

CURRICULUM VITAE

1. **Family name:** Mengesha
2. **First names:** Mekuria Abera
3. **Date of birth:** 17/02/1970
4. **Nationality:** Ethiopia
5. **Civil Status:** Married
6. **Education:**



INSTITUTION	DATE FROM-TO	DEGREE(S) OR DIPLOMA(S) OBTAINED
USAID-(SVO-ADI) Project	09/2016 - 05/2017	Project Management and Cross cutting issues of Social Worker and Focal person – EDU1
Alpha University College (AUC)	12/2013-04/2015	MBA - Business Administration – EDU2
National Authorizing Office-Ministry of Finance	09/2013	Professional Competence Certificate on EDF – EDU3
World Bank Group	12/2014	World Bank Group Impact Evaluation Training EDU4
Centre for Project Management	04/2014 -09/2014	Project Management, M&E & MS-project – EDU5
Ethiopian Management Institute(EMI)	01/2013 -02/2013	Project planning Implementation and Monitoring & Evaluation (Scenario I) EDU6
Addis Ababa University (AAU)	09/2007-07/2009	M.A in Educational Leadership & Management – EDU7
Ethiopian Standards Agency (AQMCI)	2012	Quality assurance and ISO 9000:2000 & EMS 14001:2008 – EDU8
Addis Ababa University (AAU)	09/1987-02/1992	B.Sc. - Chemistry, General chemistry – EDU9

7. **Language skills:** competences are indicated from A1 (beginner) to C2 (proficient).

LANGUAGE	READING	SPEAKING	WRITING
Amharic	Mother tongue		
English	C2	C2	C2

8. **Membership of professional bodies:** Ethiopian Volunteers Association for Development (EVAD); Ethiopian Management Institute (EMI); Ethiopian Education Development Centre (EEDC); Ethiopian Leather Industries Association (ELIA); Ethiopian Leather Industries Development Institute (ELIDI)

Other skills (e.g. Computer literacy, etc.): Interpersonal and problem-solving skills; **coordination skills for meetings, events and presentations organization**, including preparing materials and setting up logistics; **EU/EDF PCM knowledge**; proficient in **computer skills** and use of **relevant software and other applications** including SharePoint System and different Computer Data analysis Programs like **SPSS**, and **Stata**; excellent **communication and leadership skills** and **experience in establishing strong working relationships** with a wide range of stakeholders; fully computer literate, **proficient user of Microsoft Office** and proficiency in computer data management applications;

9. **Present position:** General Manager and M&E Consultant

10. **Years with the firm:** 11 years

11. **Key qualifications (relevant to the project):**

- **More than 11 years** of professional experience in **Monitoring and Evaluation** of projects, programmes, measures, and policies targeting **economic development, business environment enhancement** and **social well-being** of Ethiopian citizens
- Specific and targeted experience in **EU/EDF M&E systems preparation**, implementation, and coordination in the frame of **EU and not EU funded projects** in Ethiopia
- Profound experience in **ex-ante, ongoing and ex-post evaluation** on **programme level**, related to the **business sector development** with special focus on **economic environment enhancement**
- **Evaluation and strategic consultancy** of National Authorities and Ministries on **national business start-up programmes and programmes supporting SMEs**
- Experience of **implementing and supervising field assessments** and **participatory data collection**
- Expertise in **reviewing M&E reports** of **program/project** and able to **measure impacts and share a lesson learned** within the organization, partners and other stakeholders.
- **More than 8 years** spent on **policies formulation, business leadership and capacity building** in **business sector**, much of this as **M&E and Team Leader** of **multi-disciplinary teams of international and local consultants**
- Sound knowledge and extensive experience of **implementing 10th & 11th EDF procedures** and **preparation of (annual) Programme Estimates**
- Extensive knowledge of all aspects of **Project Cycle Management** and **EU Aid modalities**, including project and programme design
- Experience of **project management and project formulation**, mainly as **team leader** or **project director**, in charge of **coordinating and managing project staff and team** and dealing with administration, procurement, project monitoring and evaluation, financial and reporting requirements, work planning, budgeting, expenditure processes and internal financial control systems
- **Specific and niche experience in IT and e-government tools and platforms development** and share within **Ethiopian public institutions**, dealing mainly with the **Ministry of Communication and Information Technology (MCIT)**, but also **Ministry of Trade and Ministry of Industry**
- Significant experience of **business management development, leadership, and management**
- Practical experience of **decentralising financial management**
- **More than 5 years' experience of SME and value chain development in Ethiopia**
- Excellent administrative, organisational, analytical and report-writing skills
- Excellent coordination, facilitation, moderation and communication skills
- Substantial experience of providing formal and 'on-the-job' training to counterpart (government) staffs

