

Curriculum Vitae



Lesley Williams

PCM, M & E, RBM, Gender, Strategic Planning, and Evaluations

Nationality: British and New Zealand
Expertise: Programme Evaluations, Gender Mainstreaming, Strategic Planning, Project capacity-building
Present position: Senior Consultant, IMA International

Key Experience:

Lesley Williams is a senior consultant with IMA International. She has fifteen years of experience capacity-building and advising governments and NGOs, mainly as a PCM, LF, gender mainstreaming and M & E Trainer, as well as facilitating strategic planning, conducting programme evaluations and as a research consultant. Her most recent assignments have included supporting medium-term planning for a REDD Programme in Indonesia, providing planning and M & E training, and drafting an integrated planning and M & E framework for the Ministry of Women's Development of Pakistan, as well as facilitating a Lessons Learned and Best Practices Mini-Conference for the IOM-ARC Watsan-Shelter Partnership Programme. Lesley has also provided M & E, LF, and PCM capacity-building training for government organisations in PNG, the Niger Delta, Thailand, and Indonesia, as has conducted pro-poor-gender research for the Aceh Government (Oxfam GB) and for the IFC Indonesia. She has additionally worked for the ILO, IFAD, Chemonics, MDF Indochina, the FAO, Save the Children and others on DfID, UNDP, USAID, UNAIDS, and EC funded projects.

Qualifications:

Degree or Diploma obtained & Name of Course	Institution	Year
Doctorate: Marketing - MSMEs Development (based in Indonesia). Main Specialisations: Strategic Management, Training & Development, International Marketing, Agribusiness, and HRM.	Lincoln University, New Zealand	Feb 2000
MCom in Management. Main Specialisations:: Strategic Management, Services and Non-profit Marketing, Organisational Development, Advanced Research Methods.	Otago University New Zealand	Dec 1999
1 st Class Honors Marketing, with Double Major in Management. Thesis – Women's SME and Start-up Capital (published twice internationally). Main Specialisations: Social Anthropology, Research Methods, Macroeconomics, Marketing Management	Otago University New Zealand	Dec 1987

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Language capabilities: (Indicate competence for reading, speaking, writing on a scale excellent, very good, good, fair, basic)	
English	mother tongue
Bahasa Indonesian	very good speaking, very good reading, fair writing
French	Basic spoken and reading

Professional membership:

Australian Development Gateway, Syiander-Bridge, Linked- In

Country experience:

Indonesia, Malaysia, Thailand, UAE, Nigeria, PNG, Afghanistan, New Zealand

Experience:

Date & Location:	Description:
April 2010 Home-based	<i>Designed and developed Market-Led TNA Manual</i> for use by Indonesian trade training institutions for the ILO Indonesia.
April 2010 Indonesia	<i>RBM Trainer and Course Director</i> in Indonesia for MDF Asia-Pacific.
March 2010 Thailand	<i>Training Needs Analysis</i> of the Thai Ministry of Agriculture M & E Unit for IFAD .
March 2010, Indonesia	<i>Mid-term Work-plan Facilitator-Consultant</i> for CIFOR REDD Programme Indonesia. Facilitated revision and development of programme Mid-term Work Plans, the development of project work schedules, and mechanisms to improve to improve coordination among REDD projects.
February 2010 Home-based	<i>Competency-based Learning Course Revision</i> for MDF Asia-Pacific.
February 2010 Home-based	<i>Review of Strategic Plan and Logical Framework</i> for IMA International
January -February 2010, Indonesia	<i>Final Programme Evaluation</i> for Save the Children Education Programme - responsibilities included management and training of field survey interviewers, revision of survey forms, analysis of field survey results, as well as analysis of programme response to mid-term review recommendations, and against DAC criteria
January 2010 Indonesia	<i>PCM and Gender Mainstreaming Trainer</i> for Save the Children Indonesia – prepared and facilitated workshops on gender mainstreaming in projects and reporting to donors for project staff.
November- December 2009 Malaysia	<i>Monitoring and Evaluation Trainer</i> for IMA International open course. Responsible for course administration, liaison with partners, reporting, and training.
November 2009 Thailand	<i>PCM and M & E Course Director/Trainer for Ministry of Agriculture Thailand</i> –to meet the needs of the Ministry staff. Encouraged development of M & E

