

# Curriculum Vitae

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## Chris Grose Capacity Building Specialist

Nationality: British  
Expertise: Training, Management and Rural Development  
Present position: Managing Director, IMA International

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### Key Experience:

Chris Grose is the Managing Director of IMA International. He is a capacity development specialist with twenty two years of experience advising governments, UN agencies, International Non Government Organisations. He has long term country experience in Nepal and Bangladesh where he worked in team leader roles in training and extension in the natural resources sector (livestock, fisheries and agriculture). Further skills include institutional analysis, networking, training design, presentation skills, delivery, management and evaluation. His most recent project experience includes institutional analysis and subsequent capacity development programme design for the United Nations in Aceh, Indonesia. His experience ranges across a number of different donor groups including; DFID, FAO, SIDA, Red Cross, Novib, Aga Khan Foundation, British Council and the World Bank.

### Qualifications:

Degree or Diploma obtained & Name of Course	Institution	Year
Lean Six Sigma Green Belt	Silicon Beach Training, Brighton	2008
Introduction to Lean Six Sigma	British Quality Foundation	2007
The Professional Manager Programme	"Financial Times Management", Henley Centre for Management	1999
Certificate in Training and Development	Institute of Personnel Development, London, UK	1997
MSc Agricultural Extension	University of Reading, UK	1993
HND Agriculture	Seale-Hayne Agricultural College, Devon, UK	1987

Language capabilities: (Indicate competence for reading, speaking, writing on a scale excellent, very good, good, fair, basic)	
English	mother tongue
French / Spanish	reading fair; speaking fair ; writing fair
Nepali	Reading good; speaking very good; writing fair
Bengali	Reading basic; speaking fair; writing basic

Professional membership: Institute of Directors, Federation of Small Business, School Governor

To contact this consultant, e-mail [chris.grose@imainternational.com](mailto:chris.grose@imainternational.com)  
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## Country experience:

Afghanistan, Australia, Bangladesh, India, Indonesia, Maldives, Nepal, Nigeria, Pakistan, Philippines, Singapore, South Africa, Sri Lanka, Thailand, Uganda, UK, Vietnam

## Experience:

Date & Location: (date from – date to)	Description: (Indicate client, position , description of tasks)
April 2001 – current Worldwide	Managing Director, IMA International. Responsible for leadership, strategic business development, partnerships and overall management of this established international short course and training consultancy organisation based in Brighton, UK with worldwide operations. Course Director in Australia, UK, Thailand and South Africa.
Nov 2008 – Feb 2010 Indonesia	Capacity Building Needs Assessment Consultant for FAO/ARC project in the Tsunami affected areas of Aceh, Indonesia. Managing a process and team of University professionals to conduct an analysis of the vision, mission, objectives, current job descriptions, specifications and subsequent learning gaps within the Fisheries and Marine Agency in Aceh Province. Following this led a team to develop a medium and long term learning plan to be implemented by the Government Agency under their budget with support from FAO in the short term.
Feb – May 2008 Pakistan	Institutional and Training Specialist for FAO/SIDA project in the Earthquake affected areas of Kashmir and NWFP Pakistan. Continued programme of Learning Needs Assessment including analysis of training gap responses, facilitation of district level workshops, final Training Plan design and reporting.
Jan 2008 Italy	Institutional and Training Specialist for FAO/SIDA project in the Earthquake affected areas of Kashmir and NWFP Pakistan. Debrief session and further planning for training design.
Nov – Dec 2007 Pakistan	Institutional and Training Specialist for FAO/SIDA project in the Earthquake affected areas of Kashmir and NWFP Pakistan. Provided key advice on training planning and design for a livelihoods rehabilitation strategy implementing partners. This work involved time being spent in Islamabad, Muzaffarabad, Mansera and Peshawar. An institutional and training needs analysis was carried out for the implementing partners to create a training plan for the duration of the project.
Sep 2007 UK	Course Director for IMA International's Issues in Development course held at the Institute of Development Studies. Coordination of the course and liaison with specialist trainers ensuring good flow and interaction with participants. Topics covered included; poverty, climate change, migration, globalisation, advocacy, leadership, civil society and ended by facilitating a lively end of course debate.
Mar – May 2007 Indonesia	Institutional and Training Specialist for FAO/American Red Cross Fisheries Project in Aceh province. Key member of the project inception phase team

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	with specific responsibility for training, planning, monitoring and evaluation design. Capacity building support during appreciative inquiry workshops and presentation on monitoring and evaluation for the project.
Nov – Dec 2006 Indonesia	Human Resources and Training Specialist for FAO. Conducted an analysis and review of the human resource capacity in management and training in relation to fisheries management institutions in Aceh province during medium to long term rehabilitation post tsunami.
Jan 2006 South Africa	Team Leader and key presenter of Monitoring and Evaluation training options for the Premier Office of the North West Province at Mabatho.
Nov 2005 – Mar 2006 Nigeria	Team Leader designing and developing a comprehensive training plan for the Niger Delta Region. Liaison with Oil producers, NGOs and Government representatives. IMA International are subsequently developing a five year training and learning plan for the region to be inaugurated in 2007.
Jan 2005 Afghanistan	Capacity Building Adviser (DFID) developing strategic planning and training skills within the Ministry of Agriculture and Animal Husbandry and the Ministry of Rural Reconstruction and Development. Report on community development training in Afghanistan produced for this co-managed project.
Mar 2004 Maldives	Training Consultant for IMA International's partners, assessing training capacity, course design and delivery style.
Feb 2004 Sri Lanka	Training and Institutional Specialist Designing of the master training plan focusing on capacity building training for the ADB funded Aquatic Resource Development and Quality Improvement Project from 2004 – 2009.
Mar 2003 India	Study Tour / Training Coordinator for IMA International in India working with Afghanaid Community Development Managers and micro finance specialists.
Feb 2000 – Feb 2002 Bangladesh	Training and Extension Specialist (IMA International) on 4th fisheries institutional development project. Responsible for Training and Extension component with team of 10 consultants, Government staff and over 200 Extension Officers. Development of extension approaches, strategies for implementation, co-ordination of activities and institutional strengthening with Department of Fisheries senior officials were key tasks of this position.
Jan 2000 Uganda	Workshop Co-ordinator and Chief Facilitator (British Council). Facilitated this week long event which included; street children, NGOs, Government and Media in Kampala, Uganda. Outputs were workshop guidelines on working with street children endorsed by the President's wife.
Oct 1999 Uganda	Consultant working with members of the National Agricultural Research Organisation (NARO) to look at ways of improving dissemination of results from research to various groups from press conferences to farmer groups.
1994 – 1997 Bangladesh	Extension Trainer (Technical Co-operation Officer) for the ODA Fisheries Programme. Training needs analysis for the Department of Fisheries and subsequent training programme planning, delivery and evaluation.

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Date & Location: (date from – date to)	Description: (Indicate client, position , description of tasks)
1991 – 1992 Nepal	Livestock Training and Extension Adviser (WS Atkins), Koshi Hills Development Project, ODA. Department of Livestock staff development and farmer training in livestock production and management techniques.
1988 – 1991 Nepal	Livestock Development Officer (VSO), Koshi Hills Development Project, ODA and His Majesty's Government of Nepal, Department of Livestock. Services extension programme coordination throughout remote rural hill district.

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