights & Documentation Centre (UHEDOC) in Kampala. This involved plans to restructure UHEDOC based on the evaluation findings.
Sept - Oct 1998	Malawi	ICCO, DanChurch Aid, Bilance and Christian Aid, Frontier Consulting	Team Leader	Evaluation of the Public Affairs Committee in Malawi, assessing impact of their civic education programme, and the gender implications of their work in particular.
May - June 1998	Malawi	Danish Centre for Human Rights, Frontier Consulting	Consultant	Evaluation of three programmes in Malawi, namely, support to the Ombudsman, the University of Malawi for their Human Rights Programme, and the establishment of the Malawian Human Rights Centre in Lilongwe
March - April 1998	Kenya	Sida and Danida, Frontier Consulting	Team Leader	Evaluation of four Human Rights NGOs in Kenya, namely the Centre for Legal Education and Aid Network (CLEAN), the Kenya Human Rights Commission, CLARION/RECAP and the Civic Resource and Information Centre (CRIC).
February 1998	London	Human Rights Institute of South Africa, Frontier Consulting	Advisor	Fundraising and networking in Europe. Consultation and logistical assistance to assist HURISA raise R3.5 million for their programmes over the next three years.
Oct - Dec 1997	Malawi	Government of Malawi & UNDP, Frontier Consulting	Civic Education Consultant	Design and the development of programme plans for a country-wide Civic Education programme which could be funded and supported by the Inter-ministerial Committee for Human Rights the UNDP. During 2,5 months, consultations were held, one workshop and two 3-day training programmes were run.
Aug - Sept 1997	Zimbabwe	ZimRights; HIVOS, Frontier Consulting	Consultant	Evaluation of this National Human Rights organisation in Zimbabwe. Particular attention was given to their internal management practice and programme effectiveness.
May - August 1997	Malawi	Bilance, Frontier Consulting	Consultant	Assessment of the needs and opportunities for strengthening NGOs working with human rights, particularly women's rights, in Malawi. Field visit to conduct interviews and two workshops were run. A document setting out a broad analysis was produced and circulated to those involved with this field of work in Malawi
02-03. 1997	Lithuania	Lithuanian Centre for Human Rights, Frontier Consulting	Consultant	External Evaluation of this National NGO which was funded and supported by the Danish Centre for Human Rights.

July 1996 - Feb 1997	London, South Africa	Independent Projects Trust Frontier Consulting	Advisor	Networking the IPT with conflict resolution organisations and donors involved in Peace-Building activities in Africa. Production of the Directory of Conflict Resolution Organisations, and the development of a database.
07-10. 1996	Kenya	Ford Foundation, Frontier Consulting	Consultant	Review of the Public Legal Education work of Human Rights NGOs in Kenya and production of a report on the sector: Understanding Our Rights.
March - April 1996	South Africa	Centre for Applied Legal Studies, Frontier Consulting	Consultant	Design of a national para-legal training programme for carers and counsellors of people with HIV/AIDS in South Africa. This programme trained a network of paralegals nationally and published AIDS and The Law training manual.
Feb - March 96	South Africa	Ashby Manor Trust, Frontier Consulting	Consultant	Organisational Assessment and development of a capacity building and fundraising strategy for this new ecological agricultural training programme in South Africa.
1991 - 1995	Pretoria, South Africa	Lawyers for Human Rights	Director : Para-legal Training Project	The project is a national development programme of Lawyers for Human Rights, which was at that time one of South Africa's leading human rights NGOs, with 140 staff working in 13 regional offices. Community groups were strengthened to increase access to justice and promote awareness of human and legal rights in approximately 150 impoverished rural communities. My responsibilities included programme design, staff recruitment and management, fundraising and liaising with national and international donors, planning, monitoring and evaluation of national operations, the development of training programmes and curricula, organisational development, budgeting and financial control, policy development and advocacy, promotion and public relations.
1989 - 1991	Eastern Cape, South Africa	Para-legal Training Project	Co-ordinator	As founder of this Provincial Basic Rights training project, my responsibilities included the design and establishment of the organisation and operations, community consultation and networking, research and needs analysis, establishing the office, administrative and financial systems, staff recruitment and training, curriculum design and the organisation and facilitation of modular training courses and events, field work and providing organisational support, impact and programme evaluation and national fundraising.
1986-1989	Cape Town, South Africa	Legal Education Action Project (LEAP)	Trainer/Fieldworker	As co-founder of LEAP, I worked with rural community organisations and NGOs to provide community rights awareness programmes which enabled people to defend their basic human and legal rights during a period of severe state repression. My responsibilities included providing legal and human rights training and support to communities experiencing police repression and human rights abuses, facilitating training and institutional support services to NGOs; developing rural support networks by organising events, and liaising with professional legal, medical and counselling organisations.

