

# Curriculum Vitae

---



## David Hearle Monitoring and Evaluation Consultant

Nationality: British  
Expertise: Monitoring and Evaluation  
Present position: Senior Consultant, IMA International

---

### Key Experience:

David Hearle is a well recognised M&E specialist, strategic planning and institutions specialist with 28 years experience in Asia, Africa, Europe, South America and The Middle East. This experience as a project director, consultant, trainer and team leader covers a number of short and long term assignments for multilateral agencies, bilateral donors, NGOs and corporations. Sector experience includes Policy, Natural Resources, Engineering, Environment, Health and Education. As an educator and trainer he has directed international courses for IMA that have taken place in Australia, Kenya, Malaysia, Thailand and South Africa and UK since 1984. David has been one of the main developers of the M&E curriculum and training materials that have been used on all IMA M&E courses for individuals working in M&E from 135 countries. Being actively involved in training means David is very much an innovator in the field and aware of all the latest M&E approaches that are used in development work.

### Qualifications:

Degree or Diploma obtained & Name of Course	Institution	Year
MSc	University of Reading	1979
BSc (Hons)	University of Wales	1978

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

Professional membership: Chartered Institute of Personnel Development, London

### Country experience:

Australia, Bangladesh, Botswana, Cambodia, China, Egypt, Guyana, France, Indonesia, India, Italy, Japan, Kenya, Malaysia, Malawi, Nepal, Nigeria, Oman, Pakistan, Papua New Guinea, South Africa, Sudan, Thailand, UAE, UK, USA.

To contact this consultant, e-mail [david.hearle@imainternational.com](mailto:david.hearle@imainternational.com)  
This CV has been downloaded from [www.imainternational.com](http://www.imainternational.com)  
If you would like to browse other CVs, please visit our website or call us  
on +44 (0)1273 833030 for more information.

# Curriculum Vitae



## Selected M&E Experience:

Date and Location	Description
2007 - 2010 Papua New Guinea	Ministry of Health Establish and operate an MIS system for the EU-Rural Water and Sanitation Programme achieved through multiple visits and supervising a local M&E team.
2009 UAE	Ministry of Women Development (Pakistan) Run a workshop to develop an M&E framework
2009 Bangladesh	Economic Empowerment of the Poorest Develop a logical framework for this major DFID funded project
2009 Bangladesh	Rural Development Academy Develop a strategic plan for RDA and BARD funded by SDC
2008 Botswana	Ministry of Local Government Develop an implementation plan for an integrated M&E System for the MOLG at National and District Level.
2007 Bangladesh	Ministry of Health Develop with all stakeholders an M&E system for the HNRP programme and provide training to those implementing.
2007 China	Ministry of Water Resources Develop with stakeholders a Logical Framework for the major EU-China River Basin Management Programme and identify a full set of indicators for the Programme at each objective level.
2007 Papua New Guinea	National Aids Council Secretariat Facilitated with stakeholders an integrated M&E system to monitor the national response to HIV/AIDs involving a workshop for senior representatives of all stakeholders.
2007 Thailand	Heinrich Boell Foundation Develop and train Regional Directors and Senior Management in an integrated M&E system for all offices and programmes in SE Asia.
2006 Nigeria	Shell Petroleum Review with Community Development of Staff of SPDC the M&E systems used and then develop and implement a training programme for the revised M&E systems to monitor and evaluate Community Development projects.
2005-2006 China	Ministry of Water Resources – DfID funded Establish the KAP methodology to determine community needs and establish an M&E system for the funded training programme achieved through multiple visits.
2005 Cambodia	Ockenden International Developed and implemented the establishment of an M&E system to monitor and evaluate all projects.
2004 Kenya	National Environment Management Authority Facilitated the development of a comprehensive strategic plan for NEMA 2005-2010 and a full set of indicators to measure and verify all objectives.

To contact this consultant, e-mail [david.hearle@imainternational.com](mailto:david.hearle@imainternational.com)  
 This CV has been downloaded from [www.imainternational.com](http://www.imainternational.com)  
 If you would like to browse other CVs, please visit our website or call us  
 on +44 (0)1273 833030 for more information.

