

Curriculum vitae

Phone: (+47) 92010943, E-mail: vibecke.dixon@thinkglobal.no

TYPE OF EXPERTISE: Evaluation specialist (Education and Gender, Agriculture and Water)



- (1) **Family name:** Dixon
 (2) **First names:** Vibecke
 (3) **Date of birth:** 20/02/1969
 (4) **Passport holder of:** Norway

(5) **Education:**

Institution	Degree(s) or Diploma(s) obtained:
University of London, Goldsmiths College, UK, 2003-6	PhD courses, Social Anthropology
University of London, Goldsmiths College, UK, 2002-3	MRes Master of Research in Anthropology
University of Bristol, School of Education, UK, 1997	MEd Master of Education and Development
Oslo University College, Norway, 1995-6	BA (Mellomfag) Development Studies
University of Oslo, Norway, 1992-95	BA (Cand.Mag.) Soc. Anthropology, Gender Studies, Spanish

(6) **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Norwegian	Mother tongue	Mother tongue	Mother tongue
English	1	1	1
Spanish	1	1	2

(7) **Other training:**

Year	Course	Duration
2017	Introduction to Systematic Reviews, Campbell Collaboration, Oslo, Norway	2 days
2017/2012	First Aid, Security and Conduct in Capture, Norwegian Armed Forces/MFA, Norway	5+5 days
2016/2008	Norad Management Tools (LFA/Econ. Planning/Digital archiving/Procurement)	5+14 days
2011	Rigorous Impact Evaluation Methods, 3ie/Norad, Howard White, Oslo, Norway	3 days
2008	Real World Evaluation Workshop, Sida, Michael Bamberger, Stockholm, Sweden	3 days
1997	Quant. and Qual. methods, postgraduate courses in Anthropology, Uni of Oslo	1 term
1991	Spanish Language and Literature Studies, University of Salamanca, Spain	1 month

(8) **Key qualifications:**

20 years working experience in international development and evaluation.

Evaluator, Panel- and Peer Reviewer; Corporate Evaluations and Peer Reviews of MDBs, UN organisations and bilateral institutions. Program evaluations, appraisals and studies. End-of-Project Validations, Panel Reviews and Program Evaluations. Specialisation in evaluation and research methods. Working experience with international evaluation standards and peer reviews: OECD/DAC, UNEG and ECG standards for development evaluation.

Evaluation manager; designing, commissioning and managing evaluations, including quality control and dissemination of results. Providing advice to Norwegian MFA and UN delegations on evaluation matters prior to UN board meetings (IFAD, FAO, WFP, UNICEF), and training of MFA staff.

Operations manager; managing IFAD's Gender Program in East and Southern Africa. Designing, commissioning and conducting evaluations and studies, developing research methods, approving grants and disbursing funds, producing and publishing manuals for gender studies and poverty analyses, dissemination of results and training of local staff.

(9) Membership of professional bodies:

European Evaluation Society (EES)
American Evaluation Association (AEA)
Norad's representative on 3ie's board (2010-2014)
Norad's representative to OECD/DAC's Evalnet (2009)

(10) Positions:

2017- Managing Director, Think Global, Oslo, Norway www.thinkglobal.no

Team leader and Lead Consultant on evaluations and reviews for Multilateral and Bilateral Development Organizations. Think Global is a consultancy company with a worldwide network of professionals in international cooperation and development. We provide evidence-based analyses and advice for decision makers within international organisations and in private- and public-sector institutions and deliver high-quality advice in a timely manner to our clients. From our pool of global experts, we carefully select the combination of expertise needed for each assignment.

2017- Evaluation Consultant, Vibecke Dixon Consulting, Oslo, Norway

Sectors: Education, Gender, Agriculture, Rural & Urban Development, Water & Sanitation, Solid Waste, Urban Flood Prevention, Disaster Risk Management

Evaluator and Panel Reviewer: Assignments include a Corporate Evaluation of the Inter-American Development Bank's evaluation function for IDB's Executive Board of Directors, including an assessment of their quality assurance system and a comparator study. Implementation Completion Report Reviews (ICRRs), Panel Reviews, and Program Evaluations (PPARs) for the World Bank's Independent Evaluation Group (IEG); and evaluations and quality assurance of evaluations for other bi- and multilateral development organisations.

