

Gebremedhin Belete

1. PERSONAL DETAILS

Surname	BELETE
Name	Gebremedhin
Date of Birth	28/7/1960
Sex	Male
Nationality	Ethiopian
Languages	English, Amharic, Wolaytigna - one of the local languages in the Southern Ethiopia Nation, Nationalities and Peoples Administrative Region (SNNPR).

2. ACADEMIC QUALIFICATIONS AND TRAINING

YEAR	QUALIFICATION
1989 –1990	Advance Diploma: Educational Administration – Addis Ababa University, Ethiopia (Full time study).
2003	Post Graduate Diploma: Education, Training and Community Development - Natal University, South Africa (Full time study).
2004 – Mid 2006	Master of Management (in the field of Public And Development Management) Witwatersrand University, South Africa (Full Time Study). Currently, I am proceeding for my PhD study, entitled: Civil Society and Government Partnership to Achieve the Millennium Development Goals in Ethiopia.

3. TRAINING AND WORKSHOPS

- Management Development Program, ActionAid Regional Training: Zimbabwe 1999.
- ACCESS/Basic Education Curriculum Development, Facilitators & Coordinators TOT 1996.
- REFLECT (Regenerated Freirean Literacy through Empowering Community Techniques) approach to adult education and sustainable livelihoods development 1995,1996 and during academic study (2003).
- REFLECT and Mapping Literacy, 2007.
- Country Strategy Paper (CSP) development workshops, 1994 and 1998.
- Participatory Rural Appraisal (PRA) TOT and practitioner training, 1993 and 1996.
- Participatory Monitoring and Evaluation, 1994, 1996 and during academic studies.
- ALPS (Accountability, Learning and Planning System), PRRP workshops – 1998.
- Gender mainstreaming and rights based development approach – 1996 and 1998.
- HIV/AIDS workshops, 1996, 2001 and during the academic studies (2003 -2006).
- Policy research and advocacy workshops, 1996 and academic study (2004-2006)
- Emergency mitigation and food security workshops
- Poverty Reduction Strategy Program (PRSP) development – 1996.
- Various national, regional and international workshops, panels and conferences – both as participant and speaker – Within ActionAid Ethiopia, Plan act – SA and Consultancy work, e.g. at conference in Bangladesh.



4. EMPLOYMENT HISTORY AND WORK EXPERIENCE

4.1. Consultant (Ethiopia) – November 2006 to date

I have been working as freelance consultant since my relocation to Ethiopia in November 2006. In this regard I have been engaged in the following consultancy contracts amongst others:

- Developing a participatory monitoring and evaluation strategy for a local NGO Wonnta Development Association;
- Conducting policy analysis and advocacy training for the Regional Nile Basin Initiative;
- Conducting a mid-term review on the adult education programme of dvv international in Ethiopia;
- Conducting an overall programme impact evaluation of dvv international's work in Ethiopia on behalf of the Ministry of Education; and
- Conducting a national impact evaluation of VSO's (Voluntary Service Overseas) education programme at macro (policy) and micro (implementation) levels.
- Strategic Planning exercise for Wonnta Development Association (local NGO) on behalf of Concern.
- National assessment of ActionAid's Reflect programme and in response conducting a National Training of Trainers Workshop on Reflect with a follow-up support programme.
- I am designing a variety of capacity building initiatives for NGOs and Government in education and development approaches such as Reflect, Sustainable Livelihoods Approach, ABE (Alternative Basic Education) and Good Governance Programmes.

4.2 Planact (South Africa) – September, 2005 to August, 2006.

I worked as Community Empowerment and Sustainable Development Programme Manger with Planact. In this role I was engaged in Urban Development and Environment Management Programmes such as Peoples Housing Process (PHP), HIV/AIDS, Gender Mainstreaming, Local and Provincial Governments' Capacity Building through material development and training in the areas of Integrated Development Planning (IDP), Performance and Financial Management, Anti-corruption, Accelerated and Shared Growth Initiative in South Africa (ASGISA) and Food Security Projects. I have developed REFLECT and Sustainable Livelihoods Framework and delivered training programs for the local government officials, NGO and CBO coordinators, and field staff. I was also engaged in Action Research, Project Proposal and Fund raising, Organizational Learning and Policy Advocacy Processes with various partners such as public, private, civil society organizations and donor agencies as a part of the senior management team responsibilities.

4.3. Consultancy Work - January, 2003 to September 2005

During this period I studied as fulltime student in the Universities of Natal and Witwatersrand (SA) and worked as a freelance consultant. I have had the opportunities to facilitate interesting consultancy work such as:

- Training in REFLECT and Community Skills Transformation (CST) approach for IIZ/DVV in Ethiopia (National TOT).
- A project review and evaluation for the South Africa Reflect programme partners sponsored by IIZ/DVV.
- Orphan and Vulnerable Children (OVC) and sustainable livelihoods situational analysis for Siyabhaba (Catholic Community Development Trust). In this regard, I presented the organization to share the findings and draw learnings from the other country

programmes in the Bangladesh International conference on Reaching the Extremely Poor and Marginalized People (March 2005).

