



Curriculum Vitae

Julia Smith

Performance Management Consultant

Nationality: British
Expertise: People, Planning & Performance Management
Present position: Senior Consultant, IMA International

Key Experience:

Julia Smith is a senior consultant with IMA International. She is a capacity building and social development specialist with twenty years of experience of training, managing & advising members of governments, agencies, private businesses and voluntary sector organisations. Her skills include needs assessments, capacity building initiatives, management frameworks, monitoring and evaluation, the analysis of policy options and priorities and securing change. Her most recent project experiences include supporting the establishment of a Technical Co-operation unit for IAEA in Vienna and building the leadership capacity of Senior Management teams in a consortium of NGOs in Ethiopia. With a comprehensive appreciation of current development issues, Julia's interventions are designed to secure immediate operational benefits and sustainable impact. Her experience ranges across a most donor groups.

Qualifications:

Degree or Diploma obtained & Name of Course	Institution	Year
MA Social Rural Development	University of Reading	2000
D32 & D33 (Assessor Awards), D34 (Internal Verifiers Award)	NVQ	1995
CIPD Chartered Institute of Personnel & Development	Chesterfield College	1994

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

Professional membership:

CIPD (lapsed), AgRen Network, Schumacher College

To contact this consultant, e-mail julia.smith@imainternational.com
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Country experience:

Australia, Austria, Bangladesh, Czech Republic, Ethiopia, Guyana, India, Italy, Kyrgyzstan, Malawi, Malaysia, Netherlands, Nepal, Nigeria, Philippines, South Africa, Spain, Sri-Lanka, Switzerland, Tanzania, Thailand, Trinidad & Tobago, Uganda, UK, Zambia.

Experience:

Date & Location:	Description: (Indicate client, position , description of tasks)
1999 - 2010	Senior Consultant: <i>IMA International</i> Julia is IMAs only core consultant who works in both technical areas of 'People Management' and 'Project Management'. She has developed much of the core material for IMA's scheduled courses and often acts as Course Director. Julia contributes to the technical aspect of IMAs bidding processes and effectively engages with partner organisations across the globe to conduct assessments and provide original capacity building solutions.
2009-2010	Consultant: <i>IAEA (Intergovernmental forum for co-operation in the nuclear field)</i> Working with the newly established Technical Co-operation unit to strengthen their capacity to deliver client-focused services whilst maintaining rigorous standards of assessment and results based management approaches.
2000 - 2010	E-Mentor and Trainer: <i>VSO (Voluntary Service Overseas)</i> Julia designs and facilitates residential courses for professionals preparing to work overseas. The courses include: Development Theory, Participatory Skills for Working in Development, Personal Preparation for working in different cultures, Training Skills, Organisational Development & Capacity Building. Julia also acts as an on line Mentor to volunteers and has advised VSO's Working Group on Distance Learning.
2003	HR Adviser: <i>Land & Surveys Commission, Guyana (DFID/HTS)</i> Collaboratively designed and introduced a Performance Management to the newly established Land and Surveys Commission. Established a computerised HRM system. This project subsequently won an International Award.
2002	Team Building Strategist: <i>Participatory Project for Sustainable Mountain Communities, Kyrgyzstan (ADB/HTS)</i> Worked with a cross-cultural project team to establish a firm foundation of effective working relationships.
2000	Research Scientist: <i>Care International/University of Stirling</i> Examined conflicts & conflict management in the dry zone of Sri-Lanka.
1999	Training & HR Consultant: <i>BRAC (Bangladesh Rural Advancement Committee)</i> Worked with a team of international consultants to develop the training capacity of NGO extension workers from the sericulture, fisheries, poultry and livestock, agriculture and social forestry sectors. Staff responsibilities were

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	restructured to support the expanded Rural Development Program.
1999 - 2000	APOS: <i>DFID, UK</i> Associate professional officers scheme for advancing young professionals in the development sector.
1997 - 1999	Management Adviser: <i>Northwest Fisheries Extension Project (DFID/VSO/GoB)</i> HRM planning and results-based performance management. This role bridged the practical leadership of both the Training and M&E Teams. Staff responsibilities were redesigned and the internal planning and reporting framework was developed to secure a marked impact on performance. A reputable institution was established and the project was recognised as a leading example of the Sustainable Livelihoods approach ahead of its time.
1996-1997	Business Excellence Manager: <i>Royal Mail, UK</i> Leader of a business improvement project that challenged senior level business planning processes and achieved several significant reforms, improved decision making and revitalised the internal reporting framework. The project included the submission of a formal report to The European Quality Foundation in Brussels.
1995 - 1996	Training Manager: <i>Krone (UK) Ltd.</i> Developed the UK Training Policy and designed a TNA (Training Needs Analysis) framework that ensured the alignment of training solutions to business strategy. Managed a project team to create a skills matrix for Design Engineers. Co-ordinated a Management Development Programme and Introduced NVOs (National Vocational Qualifications).
1990 – 1995	Training Manager: <i>Thorntons Chocolates, UK</i> Managed the training of retail managers. The staff development programme Julia developed 17 years ago is still used & highly respected today. She helped to lead the company to be among the first UK organisations to be awarded IIP status.
1993 – 1995	Graduate Trainee: House of Fraser Stores Ltd.

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