

Anthea Dickie

Trainer, Agricultural Economist and Monitoring and Evaluation Specialist

Nationality:	British
Expertise:	Trainer, Programme Manager, Agricultural Economist and Monitoring and Evaluation Specialist
Present position:	Trainer Course Director and Senior Associate Consultant, IMA International

Key Experience

- Over 25 years field experience as a long term and short-term consultant.
- **Programme Management:** Extensive experience at different levels of project and programme management including overall responsibility for management and coordination of a highly complex public finance management programme funded under the European Development Fund (EDF) in Nigeria
- **M&E/MIS:** Design and operation of innovative M&E and Management Information Systems geared to improved decision making in different institutional settings, including cooperation with NGO's, projects/programmes, sub-sectoral Ministry Departments at national, regional/provincial and district level, decentralised administrative units and community based organizations (CBO's), in a multi-donor context. Formal, informal, and participatory data collection, analysis and reporting, database design and management, participatory impact assessment, indicator development for capacity building. Project evaluation.
- **Training:** Extensive experience of designing and conducting training courses in the fields of project planning, Logical Framework Approach (LFA), Project Cycle Management (PCM), monitoring and evaluation (M&E), Management Information Systems (MIS), participatory approaches, small business development, training of counterpart staff, training of trainers, preparation of manuals for training and for system implementation, workshop moderation.
- **Planning:** Project and programme planning, district planning, project review, activity planning and budgeting. Approaches and methods include farming systems research, Project Cycle Management, Logical Framework Approach, ZOPP, participatory methods.
- **Sectoral experience** in public finance management and civil society involvement in improved governance, agricultural and livestock research and extension, area development projects, improved household food security in disaster prone areas, integrated approaches to HIV/AIDS, sustainable natural resource management, small business (SME) development, social forestry, community tourism, local government, education.
- **Experience of working with a variety of agencies** including national, regional/provincial, district and field level Ministries/Departments of agriculture, livestock, natural resources, finance/budget and water, agricultural and livestock researchers, project/programme staff, community leaders, NGO's, and international technical assistance staff and international multilateral and bilateral funding institutions.
- **Familiar with a range of international funding institutions procedures**, including ODA (now Dfid), FAO, IFAD, IDA, AfDB, GTZ, Sida and EU (EDF).

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Qualifications

Course	Institution	Year
MPhil Agricultural Economics	University of Reading, Berkshire, UK	1976 -79
BSc Upper Second Hons Agricultural Economics	University of Reading, Berkshire, UK	1969-72
One week Project Management Training	GTZ, Harare	November 1999
One week course Micro Computing Applications in Monitoring and Evaluation.	School of Development Studies, University of East Anglia	September 1990
Three months Visiting Professional Programme specializing in Information Systems Planning for Developing Countries. Financed under the ODA In-service Training Scheme.	School of Development Studies, University of East Anglia	September 1990 – January 1991
Two week Training of Trainers Workshop.	Agricultural Education and Training Unit, Wolverhampton Polytechnic	December 1990

Language Capabilities

English	Mother Tongue
Hausa	Basic speaker with basic reading and writing skills
French	Basic speaker with basic reading and writing skills

Professional membership Tropical Agriculture Association

Country experience Nigeria, Tanzania, Ethiopia, Zambia, Sudan, United Kingdom, Uganda, Botswana, Trinidad and Tobago, Swaziland, Ghana, South Africa, Malaysia.

Experience

Date/Location	Description
Aug 2008 to date Botswana, Nigeria, South Africa, UK,	Senior Associate Consultant DFID/ESSPIN/IMA International Designing, Directing and training short courses for development professionals in Monitoring and Evaluation and in generic consultancy and

