

CURRICULUM VITAE FOR HUGH GIBBON

Proposed role in the project:

Family name: GIBBON
First names: Hugh John Kwabena
Date of birth: 27 November 1958
Nationality: British
Civil Status: Married

Education:

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
Greenwich University, UK, 2002 (Oct 1999-April 2002).	PG Certificate of Management (Distinction)
Reading University, UK, 1993 (Aug 1993 – Sept 1993).	Certificate. Management Skills for Rural Development
Wye College, London External Programme, UK, 1992 (Oct 1991 – Dec 1992).	PG Certificate. Agricultural Economics for Development
Nottingham University, UK/Nairobi University, Kenya, 1987 (Oct 1984- July 1987).	PhD Geography/Planning
Rural Social Development, Agricultural Extension Centre	M.A. Reading University, UK, 1984 (Oct 1983 – Aug 1984).
Sussex University, UK, 1980 (Oct 1977- July 1980).	B.A. (Hons) Geography (First Class)

Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	1	1	1
Kiswahili	3	3	3
Nepali	3	3	3
French	4	4	5

Membership of professional bodies: Member of the Tropical Agriculture Association UK (www.taa.org.uk) since 1986. Member of the Natural Resources Group (www.thenr.org.net) since 2001.

Other skills: Trained in; PRINCE2 project management, Leadership skills, **Gender Awareness, Design of short course trainings and workshops**, Results-based monitoring, Computer based media design. Other interests; photography, writing, conservation, travel.

Present position: Assist. Director IcFEM Ltd. Economic Empowerment Team, Kimilili/Nairobi, Kenya

Years within the firm: n/a

Key qualifications:

- **30 years professional experience** working in Europe, Africa and Asia on; agricultural/conservation/forestry/tourism/institutional development projects.
- **Eighteen years managing and leading multi-disciplinary teams** in support of; **agri-business**, natural resource management & conservation, evaluations, tourism, biodiversity, rural livelihoods with a focus on reducing poverty and improving livelihood options.
- Project & programme planning, design, implementation and technical management.
- **Monitoring and evaluation of NRM projects and programmes** (experience in participatory monitoring & evaluation, output to purpose reviews, monitoring criteria and indicators, project cycle management, logical framework development and reviews, theories of change).
- **Agri-business, Micro-enterprise and nature-based supply chain analysis.**
- Institutional and individual capacity analysis techniques.
- Sustainable tourism.
- Sustainable livelihoods and community based natural resource management focusing on land (agriculture and forestry), water and community assets.
- **Communication & extension tools** and processes.
- Stakeholder surveys, stakeholder involvement and policy analysis.
- Team leadership, **capacity building and training.**

Specific Project Management experience in the region:

Country	Dates	Country	Dates
Kenya	Dec 2014- 2009 – Jun 2014 Several visits during 2006-08 Nov-Dec 2004 Mar 2004 May- Aug 2003 Feb-Mar 2003 Feb-Mar 2002 Oct 01- Mar 02 Mar 2001 Mar 2001 Nov 2000 Jun 1991-May 1994 Sept 1984-July 1987	Senegal	Jul 2011 Nov 2010 Feb 2009 Nov 2009
Tanzania	Mar 2014 Nov 2010 Mar 2009 Several visits during 2006-08 Sept 2004 July 2004	Uganda	Several visits during 2006-08
Zambia	Jun-July 2004 Oct 2003 May 2003	South Sudan	Several visits during 2007-08
Seychelles	June 2014 April 2009	Ethiopia	Several visits during 2006-08
The Gambia	Jul 2011 Feb 2009	Mozambique	Nov 2014 Dec 2010 May 2009 July 2009 Aug-Sept 2002
Malawi	April 2005 Nov 2005	Somalia	Oct-Nov 2002
Ghana	Mar 2014 Oct 2013 Feb 2012 April 2009 Sept 1980-Apr 1983	Nigeria	Oct 2012 May 2011 Jan 2010 May 2009
Cameroon	Feb 2012 Sept 2011 May 2009 Aug 2010	Nepal	Nov 1994 – Aug 1999
Sri Lanka	May 1990-Apr 1991 Jan 1989-Mar 1990	Thailand	Mar 2005
India	Mar-May 2006	Indonesia	Jan 2001 Apr-May 1990