12. **Specific experience in the region:**

COUNTRY	DATE FROM-TO [MM/YYYY]
Ethiopia	02/1992 - ongoing

13. Professional experience:

DATE [MM/YYYY]	ACTUAL W/D	LOCATION	COMPANY & REFERENCE PERSON (NAME AND CONTACT DETAILS)	POSITION	DESCRIPTION
07/2015– to date Exp. 01	912	<u>Ethiopia</u>	TACT Services Plc Dr Senait Alemayehu senaitalb@gmail.com	General Manager & M&E consultant	<p>In charge of: (i) daily management and coordination of business activities TACT Services Plc carries out, consisting into provision of consultancy and business development services for SME, monitoring and evaluation, marketing, management, strategic planning (ii) staff supervision (iii) organization and coordination of administrative, management and technical activities; (iv) project coordination and team management, by means of participating into International Donors (inc. EU through EDF) funded projects (v) active and direct involvement into Monitoring and evaluation activities within and outside projects implementation framework, including preparation of indicators, plans, tools and processes, and specifically: a) definition of indicators, whether related to the output, outcome or goal listed on the problem tree or log frame, b) definition of indicators calculation c) identification of data collection systems, including frequency of collection, tools to be used, reporting system, quality control on collected data d) definition of responsibilities, data flow and data management (v) provision of institutional capacity building and technical assistance services to local and national Ethiopian public authorities and public agencies in formulation, preparation, monitoring and evaluation, assessment, implementation of public policies and measures to support, promote and strengthen the business sector, with specific focus on tannery sector, to facilitate import, export and trade of micro, small and medium companies on national and international (regional Sub-Saharan) level (vi) lead and participate in stakeholders' training (vii) implementation of business operation to diversify the action spectrum of the company (viii) Ensure implementation of company policies (ix) supervision and coordination of networking and communication activities with potential customers and related companies, targeting partners development and government structures (x) expanding membership, repositioning company' new brand and gained brand recognition (xi) leading a 5-year strategic plan to assist high-growth small and medium enterprises (SMEs) access to critical project financing, thus increasing their productive capacity and revenues up to 25% (xii) seconded on international donors funded projects (sample list):</p> <ul style="list-style-type: none"> - Ethiopia Country Strategy 2019–2025 (Key Expert 2 – Strategy Expert, from 01/2019 till 06/2019): funded by Austria Development Cooperation (ADC) – including co-funding from EDF, and support the upcoming Third Growth and Transformation Plan (GTP-III-2020/21 - 2024/25) to contribute to poverty reduction in Ethiopia and in particular the Amhara Region, to strengthen of resilience for inclusive governance to foster equal access to basic services, to support women empowerment and their active and effective participation in governance, to address challenges like food insecurity, resources degradation, inequalities and lack of access to basic services. Specifically, he was in charge of: (i) supervise, coordinate and manage the development and implementation of the strategy to capture performance and results, including service delivery data reporting, baseline and end line assessments (ii) monitoring and assessment of overall programme process and outcome evaluations (iii) develop M&E tools for results reporting to ADC by providing written documentation on M&E activities and indicator results for progress and annual reports (iv) design the leadership and direction on M&E to ensure the program achieves its goals and corresponding objectives and targets (v) cultivate strategic M&E relationships and alliances with other projects and represent M&E activities in professional circles through meetings, conferences, and presentations (vi) drafting and implementation of M&E system in line with EDF/EU standards (vii) prepare a set of M&E and performance measures on development processes, and environmental and economic resilience of rural households, communities and ecosystems, based on quantitative analysis and extensive input from experts to be tracked on annual basis (viii) develop the six-year country strategy policy with the expert team, as roadmap for resilient and inclusive governance to improve basic business support and economic development service delivery, emphasizing a pro-poor and gender sensitive outlook guided by the principle of “leaving no one behind”; (ix) prepare a 6-year action plan profiling the implementation of the strategy (x) prepare a quantitative and financial planning model for sustainability and performance assessment and programme monitoring - E-Government strategy for Ethiopia (Senior Strategist, from 09/2017 till 12/2017): funded by Ethiopian Ministry of Communication and Information Technology (MCIT), Ministry of Trade and Ministry of Industry, to improve the livelihood of Ethiopians and optimize their contribution for country's IT and e-gov development, increase the awareness levels of people regarding e-services offered by the Government, to better integrate information sharing amongst the people and resulting in making the government organizations more effective and efficient in discharging their services and duties, to promote socio-economic growth through the participation of the private sector and deployment of its resources, entrepreneurship and competence resulting in lower cost of doing business. Specifically, he was in charge of: (i) participate in drawing up the Annual Strategic Implementation Plan (ASIP) and the Annual Monitoring & Evaluation Plan (AMEP) (ii) Work with the M&E division to develop comprehensive monitoring as well as reporting frameworks/format (iii) M&E strategy definition (iv) support strategy formulation team on issues related to IT and E-Governance, in coordination with the team in respective Ministries and the IT and E-Governance Specialists (v) assessment and monitoring of policies and strategies to increase connectivity of service delivery through e-Governance model (vi) provide technical support and guidance to strengthen the E-Governance capacity, in close coordination with the team of experts (vii) provide advice and guidance on strategic and policy issues to strengthen the Information, Communication and Technology (ICT) and E-Governance systems, tools, methodologies within government systems (ix) provide inputs to strategy and policy in the use of e-Governance
01/2013- 09/2015 Exp. 02	452	<u>Ethiopia</u>	TACT Services Plc Dr Senait Alemayehu senaitalb@gmail.com	Monitoring and Evaluation Specialist	<p>In charge of: (i) monitoring and evaluation officer supporting monitoring and evaluation across a variety of processes for different companies and public clients (ii) implementing monitoring and evaluation strategies to develop and refine processes (iii) supported the company management in the development of the M&E approach including log-frame revision (based on EU/EDF standards), selection of indicators, tools for data collection, database for tracking partners' progress, baseline survey and impact evaluations for program and sub-programs (iv) data collection and analysis techniques to</p>