2016-2017 Senior Education Adviser, Norwegian Agency for Development Cooperation (Norad), Oslo, Norway

Sectors: Education; Girls' Education, Education in Emergencies

Responsibilities included providing technical advice to the Norwegian Foreign Ministry and to Norwegian Embassies on matters related to Education for Girls and Education in Emergencies. Working closely with the MFAs Humanitarian Section and the Embassies in Beirut, Damascus and Amman on education for Syrian IDPs and Refugees, including preparation of the Minister of Foreign Affairs' talking points at international high-level meetings. Assessment of applications to Education Cannot Wait (ECW). Management of education related contracts (International Commission on Financing Global Education Opportunity), education research, studies and reviews.

2015-2016 Evaluation Consultant, Vibecke Dixon Consulting, Oslo, Norway

Sectors: Education, Health and Social Protection (Conditional Cash Transfers), Agriculture, Water & Sanitation, Disaster Risk Management, Rural & Urban Development

Assignments included Implementation Completion Report Reviews (ICRRs) and Program/Project Evaluations (PPARs) in Colombia and Panama for the World Bank's Independent Evaluation Group (IEG); including evaluations and quality assurance of evaluations for bi- and multilateral development organisations.

2008-2014 Senior Evaluation Adviser, Norwegian Agency for Development Cooperation (Norad), Oslo, Norway

Sectors: Education, Democracy, Human Rights, Women & Children's Rights, Agriculture, Water & Sanitation

Responsibilities included participation on international Peer Review Panels to review organizations' evaluation functions; advising the Norwegian MFA and UN delegations on matters pertaining selected UN organisations' evaluations, evaluation policies and evaluation functions (OIOS, UNICEF, IFAD, FAO and WFP). I provided the Norwegian UN Delegation in Rome (regularly) and in NY (occasionally) with advice, comments and inputs to their talking points prior to board meetings and evaluation committee meetings. Development of the evaluation department's standards and routines for quality control and training of Norad and MFA staff in evaluation processes and methods. Designing of evaluations, recruitment of consultants, quality control of evaluation methods and reports, and dissemination of results through public seminars and policy briefs. Coordination of Norad's collaboration with the International Initiative for Impact Evaluation (3ie), representing Norad at 3ie board meetings.

Liaising with other bilateral and multilateral evaluation departments and networks: the Nordic Evaluation Network, UNICEF's evaluation office, IFAD's IOE and OECD/DAC's Evalnet. Management of independent corporate, sector, policy and Program evaluations of Norwegian funded development interventions including funds to and through the Multilateral Organisations and Non-Governmental Organisations (NGOs). Examples of evaluations I managed:

- Evaluation of the Norwegian aid administration's evaluation function and results management. The evaluation won the Norwegian Evaluation Association's award "Evaluation of the year" 2014.
- Peer Review of OIOS (Office of Internal Oversight Services of the UN Secretariat) with FAO, UNIFEM and SDC (Swiss MFA). I was Norad's representative on the OECD/DAC peer review team.

2005-2008 Visiting Tutor/Internal Examiner, Goldsmiths College, University of London, U.K.

Part time employment alongside my PhD studies. During the academic year 2007-8, I taught the course "Anthropology and Development" and tutored three groups of students through their third year of the Bachelor degree, as well as marking their essays and exams. In the academic year 2005-6, I taught the course "Political and Economic Anthropology" and tutored two groups of students in their second year of the Bachelor degree, in addition to marking their essays and exams.

2003-2008 Development Consultant, Vibecke Dixon Consulting, London, U.K. and Islamabad, Pakistan
Sectors: Rural Development, Community Participation, Education, Gender

After resigning my position in IFAD in the autumn of 2002 and alongside my PhD studies, I took occasional consultancy assignments for multilateral and bilateral organisations such as IFAD, UNICEF and Norad: In 2005, I conducted gender and poverty-analyses in Bosnia-Herzegovina for IFAD's appraisal of a new Program within the agricultural sector (US\$ 50 million).