15. Publications

- Strategy Guidance for new Strategy, Structure, Methods and Staffing of the National Initiative for Civic Education (NICE Trust), 2013.
- Evaluation of the Dutch MFA's Human Rights Fund - human rights projects in Zimbabwe, July 2012
- Civil Society and Demand-side Governance in South Sudan, Formulation Mission report, 2012.
- Developing regional advocacy around good governance in West Africa, A feasibility study for Oxfam International on regional programming in West-Africa, 2012.
- Evaluation of Non State Actor support provided by EU in three regions of Somalia/Somaliland, Evaluation Report for EU Somalia, October 2011
- Business Case for DFID Malawi Safety Security and Access to Justice Programme, June 2011

- Impact evaluation of the DFID Malawi Safety, Security and Access to Justice (SSAJ) programme 2007 – 2010 on access to justice, rights of detainees, child justice and violence against women, DFID, April 2011
- Final evaluation of the Malawi Rule of Law and Civic Education Programme and the National Initiative for Civic Education, EU, March 2011
- Mid-Term Evaluation of Finnish MFA funding to Plan Finland for Child Rights in 15 countries with a specific focus on a Rights Based Approach and Gender Mainstreaming of programmes in Cameroon and Vietnam, Plan Finland, December 2010
- Evaluation of the Malawi INTRAC programme for strengthening Civil Society Organisations, Cordaid, February 2009
- Evaluation of the Armenian Human Rights School of the Armenian Constitutional Right-Protective Centre, ICCO, January 2009
- Feasibility assessment and programme design for a training programme for paralegals and Human Rights Volunteers in Sierra Leone, Amnesty International, February 2009
- Training manual for religious leaders to support victims of sexual violence in Eastern DRC, DRC Democratisation project: Justicia et Pax, January 2009
- Final Evaluation of the Civic Education Project: “Developing the capacity to effect policy and practice change on HIV/AIDS and Early Childhood Development (ECD) work in East and Southern Africa (South Africa, Tanzania, Kenya and Zimbabwe)”, Bernard van Leer Foundation, April 2007
- External Evaluation of the Good Governance Support Program of the Public Affairs Committee in Malawi, ICCO, October 2005
- Mid-Term Evaluation of HIV and young children programme “Developing the capacity to effect policy and practice change on HIV/AIDS and Early Childhood Development (ECD) work in East and Southern Africa”, Bernard van Leer Foundation, August 2005
- Case studies on diversity and social cohesion initiatives of Cordaid and partners in Papua, India, Central Africa, with Roma in Europe and in East Africa, Cordaid, June 2005
- Training manual on the ICC and the role of religious leaders and organisations, particularly in Uganda, Congo and Sudan, Centre for Justice and Peace, November 2005
- Research report on Social Cohesion Assessment Team for Maluku and North Maluku, UNDP Crisis Prevention and Recovery Unit, Indonesia, June 2004
- Evaluation of the Liberian Pilot Project implemented by the National Human Rights Centre of Liberia (NHRCL) and the Special Programme on Africa (SPA) of AI Dutch Section, Amnesty International, May 2004
- Mid-Term Review of the Foundation for Human Rights in South Africa’s work on entrenching Democracy, promoting Social and Economic Rights and Access to Justice, EU, January 2004
- Evaluation of Transparency International, Zimbabwe Chapter, EU, September 2003
- Organisational assessment of the Inter-religious Council of Sierra Leone (IRCSL), World Council for Religion and Peace, February 2001
- Participatory Evaluation of the National Human Rights NGO working to bring legal and policy change in the new democracy in Georgia, Novib Young Lawyers Association, January 2001
- Advocacy Training Manual for MSF field staff worldwide, including aspects of fact-finding, international humanitarian and human rights law and strategies for advocacy, MSF-Holland, April 2000
- Evaluation of the All-African Moot Court Competition, Centre for Human Rights at the University of Pretoria, Cote d’Ivoire, October 1999
- Evaluation of Sida’s support to Diakonia for promoting Peace-Building, Democratisation and Human Rights in South Africa, July 1999
- Evaluation of Uganda Human Rights & Documentation Centre (UHEDOC), Danish Centre for Human Rights and UHEDOC, November 1998
- Evaluation of the Public Affairs Committee in Malawi, assessing impact of their civic education programme, and the gender implications of their work, ICCO, October 1998

- Evaluation of the Malawi Ombudsman, the University of Malawi for their Human Rights Programme, and the Malawian Human Rights Centre, Danish Centre for Human Rights, June 1998
- Evaluation of Kenya Centre for Legal Education and Aid Network (CLEAN), the Kenya Human Rights Commission, CLARION/RECAP and the Civic Resource and Information Centre (CRIC), Sida and Danida, April 1998
- Evaluation of this National Human Rights organisation in Zimbabwe, ZimRights, HIVOS, September 1997
- Research report on the needs and opportunities for strengthening NGOs working with human rights, particularly women's rights, in Malawi, Bilance, August 1997
- External Evaluation of the Lithuania Centre for Human Rights, Danish Centre for Human Rights, March 1997
- 'Understanding our rights' - Review of the Public Legal Education work of Human Rights NGOs in Kenya, Ford Foundation, October 1996
- AIDS and The Law paralegal training manual, Centre for Applied Legal Studies, South Africa, April 1996

References

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