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- Malaysia.** Programme Management skills.
Mar 2010 – Apr 2010 **Short Term Consultant**
EU/GFA Consulting Group GmbH
- Swaziland** Preparation of a sound Logical Framework for the National Adaptation Strategy of the Swaziland Sugar Industry
Oct 2009 – Nov 2009 **Team Leader**
EU/HTSPE Ltd
- Ghana** Final Evaluation of EU funded project: Strengthening M&E Capacities in the Decentralised Ministry of Food and Agriculture.
- Nov 2006 - Jul 2008 **Programme Director**
EU/IMA International
Project: Support to Reforming Institutions Programme/EC
Responsible for management and coordination of programme inputs in 6 focal states and national level as well as strengthening monitoring capacity.
- Nov 2005 – Nov 2006 **Monitoring Adviser/Acting Programme Director**
EU/IMA International
Project: Support to Reforming Institutions Programme/EC
- Strengthened monitoring capacity in reforming state and local government public finance institutions and in civil society
 - Supported nation-wide SEEDS Benchmarking efforts
 - Strengthened links with other stakeholders in reforms to public finance management
- As acting Programme Director, responsible for management and coordination of programme inputs in 6 focal states and at national level
- May 2005 – Dec 2006 **Senior Consultant, M&E Course Director**
Directing and training short courses for Development professionals in Monitoring and Evaluation using the Logical Framework Approach.
- UK, Nigeria, Trinidad & Tobago, Zambia**
- Sep 2003 – Nov 2003 and Feb 2004 – March 2004, Nov 2004 **Short term Consultant**
Sida/Orgut Consulting AB
- Land Administration Project (LAMP II), which supports decentralised government in four pilot districts and at national level.
- Tanzania** Main Achievements:
- Led District Management Teams in review and reformulation of project objectives, Plans of Operation and Budget format using the Logical Framework Approach.
 - Developed capacity building indicators for technical assistance support and a system for their monitoring.
 - Trained community facilitators in Logical Framework Approach analytic tools.
- Study of progress in strengthening villages' role in development activities.
- June 2002 – Sep 2003 **Agricultural Adviser, Team member**
Sida/Orgut Consulting AB
Sida-Amhara Rural Development Programme.
Main achievements:
- Strengthened the Zonal and Woreda Administration and communities in planning and monitoring the use of development grants provided

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- under the programme.
- Trained trainers and provided follow-up support in participatory planning, monitoring and evaluation,
 - Promoted linkages with other stakeholders including local and international NGO's, donor funded projects, research institutions, marketing and tourism initiatives, HIV/AIDS initiatives, seed suppliers and the Environmental Protection, Land Administration and Land Use Agency.
- Trained trainers in Small Business Development
- April 2002
Choma, Zambia
- MIS Consultant**
ASIP Support Southern Province.
Main Achievements:
- Reviewed and updated MIS tools and procedures in line with the Ministry of Agriculture and Co-operatives (MAC) Agriculture Commercialisation Programme (ACP) reporting and information requirements.
 - Conducted a training of trainers' workshop to provide a core group of staff to spearhead the improved implementation of MIS tools and procedures.
 - Developed proposals for strengthened links between MAC monitoring and MIS and the district database.
- Developed proposals for a practical incentives system in the use of the MIS to encourage adoption and ensure sustainability in the short term and to lead to the introduction of performance-related remuneration systems in MAC in the long term
- Nov 2001 – Dec 2001, Feb 2002
Mekele, Ethiopia
- Short Term M&E Consultant**
German Agency for Technical Cooperation (GTZ); GFA Terra Systems GmbH
Social Forestry Project Tigray and Regional BoANR.
Main Achievements:
- Led the project team and BoANR experts in design of a participatory monitoring system that measured the qualitative impact of the project activities.
 - Tested Instruments in project pilot area-closures.
- Prepared training modules and trained Regional and Woreda Experts in facilitating community impact monitoring, analysing and interpretation of results and use in steering operations.
- Feb 1998 – June 2001
Choma, Zambia
- MIS Adviser, Team Member**
German Agency for Technical Cooperation (GTZ); GFA Terra Systems GmbH
Agricultural Sector Investment Programme (ASIP)
Main Achievements:
- Led district and provincial level management in developing a sector management information system on a pilot basis in Southern Province. Focused on the institutional and information system implications of increasing participation of farmers and other stakeholders in district planning, action plan implementation and monitoring.
 - Assisted in the review of the system at national level. The work
- Main achievements:
- Revised MAFF decentralised planning, budgeting and monitoring