In 2003-4, I was based in Islamabad, Pakistan, where I worked for UNICEF and for the Norwegian Embassy on projects related to girls' education, including developing UNICEF's five-year-strategy for girls' education in Pakistan and assessing Norwegian-funded community schools in the Federally Administered Tribal Areas (FATA).

In 2003, I conducted an evaluation of UNICEF's bilingual education Programs in Guatemala, on behalf of Norad.

1999-2002 Gender Program Manager, East and Southern Africa Division, the International Fund for Agricultural Development (IFAD, UN Specialized Agency), Rome, Italy <http://www.ifad.genderpf/>

Sectors: Gender and Social Development, Agriculture, Infrastructure (Value chains/Market Linkages), Financial Inclusion, Rural and Integrated Development, Livelihoods, Water

Overall responsibilities included management, re-designing, implementation and administration of IFAD's gender Program in East and Southern Africa including personnel responsibility, budgetary planning and financial management, technical support to local partners, gender training of local staff and national government partners. Main tasks included developing IFAD's Gender Strategy in the region; designing and implementing national and thematic gender and poverty studies, recruitment of consultants, quality control of reports and follow-up at field level. Coordination and collaboration with our sister organizations FAO, WFP and the World Bank on regional gender issues. Based at IFAD's Headquarters in Rome, I was frequently travelling to and working in Ethiopia, Kenya, Malawi, Mozambique, Tanzania, Uganda, Zambia and Zimbabwe in addition to initiating and following-up activities in Namibia, Angola and Madagascar.

1997-2002 Guest Lecturer and External Examiner, Oslo University College, Norway

Sectors: Gender and Social Development, Agriculture, Rural and Urban Development

Single guest lectures/assignments for short periods of time:

In 2002: Guest lectures on "Agriculture in the South" and on social and rural development.

In 1998: External Examiner of the undergraduate students' field reports (part of their final assessment); and

In 1997: Guest lectures on gender relations in Nicaragua and the rest of Latin America, and on African literature, history and socio-cultural matters.

1997-1999 Associate Partner/Development Consultant, Nordic Consulting Group, Oslo, Norway

Sectors: Education, Gender, Micro-credit, Infrastructure, Integrated Development

Upon completion of my first Master's degree in the autumn of 1997, I was recruited as a Junior Evaluation Consultant to NCG and became an Associate Partner the following spring. I worked as a consultant and team leader on evaluations and studies of development cooperation initiatives commissioned by the Norwegian MFA, Norad, OECD/DAC, and some NGOs. Assignments included an evaluation of the total Norwegian Development Cooperation with Nicaragua from 1994-98; all sectors and all channels, for the Norwegian MFA and a comparative assessment of bilateral organisations' gender policies (Sida and Norad) for OECD/DAC.

ACADEMIC RESEARCH

2004-2005 Goldsmiths College, University of London, U.K.

Sectors: Economic Development and Governance

Research in Cuba for my Ph.D. thesis in Social Anthropology. 13 months field work in 2004-5. Thesis working title: "Enduring Revolution: State, Money and Margins in Cuba"; on the dual economy (dollars/pesos), the informal market, corruption and the role of the state.

1997 University of Bristol, U.K.

Sectors: Education and Economic Development

Research in Nicaragua for my M.Ed. thesis. 2 months field work in 1997 studying the long-term impact of basic education for adults, looking at the socio-economic situation of a group of adults completing their primary school exams during the previous decade. Compared their situation before, during and after education - in relation to employment opportunities, economic prosperity, and to the political situation of the country. Included an assessment of their children's educational level.

1996 Oslo University College, Norway

Sectors: Gender and Development (Rural/Urban/National)

Research in Nicaragua for my undergraduate degree dissertation in Development Studies. Four weeks research in 1996. Studied changes in gender identities following the Nicaraguan Revolution applying qualitative research method. In-depth interviews with a range of people from former female guerrilla soldiers to leaders of women's organisations and leading national politicians.