Professional experience:

Date	Location	Company & Reference	Position	Description
12/2014-12/2016	Kenya	IcFEM Ltd. Solomon Nabie, Director IcFEM Mission, Private Bag, Kimilili, Bungoma County Tel: +254 706153746	Assist. Director & CEO IcFEM Ltd	Economic Empowerment Team Design. Responsible for planning and implementation of a portfolio of agri-business and small enterprises and financial services in rural Western Kenya with stakeholders including some 70,000 farm families across five Counties covering Kakamega, Bungoma, Busia, Trans Nzoia, Uasin Gisu.. Specific projects include: coffee, tissue culture banana, kienyeji chickens, small-scale drip irrigation systems, tree/fruit nurseries, biogas production and beekeeping.
11/2008-06/2014	Coastal countries in Africa	UNIDO/UNEP/UNWTO Eduardo Zandri Chief, Terrestrial Ecosystems Unit (TEU) and Coordinator a.i. Freshwater, Land and Climate Branch (FLCB) Divisional Focal Point for Green Climate Fund Coordination - Ecosystems Division - United Nations Environment Direct line: +254 (0) 20 762 4380 - Block 1, South Wing, First Floor PO Box 30552 (00100) - Nairobi, Kenya	Technical Coordinator	Collaborative Actions for Sustainable Tourism (COAST) Programme. Responsible for overall coordination, monitoring, evaluating pilot projects and management of a US\$30m five-year regional programme enhancing environmental conservation and sustainable tourism in nine coastal countries (Kenya, Tanzania, Mozambique, Seychelles, Cameroon, Nigeria, Ghana, Gambia and Senegal). A multi-donor initiative involving UNIDO, UNEP, UNWTO and GEF.
06/2006-10/2008	London and East Africa	FARM-Africa Martin Roberts (martin@farmafrica.org.uk) FARM-Africa Clifford's Inn, Fetter Lane London EC4A 1BZ Tel: +44 (0)207400 0232	Programme Manager	Responsible for a five-country rural development programme (South Sudan, Kenya, Ethiopia, Tanzania, Uganda) managing a team of five technical staff covering the agricultural crops, livestock and forestry. Directly supervised and managed a rural livelihoods project in South Sudan, as well as a participatory forestry project in Ethiopia including the development of a participatory forestry training curriculum . Donor funding included: DFID, EU and Big Lottery Sources.
05/2006	India	Ralph Lennertz (dfs.d@t-online.de) Deutsche Forstservice GmbH (DFS)/GITEC Wittelsbacherstr 11 D- 85622 Feldkirchen Germany Tel: + 49 89 94 00 5924	Technical NR Specialist	KfW funded Programme feasibility design for a three State forestry and livelihoods programme (Gujarat, Andhra Pradesh, Rajasthan). Responsible for assessing forestry & agriculturally related livelihood options including, modelling their costs and likely benefits within a five year intervention period.
11/2003-01/2006	Kenya	IcFEM Europe Office Martin Oram c/o 12	Manager	Interchristian Fellowships Evangelical Mission (Europe). Responsible for: registering the new Charity (as a branch of IcFEM-Mission (Kenya), developing a database of donors, and reporting & managing all financial transfers to Kenya. This charity works