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Date & Location:	Description:
	English language skills and presentations to assist staff with their work outside of Thailand (IFAD)
August-Sept 2009 Indonesia	<u>Team Leader Final Evaluation of Education Programme</u> in Eastern Indonesia to improve access and the quality of education in remote village schools. Based on rural interviews and assessment of rural environment and their impact on educational access and quality in Maluku. Evaluation team leader. Responsible for analysis and report to Save the Children Indonesia
June 2009 Indonesia	<u>Cluster Lessons Learned Conference Facilitator/Researcher</u> for end of watsan-shelter partnership programme. Designed, developed, and facilitated conference (IOM-ARC Partnership).
May 2009 UAE	<u>Designed Draft Integrated Planning and M & E Framework for Ministry of Women's Development, Plus M & E Course Director-Trainer</u> 10 days of workshops focusing at project level (RBM, PCM and M & E) plus developed draft Planning, and M& E framework for the Ministry of Women's Development. Workshops had strong gender mainstreaming for LF and project plans focus.
March-April 2009 Indonesia	<u>Team Leader Final Evaluation of Education Programme</u> in Eastern Indonesia (Save the Children) to improve access and the quality of education in remote village schools. Based on rural interviews and assessment of rural environment and their impact on educational access and quality in NTT. Responsible for analysis and report.
December 2008 Indonesia	<u>Course Director and Trainer of PCM and LF Course</u> -for Netherlands Red Cross staff in and local NGO partners in Kalimantan Indonesia.
November- December, 2008 Nigeria	<u>Course Director and Trainer for Two PCM-M & E Courses (RSSDA-IMA International)</u> for government NGO and its local partners. Delivered 2 10 day courses on LFA, RBM, and M & E.
October-November 2008 Indonesia	<u>Gender and Rural Development Policy Research (Oxfam GB)</u> Team leader. Analysed likely impact of planned rural tree crop development in Aceh on women and most poor in relation to Aceh Government's rural development policy and plan. Developed change strategies to encourage more opportunities for rural poor, including women
September 2008 Indonesia	<u>Team Leader Programme Assessment</u> for Aceh post-disaster capacity-building programme (Oxfam GB). Prepared and conducted desk research, in-depth field interviews and FGD, then analysed data and wrote report highlighting the impact, effectiveness, and sustainability of the Programme, with recommendations for enhancing future effectiveness.
July 2008 Indonesia	<u>Course Director and Trainer for PCM, LF, and M & E Course for Government NGO</u> - Custom-designed, developed & facilitated PCM, LFA, reporting, and monitoring and evaluation workshops to support new strategic direction of NGO. Prepared report with recommendations about future PCM, and M & E capacity-building needs.
May-June 2008	<u>Course Director-Trainer for PCM/ M & E Workshops for Local Government (FAQ</u>