(11) Country working experience:

Bosnia-Herzegovina, Colombia, Cuba, Ethiopia, Guatemala, Italy, Jordan, Kenya, Malawi, Mozambique, Nepal, Nicaragua, Norway, Pakistan, Panama, Sweden, Tanzania, Uganda, UK, USA, Vietnam, Zambia, Zimbabwe.

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(11) Professional experience (selected):

Date from - to	Location	Company & reference person	Position	Description
Nov 2017- March 2018	USA	Inter-American Development Bank (IDB) Antonio Henrique Pinheiro Silveira Chairperson of the Policy and Evaluation Committee of the IDB Board of Executive Directors ahsilveira@iadb.org	Expert Member of the Independent Review Panel	Corporate Evaluation of IDB's Evaluation Function. Assessment of the organizational set-up of IDB's independent evaluation office (OVE), its working relations with the Bank's Executive Board and relevant units within IDB. Looking at independence, accountability & learning, knowledge management, efficiency and quality control. Includes a comparator study.
June 2017-	USA/ Home based	World Bank Independent Evaluation Group (IEG) Chris Nelson cnelson2@worldbank.org	Panel Reviewer/ Evaluator	Assignment includes quality assessment of World Bank self-evaluations; Implementation Completion Report Reviews (ICRR), Panel Reviews and Program Evaluations (PPAR). Desk work: China, Congo, Ghana, Honduras, Lao, Liberia, Morocco, Nigeria, Pakistan, Philippines, Vietnam, West Bank & Gaza; Sectors: Solid Waste, Water and Transport, Urban and Rural Infrastructure, Education, Disaster Risk Management, Land Records Management, Social Development, Technology Transfer, Small Town Development.
January 2017	Jordan	Norwegian Ministry of Foreign Affairs Humanitarian Section Ingrid Magnus ingrid.magnus@mfa.no	Norad's representative	Meetings with Jordanian Education Authorities, education partners and co-donors on matters pertaining Norwegian and international aid to IDP's and refugees affected by the Syrian crisis in Syria, Jordan and Lebanon. Participating in a regional workshop with the Norwegian MFA and regional embassies for the coordination and planning of Norwegian Humanitarian Aid in the region.
April-Dec 2016	Panama	World Bank Independent Evaluation Group (IEG) Marie Gaarder mgaarder@3ieimpact.org	Evaluator	Evaluation of two World Bank Health and Social Protection Projects (Conditional Cash Transfers). Field work in Panama City, Darién, Guna Yala and Veraguas. Writing up of the Project Performance Assessment Report (PPAR).
Nov 2015- Oct 2016	Colombia	World Bank Independent Evaluation Group (IEG) John Eriksson jeriksson@worldbank.org	Evaluator	Evaluation of three World Bank Water and Sanitation Projects for the WB's IEG. Field work in Bogotá, Cartagena, Sincelejo and Montería. Writing up of the Project Performance Assessment Report (PPAR).
June 2014-July 2016	USA/ Home based	World Bank Independent Evaluation Group (IEG) Chris Nelson cnelson2@worldbank.org	Evaluator	Assignment includes quality assessments of the World Bank's self-evaluations; conducting Implementation Completion Report Reviews (ICRRs) and Program Evaluations (PPARs). Desk work: Africa reg., Argentina, Brazil, China, Colombia, Indonesia, Kyrgyz Rep., Lao, Nile Basin, South Sudan, Vietnam. Sectors: Gender, Rural & Urban Water & Sanitation, Urban Infrastructure, Agriculture, Disaster Risk Management, Urban Flood and Environment.