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- manual to incorporate other donor systems and to reflect the participatory approach.
 - Prepared, with district staff, guidelines and formats for monitoring technical activities, results and impact and introduced at national level.
 - Trained all district and provincial agricultural management and subject matter specialists in the principles of management information systems, in the Logical Framework Approach and in the preparation of participatory output/activity based work plans and budgets.
 - Organised two major workshops at provincial and national level to identify key factors and necessary strategies to further strengthen participation in the Zambian agricultural development process.
 - Linked guidelines for planning, monitoring and impact assessment to a district based computer database as a means to overcome a lack of knowledge in project cycle and business management among rural communities.
- Organised ILO designed Training of Trainers Programmes in Start and Improve Your Business for District agricultural staff to provide business training to CBO recipients of project funds.
- Sep 1996 – July 1997
Lusaka, Zambia
- M&E Specialist, Team member**
IDA/AfDB/Government of Norway; Masdar UK Ltd.
Zambia Agricultural Research and Extension Project (ZAREP).
Led the Monitoring and Evaluation Unit of the Department of Agriculture.
Main Achievements:
- Developed an internal MIS nation-wide for Research and Extension Branches of the Department of Agriculture at all levels from Agricultural Camp to Directorate.
 - Organised the computerisation of the MIS.
 - Established a system of surveys to help researchers and extensionists to assess the impact of their activities.
 - Maintained up-to-date database on all donor funded projects in agriculture.
 - Liaised with donor projects and resident missions on agricultural matters, including the preparation of a new multi-donor initiative for the following four years – the Agricultural Sector Investment Programme (ASIP).
- Facilitated and edited the Agricultural Research Sub-Programme proposal to ASIP.
- Feb 1991 – March 1991
Addis Ababa, Ethiopia
- Team Leader and Socio-Economist**
IFAD; Agrisystems (Overseas) Ltd., UK
Rural Credit Project in Omo, Southwest Ethiopia
Main Achievements:
- Led a team preparing the design for a quantitative baseline study in the project area.
- Developed RRA instruments for generating supplementary qualitative data.
- Jan 1987 – July 1990
Lusaka, Zambia
- TCO Agricultural Planning Economist**
Overseas Development Administration (ODA), UK
Main Achievements:
- Provided day to day technical assistance support to the Policy and Planning Division of the Ministry of Agriculture and Water

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Development

- Coordinated the development and maintenance a national computer-based monitoring system for donor-funded projects under the Ministry. This involved co-operation with the technical departments of the Ministry as well as the nine provincial planning units, the national commission for development planning, technical assistance personnel from various donor countries and representatives of various donor organisations
- Elaborated a reporting system for centralised and decentralised administrative levels.
- Led evaluations of selected projects including the Jiwundu/Nyangombe Settlement Scheme funded by NORAD;
- Trained counterparts both through on the job training and through formal training courses.

Organised a national-level training in M&E in collaboration with ODG, School Of Development Studies, University of East Anglia.

Jan 1983 – July
1984
Juba, Sudan

Farm Management Adviser, Team Member

IDA/IFAD/ODA; Booker Agriculture International Ltd. UK
Planning Department, Ministry of Agriculture and Natural Resources

Main Achievements:

- Contributed to the preparation of district development plans through the collection and analysis of existing agro-economic data; elaboration and supervision of a programme for the collection and analysis of farming systems data; reporting and presentation of the results; and elaboration of proposals for adapting prevailing farm systems.

Sep 1980 – March
1981
UK

Researcher

Self-employed

Elaboration of a summary of the methodology and results of preceding research conducted in Nigeria for Departmental publication.

Sept 1976 – Sept
1979
Nigeria/UK

Research Assistant

University of Reading, financed by ODM Escor Grant

Research on pre-cooperative group farms in North-western Nigeria.

Main achievements:

- Analysed data collected in 1974/75;
- Designed, implemented and analysed two further field surveys in Nigeria;
- Co-operated with the monitoring & evaluation unit of an IDA-supported rural development project in Gusau in the collection and analysis of further data.
- Analysed data in co-operation with the computer department of the University of Reading.
- Presented results in a report to ODM

Sept 1972 – Nov
1975
Sokoto, Nigeria

Agricultural Officer II

VSO/Ministry of Agriculture, Fisheries, Forestry and Animal Resources,
North Western State.

Main achievements:

- Planned and organised collection of agricultural planning data;

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- Evaluated selected activities of the Ministry of Agriculture, Fisheries, Forestry and Animal-Resources;

Co-operated with the Ministry of the Federal Government, various institutes for agricultural research, the United Nations, and IDA consultants.

Others:

- Co-operated/Participated in a two-week work camp in southwest Uganda. Cooperated with Mekere University in collection of data for final year undergraduate thesis. 08 – 09/1971.