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Date & Location:	Description:
Indonesia	<u>Indonesia</u> . Custom-designed and facilitated training for provincial government departments. Topics included project planning, LF development, project implementation, and M & E. Wrote report with recommendations for further capacity-building.
March-April 2008 Indonesia	<u>Team Leader - Thematic Evaluation of ILO Enterprise Development Programme (Oxfam GB)</u> . Tasked with establishing successes, lessons learned, efficiency, effectiveness and sustainability of three projects in the ENT programme. Analysed strategic documents, conducted in-depth interviews, and made recommendations re future strategic focus for ILO in Indonesia.
Jan-March 2008 Indonesia	<u>Team Leader Gender Programme Evaluation (ILO Indonesia)</u> . Designed survey, FGD, and in-depth interviews. Trained field interviewers, conducted FGD and interviews, conducted quantitative data analysis (SPSS) with survey data, as well as analysed qualitative research. Wrote report on impact of project, highlighting lessons learned and making recommendations for future capacity-building.
February 2008 Indonesia	<u>PCM-M & E Course Director-Trainer for Rural Development Programme (FAO Indonesia)</u> . Custom-designed and facilitated training for provincial government staff. Topics included project planning, LF development, project implementation, and M & E. Wrote report with recommendations for further development.
October-November 2007	<u>Course Director and Trainer for 5 Courses on M & E, Proposal Writing, Annual Report Writing, CSR, and Transparency (ILO Indonesia)</u> . Designed, developed, & facilitated training for NGOs/CSOs working with rural and urban women with micro-enterprises to help recover and build their livelihoods. Responsible for analysis of workshop trainings and writing report.
September-October 2007 Afghanistan	<u>Development of Data Collection Forms and Draft M & E Handbook for USAID Agricultural Programme</u> to support reporting and M & E system needs. Also assisted prepare marketing expo business plan (Chemonics Afghanistan).
April-June 2007 Indonesia	<u>Needs Assessment of Women's Skills Development Programme</u> . Responsible for needs analysis and the development of trade skills project for underprivileged women in rural Lombok (Deva Foundation). Aim - to provide them a means to support themselves and their families in their own villages so they are not forced to go overseas to find work.
March 2007 PNG	<u>PCM, M & E, and LF Trainer for National HIV-AIDS Council</u> of PNG and stakeholder NGOs to assist them develop more effective management systems to address the HIV-AIDS problem in PNG. Workshops included the LF, M & E tools, simple data management systems, stakeholder analysis, and strategic planning.
December-January 2006 Indonesia	<u>Acting Programme Manager for OFDA Project in Indonesia</u> – monitored activities against strategic plan and M & E system, and prepared monthly report for donor, as well as liaised with Indonesian partner.
March-October	<u>Organisational Needs Analysis, Stakeholder Analysis, and Strategic Planning for</u>

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Date & Location:	Description:
2006 Indonesia	<u>USAID OFFDA Project</u> . Recontracted 4 times to first help develop LF then to conduct stakeholder analysis and assist design project activities. Also conducted marketing/communications training for local NGO partner and liaised with them regularly.
December 2005- February 2006 Indonesia	<u>Developed Strategic Plan for National HIV-AIDs NGO (Dance For Life)</u> to support roll-out of HIV-AIDS awareness programme in Indonesia.
October 2004- November 2005 Indonesia	<u>EU Asia Invest Capacity-building Project with Indonesian SMEs</u> . Acting Project Operations Manager. Assessed and selected SMEs for EC funded export training. Provided support and feedback to EC and local participants, and responsible for writing progress reports to EC partners.
February-May 2005 Indonesia	<u>Team Leader for Research of Three Indonesian Industries (Roy Morgan-AustrADE)</u> . – construction, e-government, and franchising. Conducted desk research, designed questionnaires for personal interviews, selected and trained local field interviewers, collated and analysed data, and wrote report with recommendations of strategic options for future sectoral development in Indonesia.
September 2004- January 2005 Indonesia	<u>Team leader Research of Sustainable Indonesian Wood Products – International Competiveness and Markets for IFC Indonesia</u> . Conducted industry assessment, including research design, management of desk & field research teams, selection and training of field researchers, and analysis of data. Wrote report identifying industry SWOT and strategic options for the development of a sustainable industry and economic opportunities for local SMES.
2002-2003 Indonesia	<u>Senior Part-time Lecturer Introduction to Marketing and Business Communications</u> at Thames-Informatics Bali campus.
April 1990-February 2000 New Zealand	<u>Senior Lecturer, NZ and Malaysia</u> (latter part-time 1996-1997). Designed, developed, facilitated, & evaluated courses in strategic planning, non-profit and services marketing, marketing communications, and international marketing. Gender and SME start-up research published internationally.
April 1991- April 1997 New Zealand	<u>Government-appointed Member of Board of Director of Public Company (staff 65) Development company</u> during period of Public Sector Reform. Responsibilities– appointment CEO/senior management, management of HR and OD assessments, strategic planning, development of project management, and customer service orientation and outsourcing. Reported to Ministers of Finance and Education.
1988-1989 New Zealand	<u>Rural Impact Assessment Researcher (part-time) at Otago Business Development Centre</u> . Projects included impact of government reform on rural communities, rural unemployment and employment, feasibility studies for rural private sector development, and role of government on rural redevelopment in NZ.

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