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Date from - to	Location	Company & reference person	Position	Description
May 2014	USA	Norad's Evaluation Department Tale Kvalvaag tale.kvalvaag@norad.no	Team leader	Presenting the findings from the Corporate Evaluation of the Norwegian Aid Administration's evaluation function and results management to the World Bank's Independent Evaluation Group (IEG) and at 3ie's Member Conference.
2013-14	Scotland Norway	Norad's Evaluation Department Marie Gaarder mgaarder@3ieimpact.org	Team leader/ Manager	Designing and managing the Corporate Evaluation of the Norwegian Aid Administration's evaluation function and results management, including a study visit to DfID focusing on evaluation functions and systems for effective and efficient M&E systems and managing for results.
2013	Vietnam	Norad's Evaluation Department Marie Gaarder mgaarder@3ieimpact.org	Team leader/ Manager	Preparation for and design of an Impact Evaluation for Norwegian funded Water Supply and Sanitation Projects
2011-12	USA	Norad's Evaluation Department Marie Gaarder mgaarder@3ieimpact.org	Team leader/ Manager	Designing and managing an Evaluation of UNICEF and the Global Partnership for Education (GPE, former FTI).
2009-10	USA Switzerland Norway	Norad's Evaluation Department Asbjørn Eidhammer aeidham@online.no	Peer Review Panel Member	Peer Review of UN's Office of Internal Oversight Services' (OIOS) evaluation function.
2008-9	Nepal	Norad's Evaluation Department Asbjørn Eidhammer aeidham@online.no	Team leader/ Manager	Designing and managing the Joint Donor Evaluation of Nepal's National Education Program
Oct-Nov 2005	Bosnia & Herzegovina	IFAD Stefania Gnoato sgnoato@gmail.com	Gender and Poverty Specialist	IFAD's Formulation mission for a new livestock development/micro-credit Program. Included a poverty and gender assessment in the two entities (Republika Srpska and the Federation BiH).
Oct 2003- Jan 2004	Pakistan	UNICEF Pakistan Maurice Robson vmrobson@gmail.com	Gender and Education Specialist	Writing UNICEF's 5-year strategy for Girls Education in Pakistan. Included a situation assessment of Girls' Education, a country analysis (country status, donors and government) and recommendations for future UNICEF interventions to accelerate girls' education in Pakistan according to the '25 by 2005' initiative.
Sept-Oct 2003	Pakistan	Royal Norwegian Embassy Islamabad Alf Arne Ramslien alf.arne.ramslien@mfa.no	Team leader Gender and Education Specialist	Assessment of Norwegian support through the National Education Foundation to establish 350 community schools in the Federally Administered Tribal Areas (FATA) bordering Afghanistan. Included assessments of the establishment of the schools, selection and contracting of implementing NGOs and teachers, teacher training, quality of education, and the monitoring system, including recommendations for project adjustments.

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Date from - to	Location	Company & reference person	Position	Description
Feb-May 2003	Guatemala	Norad's Education Department Camilla Helgø Fossberg camilla.helgo.fossberg@norad.no	Gender and Education Specialist	Mid-Term-Review of the Norwegian-funded UNICEF education program in Guatemala. Included assessment of components such as Early Childhood Development, Primary Education (bilingual, multi-grade, intercultural), Education for Peace and Democracy, in addition to Curriculum transformation and the national education reform.
June 2002	Italy	IFAD's Gender Program in East and Southern Africa Alice Carloni alicecarloni@gmail.com	Team leader, Gender Program Manager	Convener of the 'Gender and Market Linkages' workshop with 20 expert participants from IFAD's market linkage operations and government officials from Uganda, Mozambique and Zambia, who had participated in the 'Gender and Targeting in Market Linkage Operations' study. Presentation of findings and feedback on ways forward.
May 2002	Uganda	IFAD's Gender Program in East and Southern Africa Alice Carloni alicecarloni@gmail.com	Team leader, Gender Program Manager	Team leader and gender specialist on a team of four consultants and project staff, undertaking the Uganda field study as part of the 'Gender and Targeting in Market Linkage Operations' study. Included PRAs and Household Interviews in three villages and meetings with government officials at national and district level.
March-April 2002	Mozambique	IFAD's Gender Program in East and Southern Africa Alice Carloni alicecarloni@gmail.com	Team leader, Gender Program Manager	Team leader and gender specialist on a team of three consultants, one intern and local project staff, undertaking field study in Mozambique as part of the 'Gender and Targeting in Market Linkage Operations' study. Tasks included PRAs and Household Interviews in three villages and meetings with government officials at national and district level.
Feb 2002	Zambia	IFAD's Gender Program in East and Southern Africa Clare Bishop clarebishopconsulting@outlook.com	Team leader, Gender Program Manager	Team leader and gender specialist on a team of four consultants and local project staff, undertaking the Zambia field study as part of the 'Gender and Targeting in Market Linkage Operations' study. Tasks included PRAs and Household Interviews in three villages and meetings with government officials at national and district level.
Dec 2001	Norway	IFAD's Gender Program in East and Southern Africa Gary Howe gnhowe@gmail.com	Team leader, Gender Program Manager	Team leader for a team of three consultants designing IFAD's study on gender and targeting in market linkage operations.
Nov 2001	Ethiopia	IFAD's Gender Program in East and Southern Africa Clare Bishop clarebishopconsulting@gmail.com	Team leader, Gender Program Manager	Team leader and evaluator on a team of three consultants plus local project staff, undertaking a follow-up evaluation (post mid-term review) of the IFAD-financed nationwide irrigation Program Special Country Program II. Included a thematic study on gender and water.
May 2001	Malawi	IFAD's Gender Program in East and Southern Africa Clare Bishop clarebishopconsulting@gmail.com	Team leader, Gender Program Manager	Team leader and workshop convener of IFAD's gender workshop in Lilongwe, with 35 project staff from IFAD-supported projects in Malawi, Zambia and Namibia.