- REFLECT and Livelihoods training for Micro Projects – Swaziland.

4.4. ACTIONAID Ethiopia

A. POSITION: NATIONAL PROGRAM ADVISOR - Policy Research and Advocacy: Education and Integrated Development Program, from 2001 to 2002.

Main responsibilities:

- Developed sectoral and integrated development program strategies in the areas of education, food security and good governance;
- Actively participated in Country Strategy Paper (CSP) development and implementation process;
- Partnership promotion, joint programme and project design, and management with various role-players especially AAE affiliated NGOs and government departments in Ethiopia;
- Facilitated policy research and advocacy processes;
- Documentation and dissemination of innovative development approaches and best practices at local, national and International levels;
- Actively participated in Sustainable Development and Poverty Reduction Strategy (SDPRS) development process at national level;
- Capacity Building for key stakeholders; Government, NGO's, CBO's;
- Project identification and feasibility studies for intervention, proposal development and fund raising with various partners;
- Designed Accountability, Learning and Planning System (ALPS) and Participatory Review and Reflection Process (PRRP) of the organisation's programmes and impact evaluation with various stakeholders.

B. POSITION: Integrated Development Programme Manager and EDUCATION SECTOR MANAGER, ActionAid Ethiopia-Waka, Integrated Rural Development Area, 1994 to2001.

Main Responsibilities:

- Planning, budgeting and implementation of integrated development programs (Food security, education, health, safe water and sanitation, environmental conservation, SMME scheme);
- Designing human resource management and organizational development strategies;
- Recruitment, performance management and development of Program and administrative staff (over 63 personnel);
- Managing material and financial resources;
- Project identification, proposal development and fund raising for integrated development program with local partners and donor agencies;
- Pro-poor partnership development and networking with local, regional, national stakeholders;
- Establishing and promoting micro-meso-macro partnership with innovative project intervention and best practices in the specific areas of Alternative Basic Education (ABE), REFLECT and SMME.



- Documentation and dissemination of community centered and evidence-based policy advocacy at national and international levels;
- Planning, implementing, monitoring and evaluation of education sector activities (ACCESS/Basic Education for Children; REFLECT/Education for adults and CST/Community Skill Training and Formal School support);
- ALPS and PRRP to monitor and evaluate the sector and integrated program activities and its impact on target communities and other key stakeholders.

4.5. Ministry of Education, Ethiopia

POSITION: School Teacher and Principal from 1979 to 1987, and 1991 – 1993.

Major tasks:

- Planning, budgeting and implementing educational programs and co-curricular activities;
- Staff deployment and performance (over 150 teachers and 1500 middle secondary students);
- Administrating the financial and material resources of the schools;
- Creating enabling environment and networking with public, private and NGO sectors.
- Actively participated and played the leadership roles in various social development activities, such as mass literacy campaign, Red Cross, teachers' association and disaster prevention projects.

N.B. I was awarded various rewards and a Golden Medal for demonstrated performance amongst thousands of school principals and department managers during my work for the Ministry of Education.

5. COMPETENCIES AND CHARACTERISTICS

- Demonstrated diagnostic, conceptual, analytical, facilitation, and writing skills.
- Self-motivated, able to set priorities and implement decisions to achieve immediate and long term goals and meet operational deadlines.
- Adapt easily to new concepts and responsibilities and able to work independently and in team under favorable and pressurizing conditions.
- Good interpersonal and communication skills.
- Creative and can take initiative in various circumstances.
- Experienced and enthusiastic to work in multidisciplinary, multiethnic and political environment pressure and natural hazards.
- Computer literate.
- Driving license.

6. PUBLICATIONS

1. Education Sector Programme Strategy (1994 & 1998) ActionAid Ethiopia: Waka Integrated Development Area.
2. REFLECT Mother Manual and Implementation Guideline (1996) ActionAid International and Ethiopia Country Programmes
3. ACCESS or Alternative Basic Education strategy, syllabus and curriculum guideline and manuals (1996) ActionAid Ethiopia.
4. Integrated Development Strategies and Country Strategy Papers at local and national levels (1998 & 2001) ActionAid Ethiopia, part of management team.
5. Micro- Enterprises and Community Development (2003) Postgraduate Diploma Thesis, Natal University, South Africa.



6. Non Governmental Organizations and Local Governance (2006), Masters Thesis, Wits University, South Africa)
7. RELECT and Sustainable Livelihoods Approach Guideline (2006) Planact SA.
8. HIV and Aids and Sustainable Livelihoods Development Approach for project panning and implementation (2006) Planact, SA.
9. Local Governance Capacity Building Guideline (2008) Planact
10. REFLECT and Micro-Projects (2005) Swaziland.
11. RFELECT and Integrated Development Programme management (2003) DVV International, SA.
12. Impact Evaluation Report on Non-Formal Education, Training and Livelihoods Skills Programme (2008) for Ministry of Education and dvv international
13. Policy Analysis Advocacy Training Guideline (2008) Nile Basin Initiative.
14. Impact Evaluation on Primary, Secondary and Higher Education Intervention (2008) Ministry of Education and VSO (Voluntary Service Overseas).

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