# Curriculum Vitae



Date and Location	Description
2003 Bangladesh	Ministry of Agriculture Led a comprehensive study to determine the agricultural manpower needs for Bangladesh from 2004-2008.
2002 Guyana	Institutional Development Consultant GLASP – DFID funded Development of a fully operational MIS system for the Guyana Land and Surveys Commission.
2002 Bangladesh	Project Management Training – Team Leader IRRI – DFID funded Training of IRRI project partners in project planning and management of projects funded by IRRI.
2001-2003 Bangladesh	PROSHIKA 10 specialist short inputs for Proshika a leading development NGO to improve the institutional capacity of IMEC (Internal Monitoring and Evaluation Cell).
1999-2002 Bangladesh	Ministry of Agriculture Team leader for human resource management inputs for the Agricultural Services Innovation and Reform Project. The assignment consisted of 13 short term specialist inputs leading a consultant team concentrating on the institutional development aspects to maximise efficiency of the human resources of the Department of Agricultural Extension, an organisation with 24,000 staff.
2001 Japan	FASID Train staff from JICA and other related organisations in M&E for projects and programmes.
2000 Bangladesh	RDRS Conducted an organisational assessment of RDRS a large NGO to identify management constraints and issues for the Board and executives to address.
2000 Bangladesh	Rural Livelihoods and Farm Power Project Conducted two training courses for participants submitting research proposals for funding under REFPI
2000 Pakistan	Afghan Capacity Building Programme Designed and conducted 10 workshops to advance the skills of senior managers from Afghan NGO's in M&E approaches and methods.
2000 UK	Commonwealth Secretariat Development and delivery of major training programme to develop the skills of all project officers based at the head office to plan and monitor development projects
1999 Bangladesh	Village Farm Forestry Project Leading a team to review phase five and design of phase six of VFFP.
1998-2001 Bangladesh	Rural Broadcasting Project Project Director and Team Leader to improve the capacity of Bangladesh Betar (Bangladesh Radio) to provide effective rural broadcasting involving multiple

To contact this consultant, e-mail [david.hearle@imainternational.com](mailto:david.hearle@imainternational.com)  
 This CV has been downloaded from [www.imainternational.com](http://www.imainternational.com)  
 If you would like to browse other CVs, please visit our website or call us  
 on +44 (0)1273 833030 for more information.

# Curriculum Vitae



Date and Location	Description
	short term inputs.
1998 Bangladesh	Swiss Agency for Development Cooperation Team leader responsible for development SDC's Human and Institutional Development Strategy and identification of specific projects in the public, private and NGO sectors for funding by SDC.
1995-1998 Bangladesh	Agricultural Support Services Project A series of short term assignments involving strategic planning and M&E. for
1994 Bangladesh	Bangladesh Aquaculture and Fisheries Resource Unit Delivered an extension Training Programme for field staff from the Department of Fisheries.
1992-1994 Bangladesh	Agricultural Support Services Project Responsible for establishment of Human Resource systems and approaches for the Department of Agricultural Extension. Areas of concentration included training needs analysis of all staff (24,000), development of job competence profiles, individual competence profiles, establishing monitoring and evaluation systems and management of the training programme. (Resident)
1991 Indonesia	Animal Health Project Training needs analysis and development of farmer training extension component for the project.
1991 Bangladesh	Deep Tubewell II Project Evaluation of training programme training needs analysis and development of a training strategy for farmers and staff. Production of a master training plan and Human Resource strategy.
1991 Sudan	Sudan Rural Development Company Facilitation workshops with senior management and development of strategic plan for the transformation of SRDC.
1990 – 1991 UK	MD, IMA International (short tem M&E assignments)
1989 Oman	Ministry of Agriculture Production and implementation of institutional development plan for the Ministry of Agriculture.
1988 Pakistan	Punjab Agricultural Extension & Adaptive Research Project Designed organisational management systems for the Punjab Agricultural Department.
1987 Sudan	Northern Region Irrigation Rehabilitation Project Conducted a manpower needs assessment, produce job descriptions, develop job competence profiles and develop a training plan for 1300 employees of the Northern Agriculture Production Corporation.
1986 Pakistan	Trickle Irrigation Project Designed the organisational and institutional component for the Asian Development Bank Trickle funded irrigation project.
1985	Ministry of Agriculture

To contact this consultant, e-mail [david.hearle@imainternational.com](mailto:david.hearle@imainternational.com)  
 This CV has been downloaded from [www.imainternational.com](http://www.imainternational.com)  
 If you would like to browse other CVs, please visit our website or call us  
 on +44 (0)1273 833030 for more information.

# Curriculum Vitae

---



Date and Location	Description
Malawi	Designed a Master Training Plan for all employees of the Ministry.
1985 Pakistan	Sind Agricultural Extension Project Development and implementation of a strategy to improve Sakrand Agricultural Training Institute.
1984 Bangladesh	Rural Development II Project Participate in supervision mission of RD II.
1984 Italy	FAO Responsible for developing training materials (video, written, slide, OHP) for World Conference on Agrarian Reform.
1980 – 1983 Egypt	Training Adviser, Sakha Agricultural Training Centre, DfID
1979 – 1980 Kenya	Training Adviser Agricultural Information Centre, DfID

To contact this consultant, e-mail [david.hearle@imainternational.com](mailto:david.hearle@imainternational.com)  
This CV has been downloaded from [www.imainternational.com](http://www.imainternational.com)  
If you would like to browse other CVs, please visit our website or call us  
on +44 (0)1273 833030 for more information.