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Date from - to	Location	Company & reference person	Position	Description
April 2001	Malawi	IFAD's Gender Program in East and Southern Africa Gary Howe gnhowe@gmail.com	Team leader, Gender Program Manager	Team leader and workshop convenor of IFAD's preparatory meeting in Malawi for 20 project directors and gender specialists of IFAD-supported projects from Malawi, Zambia and Namibia.
Feb 2001	Malawi	IFAD's Gender Program in East and Southern Africa Gary Howe gnhowe@gmail.com	Team leader, Gender Program Manager	Team leader on a preparatory mission to Malawi in relation to the planned gender workshops. Negotiations with government officials regarding legal status of international participants (diplomatic immunity, etc), conference arrangements and recruitment of local staff.
Nov 2000	Tanzania	IFAD's Gender Program in East and Southern Africa Clare Bishop clarebishopconsulting@gmail.com	Team leader, Gender Program Manager	Team leader and workshop convenor of IFAD's gender workshop in Dar-es-Salaam, with 35 project staff from IFAD-supported projects in Uganda and Tanzania.
Sept 2000	Tanzania	IFAD's Gender Program in East and Southern Africa Gary Howe gnhowe@gmail.com	Team leader, Gender Program Manager	Team leader and workshop convenor of IFAD's preparatory meeting in Dar-es-Salaam for 20 project directors and gender specialists from IFAD-supported projects in Uganda and Tanzania.
July 2000	Tanzania	IFAD's Gender Program in East and Southern Africa Gary Howe gnhowe@gmail.com	Team leader, Gender Program Manager	Team leader on a preparatory mission to Tanzania in relation to the planned gender workshops. Negotiations with government officials regarding legal status of international participants (diplomatic immunity, etc), conference arrangements and recruitment of local staff.
June 2000	Zambia	IFAD's Gender Program in East and Southern Africa Alice Carloni alicecarloni@gmail.com	Team leader, Gender Program Manager	Team leader and evaluator on a team of eight experts; local project staff, national and international consultants, undertaking a Field Diagnostic Study on gender and poverty in Zambia. PRAs and Household Interviews were undertaken in 12 villages, including interviews with local project staff and government officials at national and district level.
Feb 2000	Uganda	IFAD's Gender Program in East and Southern Africa Clare Bishop clarebishopconsulting@gmail.com	Team leader, Gender Program Manager	Team leader and evaluator on a team of eight experts; local project staff, national and international consultants, undertaking a Field Diagnostic Study on gender and poverty in Uganda. PRAs and Household Interviews were undertaken in nine villages, including interviews with local project staff and government officials at national and district level. Included a country status assessment of other donors' experiences.