		Ash Grove, Rode Heath Stoke-on-Trent, Staffs, ST7 3TD Tel: +44 (0)1270 747271; +44 (0)7968 691163 office@icfem-mission.org		to support poverty reduction amongst some of the most disadvantaged people in western Kenya with a focus on; Christian witness and caring, disability, special needs education, secondary education, health care, agriculture, natural resources sustainable utilization, small business start-ups , good governance and community groups' capacity building.
11/2005	Malawi	Dr P G Abbot (paddy-abbot@ltsi.co.uk) LTS International Ltd Pentlands Science Park Bush Loan Penicuik, Edinburgh EH26 OPH Scotland	Programme M&E advisor	EU Funded Malawi Participatory Forest Management Programme. Programme monitoring and evaluation adviser. Second follow up visit to cover all project implementation areas. Responsible for monitoring and assessing the collection of project area baseline and subsequent forest level data for output, outcome and impact level measurement.
04/2005	Malawi	Ditto above	Programme M&E advisor	Malawi Participatory Forest Management. Programme monitoring and evaluation adviser, responsible for the initial design and planning framework for establishing project level baseline and subsequent monitoring of project outputs and outcomes. Worked with local Malawi project team members to establish the design.
03/2005	Thailand	Dr Yam Malla, (contact@recoftc.org) (Regional Community Forestry Training Centre for Asia and the Pacific (RECOFTC) P O Box 1111 Kasetsart University Bangkok, Thailand Tel: +66 (2) 9405700	Institutional & Technical specialist	To review and design an improved regional approach for RECOFT Community Forestry interventions in SE Asia (Bangkok office). Worked with different Departmental teams, analysed and recommended strategic changes, prepared presentations and a report for RECOFT Management's decision making.
11/2004	Kenya	Robbins Chirwa (r.chirwa@commonwealth.net), Anita Amoa-Awua (a.amoa-awua@commonwealth.net) Commonwealth Secretariat Marlborough House, Pall Mall, London, SW1Y 5HX, UK Tel: +44 (0)207 7476362	Chief Technical Adviser	Participatory Forest Management Phase II. Commonwealth Secretariat funded second stage process to engage a wider number of stakeholders in forest management in Kenya. Work during this visit included developing a framework for participatory forest management monitoring and assessment through stakeholder discussions and interactions with PFM site teams.
09/2004	Tanzania, Kenya, Zambia	FINIDA/WB Tom Blomley (blomley.pfm@cats-net.com), Anna-Leena Simula (anna-leena.simula@savcor.com)	PFM Study tour Facilitator	Facilitation of a study tour for 20 DFOs from Zambia and Tanzania. A three part event; presentation of PFM context in Kenya, Tanzania, Zambia and preparation of field analysis tools; 8 project site visits; analysis of learning and action points for individuals.

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07/2004	Tanzania, Kenya	Ditto above	PFM Study Tour Coordinator	Preparatory work at 6 field sites in Tanzania and 3 sites in Kenya as well as discussions with the DANIDA funded PFM adviser and WWF in Dar es Salaam for a proposed study tour for DFOs from Zambia and Tanzania that is to take place in Sept 2004.
07/2004	Zambia	FINIDA Peter McCarter (peter@zamnet.zm) Stora Enso Consulting Oy, Kanavaranta 1 P.O.Box 309, FIN- 00101 Helsinki, Finland	Joint Forest Management Consultant	Provincial Forestry Action Programme, Lusaka. Funded by FINIDA. Responsible for supporting the development of a baseline monitoring & assessment system for implementation of community –government joint forest management initiatives in seven districts within the country. This was the third consultancy input in the programme.
03/2004	Home- based (UK)	Estelle Lantin (estelle.lantin@landell-mills.com) Landell Mills Bryer-Ash Business Park Trowbridge Wilts, BA14 8HE, UK Tel: +44 (0) 1225 763777	Expert Evaluator	EU Environment and Forestry project proposals (16) evaluation exercise . Budget line B7-6200: Tropical Forest and other Forests in Developing Countries/Environment in Developing Countries.
01/2004	UK	DFID/IMA International Hannah Devriendt (Hannah@imainternational.com) IMA International Randolphs Farm Brighton Road W Sussex, BN6 9EL, UK Tel: +44 (0)1273 833030	Trainer and training materials developer	Communication Methods and Scientific Advocacy, Brighton, UK. Training and management undertaken by IMA International on behalf of the Forestry Research Programme sponsored by DFID, UK. This was the first in a series of regional geographical training events to be held during 2004/05.
03/2003- 03/2004	Kenya	Commonwealth Secretariat (As above)	Chief Technical Adviser	Participatory Forest Management Phase II. Commonwealth Secretariat funded second stage process to engage a wider number of stakeholders in forest management in Kenya. Work during this visit included organising a national workshop with 60 stakeholders to discuss the draft participatory management forest guidelines.
10/2003	Zambia	FINIDA (As above)	Joint Forest Management Consultant	Provincial Forestry Action Programme, Lusaka. Funded by FINIDA. Responsible for supporting both policy (JFM guideline development) as well as practical implementation of community –government joint forest management pilot initiatives in seven districts within the country. Provided field level support, practical tool development and workshop facilitation for Forest Department staff and civil society organisations. This was the second of several consultancy inputs in the programme.
05/2003- 08/2003	Kenya	Commonwealth Secretariat (As above)	Chief Technical Adviser	Participatory Forest Management Phase II. Commonwealth Secretariat funded second stage process to engage a wider number of stakeholders in forest management in Kenya. Work included the development of national participatory forest guidelines as well as the preparation of three tree-based small scale enterprise initiatives which were presented to locally based donor agencies for funding. A number of follow-up inputs are expected in 2004.
04-05/ 2003	Zambia	FINIDA (As above)	Joint Forest Management Consultant	Provincial Forestry Action Programme, Lusaka. Funded by FINIDA. Responsible for supporting both policy (JFM guideline development) as well as practical implementation of community –government joint forest management pilot initiatives in seven districts within the country. Provided field level support, practical tool development and workshop facilitation for Forest Department staff. Outputs: Training materials and field level guides. This was expected to be the first of several technical support visits to this programme.

02-03/2003	Kenya	EU Quentin Bourdeaux, (q.bourdeaux@agrifor.be) Agrifor Consult, Avenue Einstein 3, B-1300, Wavre, Belgium Tel: +32 1024 5035	Team Leader, Mid term Evaluation Mission,	Biodiversity Conservation Programme. Responsible for a team of six people evaluating a programme portfolio (comprising 19 projects) covering wildlife conservation, eco-tourism development, reduction of human/animal conflict, conservation of threatened species and habitats. Outputs: Project level participatory feedback on interim findings, stakeholder presentation in Nairobi at the end of the assignment, technical report and annexes as per EU reporting requirements.
10/2002-11/2002	Somalia	EU Landell Mills Ltd, Bryer-Ash Business Park, Trowbridge, Wilts, BA14 8HE, UK (as above)	Team Leader, Evaluation Mission	Food Security Unit, Somalia. Responsible for evaluating 14 separate projects under a programme of work which began in 1996. Projects operate in all three regions of Somalia (Somaliland, Puntland, South Somalia). Several projects are looking at nature-based small scale enterprises including; honey, frankincense, henna, qassil, Opoanax. Made recommendations for future EU programme assistance based on the lessons emerging from the last six years. Outputs: 3 presentations and a technical report.
08-09/2002	Mozambique	EU/CORD Rachel Duncan Brown (rduncanbrown@cord.org.uk) CORD, 1 New Street, Leamington Spa, CV31 1HP, UK Tel: +44 192631 5301	Mid term Evaluation Consultant	Project for the Development of Agriculture in Mecanhelas, Northern Mozambique. EU-funded food security project managed by CORD, UK. Assessment of project impact on the population, review of project methodologies, revision of logframe and community level monitoring indicators and workplan, recommendations for the period to November 2003 and a possible second phase up to 2006. Assessment of the institutional capacity of various partners in the project. This project is establishing & developing capacity of farmer groups and associations through a series of interventions including; revolving credit, small enterprise, livestock groups, cash cropping, organic agriculture, horticulture and adult literacy. Outputs: Presentation and technical report.
02-03/2002	Kenya	Interchristian Fellowship Evangelical Mission (IcFEM- As above)	Organisation Development Consultant	Organisation Development Consultant to an NGO. The Interchristian Fellowship Evangelical Mission (IcFEM) funded the consultancy. Work focused on the monitoring, evaluation and reporting requirements for the organization using logframe analysis in; evangelical, community health, special needs education, agricultural and small scale enterprise development programmes. Outputs: Presentation and technical report.
10/2001-03/2002	Kenya	Commonwealth Secretariat (As above)	Participatory Forest Management Adviser.	Commonwealth Secretariat, UK, funded feasibility study to assess the current position and future potential of participatory/collaborative forest management in Kenya working on behalf of the Forest Department and linking with the Kenya Wildlife Services. During this consultancy lengthy discussions were held with a number of donors including the Biodiversity Conservation Programme of the EU. Several BCP project sites were visited. Considerable work was undertaken to examine the supply chains of several nature-based small scale enterprises including; gums and resins, sustainable charcoal, herbal medicines, honey, butterfly farming, This is a first stage of a two stage process to engage a wider number of stakeholders in forest management and conservation in Kenya. Outputs: 2 Presentations and 6 technical reports.
03/2001	Kenya	FAO Buzz Sharp (buzz_sharp@yahoo.com) FAO, Food Security Analysis Unit, Peponi Plaza, Block C, 4 th Floor, Box 1230, Village Market, Nairobi, Kenya. Tel: +254 (2) 745734/748297	Organisational Management Consultant	Food Security Assessment Unit (FSAU) for Somalia. Support to the FSAU team to strengthen their project objectives, activities, staff workplans, roles and responsibilities in line with a revised logical framework which focuses more on a household food economy approach in phase III of the project. Outputs: Presentation and technical report.
03/2001	Kenya	DFID Roger Safford (roger.safford@birdlife.org.uk) Birdlife International, Wellbrook Court, Girton Road, Cambridge CB3 0NA, UK. Tel: +44	Training Consultant	Funded by DFID, UK through Birdlife International in association with the Arabuko Sokoke Forest Management Team, Kilifi, Kenya. To provide an eight day training in participatory forest management (PFM) for village representatives and frontline staff from the Kenya Wildlife Services and the Forest Department. Outputs: Training materials and 40 individuals exposed to new tools and knowledge.