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Date from - to	Location	Company & reference person	Position	Description
Nov 1999	Zimbabwe	IFAD's Gender Program in East and Southern Africa Gary Howe gnowe@gmail.com	Team leader, Gender Program Manager	Gender Program Manager participating in IFAD's regional implementation workshop in Bulawayo, presenting IFAD's gender Program in East and Southern Africa to 250 project staff from IFAD-supported projects in the region (21 countries). Follow-up meetings with local project staff and representatives from various embassies (Germany, Denmark, Norway, Netherlands), as well as government officials in Harare.
Oct 1999	Kenya	IFAD's Gender Program in East and Southern Africa Gary Howe gnowe@gmail.com	Team leader, Gender Program Manager	Gender Program Manager participating in WFP's (World Food Program) regional gender workshop in Nairobi, presenting IFAD's gender Program to 35 WFP gender focal points, liaising and exchanging information and experience.
Oct 1999	Italy	IFAD's Gender Program in East and Southern Africa Gary Howe gnowe@gmail.com	Team leader, Gender Program Manager	Gender Program Manager participating in FAO's 'High Level Consultation on Rural Women and Information', representing IFAD's gender Program in East and Southern Africa.
1999	Norway Desk Based	Norwegian Agency for Development Cooperation (Norad) Jens Claussen jens.claussen@online.no	Development Consultant	Review of all micro-finance activities supported by Norwegian funds, multilaterally, bilaterally and through Norwegian and local NGOs.
1999	Norway	Norwegian Ministry of Foreign Affairs Jens Claussen jens.claussen@online.no	Development Consultant	Convener of a national seminar on the methodology of Country Strategy Evaluations, as a follow-up of the international conference held in Vienna earlier in 1999. Writing up of the Seminar Report.
1999	Zambia	Centre for International Education (LINS) Robert Smith spitzkop@tiscali.co.uk	Team leader	Team leader and Education Consultant on a study of teachers' conditions of service in various developing countries, to assist selected African Ministries of Education to identify strategies for improving teachers' conditions whilst avoiding large salary increases.
1999	Desk Based (Tanzania)	Norwegian Ministry of Foreign Affairs Arne Disch ardi@scanteam.no	Gender Specialist	Gender Specialist on ECON's (Centre for Economic Analysis) team, evaluating the Development Co-operation between Norway and Tanzania 1994-7. Assessing the impact of the Country Strategy.
1998	Nicaragua	Norwegian Ministry of Foreign Affairs Jens Claussen jens.claussen@online.no	Evaluator/ Development Consultant	Evaluation of the Evaluation of the Development Co-operation between Norway and Nicaragua 1994-97 covering a portfolio of 250 projects supported through 15 public sector institutions, 23 Norwegian NGOs and 80 Nicaraguan NGOs, with Jens Claussen. Country strategy evaluation including assessment of outcomes under changing frame conditions; Nicaraguan development policy, Norwegian co-operation policy, and international trends.

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Date from - to	Location	Company & reference person	Position	Description
1998	Norway	Norwegian Agency for Development Cooperation (Norad) Anders Wirak anders.wirak@mfa.no	Team leader	Assessment of the International Summer School (ISS) at the University of Oslo. Analysis of the impact and relevance of the courses attended by NORAD scholarship holders, in relation to Norad's overall policy.
1998	Desk Based (India Ethiopia South Africa)	Norwegian Agency for Development Cooperation (Norad) Anders Wirak anders.wirak@mfa.no	Education Consultant	Assessment of Universities in India, Ethiopia and South Africa in preparation of a Master of Education (M.Ed) Scholarship Program for Eritrean teachers from Keren Teacher Training College (KTTC), Asmara.
1998	Desk Based (Uganda)	Norwegian Agency for Development Cooperation (Norad) Anders Wirak anders.wirak@mfa.no	Education Consultant	Mapping of donor assistance to Uganda within the education sector. Assessment of various education projects and Programs in Uganda to facilitate donor co-ordination.
1997-98	Norway Sweden	Organisation for Economic Co-operation and Development/ Development Assistance Committee (OECD/DAC) Janne Lexow janne.lexow@gmail.com	Gender Specialist	Assessment of the Education and Gender policy and practices of Sida and Norad, as part of an overall study of the policy and practices of about 10 bilateral organisations of the OECD/DAC