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01/2001	Indonesia	DFID Dr John Young (deliveri@upandang.wasantara.net.id) DFID, Wireless Road, Bangkok, 10330, Thailand	Preparation and Presentation of a keynote paper	Support to a National Interactive Dialogue on Agricultural Development (for the Ministry of Agriculture) funded by DFID, UK. Seven agriculture related case studies from around the world prepared including: Uganda, UK, Russia, Nepal, Pakistan, India, South Africa. Outputs: Presentation and background papers.
11/2000	Kenya	DFID/Birdlife International (As above)	Training Consultant	Funded by DFID, UK through Birdlife International in association with the Arabuko Sokoke Forest Management Team, Kilifi, Kenya. To provide a two week training of trainers course in participatory forest management (PFM) and the management of change for participants from five organisations (National Museums, Kenya Forestry Research Institute, Kenya Wildlife Services, Forest Department, Birdlife project staff). Topics included; sustainable livelihoods approach and framework, stakeholder analysis, PFM, forest conservation, communication skills, conflict management, policy and legal contexts, creating effective partnerships, governance and equity, facilitation and teamwork, management tools. Outputs: Training materials and 30 individuals exposed to new tools and knowledge.
09/2000	Kenya	DFID/Interchristian Fellowship Evangelical Mission (IcFEM – As Above)	Organisation Development Consultant	Interchristian Fellowship Evangelical Mission (IcFEM), Kimilili, Western Kenya. To advise and develop a draft organisational plan with nested logical frameworks that focus on effective ways for IcFEM to support the livelihoods of poor families in western Kenya taking account of rural livelihood and policy linkages. Output: Technical report and training notes.
02/2000	USA	WB	Preparation and Presentation	Preparation and Presentation of a project on participatory planning and monitoring as a finalist at the World Bank, Washington Development Marketplace. Outputs: Presentation and project proposals from three countries (Ghana, Kenya, Nepal).
11/1994-08/1999	Nepal	DFID Jane Clark (jclark@dfid.gov.uk), Sam Bickersteth (sbickersteth@dfid.gov.uk) Department for International Development (DFID) 1 Palace Street London, UK Tel: +44 (0)20 7023 0000	Area Leader, Koshi Hills	Area Leader, Koshi Hills - Nepal/UK Community Forestry Project, Eastern Nepal funded by DFID, UK. Responsible for: leading and managing area teams; control of project inputs/assets including finances; logical framework development and reviews; liaison with local government organisations and NGOs to achieve project objectives; working with organisations to improve work plans, budgets, management systems, facilitation of forest user group development and support; production of project publications and communication materials; design of Participatory Action Research pilots including community educational projects. All the above activities carried out using participative development and empowering methodologies based on Kolb's learning-action cycle. Outcome: Over 2000 village groups active in expanding their livelihood options based on forest/agriculture inter-linkages.
06/1991-05/1994	Kenya	ODA (As above)	Project Coordinator	Kenya Indigenous Forest Conservation Project, Kakamega funded by ODA, UK. Responsible for: identifying and implementing strategies for community forest management/use; natural forest & biodiversity conservation; primary/ secondary school conservation education, coordinating bio-diversity, forest inventory, socio-economic, tourist and land use planning survey teams in Kakamega; initiating on-farm extension/conservation education; supporting rural, energy saving projects. Responsible for overall project management, planning, implementation and budgeting, logical framework development and reviews. Critical issues were over-exploitation of natural forest, conflicting management approaches of the main government stakeholders, providing alternative livelihood choices to farming by forest-dependent families surrounding the forest. Outcome: New forest management unit established involving two government departments. Wide stakeholder involvement in local forest management issues.
05/1990-04/1991	Sri Lanka	ODA (As above)	Land use planner	Forest and Land Use Mapping Project, Kandy funded by ODA, UK. Responsible for project management and technical field surveys. Main focus of work; village lands, tea estates and natural forest reserves & plantations. Work involved design of tentative land use plans, carrying out household surveys, and organising community discussions on land & conservation issues. Also organised project seminars and workshops. Critical issues included; land tenure, watershed protection, rehabilitation of old tea land. Outputs: Technical reports and land use maps.
04-05/	Indonesia	ODA (As above)	Geographical	Regional Physical Planning, Map Improvement and Training (RePPMIT) Project, Bogor, Java, funded by ODA, UK. Responsible

1990			Information Systems Adviser	for assessment of; data capture, presentation procedures, data quality and integration with other project data sets. Outcome: Report written which led to the recruitment of a long term adviser post to support the project.
01/1989-03/1990	Sri Lanka	ODA (As above)	Land use planner	Victoria Land Use and Conservation Project funded by ODA, UK. Responsible for identifying and classifying agricultural land and natural vegetation types; counterpart staff training; air photo interpretation and geographic information systems analysis. Involved in examining current land uses and proposing suitable soil conserving alternatives including the identification of lands suitable for diversification into; minor export crops (cloves, spices) plantation forest, community forestry, agro-forestry and catchment-protection forest. Outputs: Technical reports and land use maps.
09/1984-07/1987	Kenya	University of Nairobi and Kenya Rangeland Ecological Monitoring Unit (KREMU)	Research Associate	Department of Urban and Regional Planning, University of Nairobi, with affiliation to the Kenya Rangeland Ecological Monitoring Unit (KREMU), Nairobi, under a Nairobi/Nottingham Universities joint research programme funded by the ESRC, UK and UNDP, Nairobi. Responsible for; a 14 month field study of smallholder farming households in Meru District, detailed farming system surveys and identification of vegetation types in lower Meru in conjunction with staff from KREMU. Outputs: A zonation of farming systems to assist District Development Committee in planning. High resolution colour slide aerial photography used to help categorise farming systems. Research findings written up as a PhD.
09/1980-04/1983	Ghana	Beposo Farming Centre, Asante-Akim	Project Manager	Working as a volunteer (VMM) with the Catholic Diocese of Kumasi funded by Misereor, Germany. Responsible for establishing the farming centre programme, facilities, and the development of a 50 hectare farm comprising; maize, cassava, cowpea, oil palm and vegetable crops. Carried out agricultural extension work among smallholders and established farmer groups supplying farm inputs and disseminating research knowledge. Outcomes: Young farmers trained, indigenous technical knowledge of farmers incorporated into village self-help projects.

Other relevant information (over 30 publications)

Upon Request