					<p>identify the potential impacts and outcomes of different strategies (v) share and deliver reports to senior management at various stages of M&E activities (vi) designed M&E framework, procedures, tools and methodologies (vii) monitoring and evaluation of field testing of tools and methods (viii) preparation, implementation and deliver of training on M&E to civil servants and Public Agencies staff in charge of preparation and implementation of public policies (ix) M&E staff coordination and supervision, organizing and supervising the job of consultants and experts, leading the team to reach the project and task targets (x) coordination, management and supervision of a variety of programs and projects to offer on-the-ground coaching and support on M&E to enhance the foreseen outcomes (xi) Prepared and updated Performance Management Plans (PMP), ensuring accuracy and effectiveness of calculation methodologies used in the PMP (xii) Trained program/Project staff and officers from implementing partners to monitor and evaluate funds (xiii) participation into the following project (among the others):</p> <ul style="list-style-type: none"> - Ethiopia Country Strategy Paper 2014-2018 (Project Director and M&E expert, from 07/2014 till 06/2018 [<i>project started as M&E Specialist within TACT Service Plc and concluded after upgrade within same TACT Service as General Manager</i>]: funded by the Embassy of Ireland in Addis Ababa through Irish and EU/EDF funds, and targeting health, nutrition and resilience of poor households to economic, social and environmental shocks to be addressed by means of improving the lives and welfare of the poor people, creating a more resilient frame to economic, social, and environmental stresses. Specifically, he was in charge of: (i) assist the strategy formulation teams to select baseline data collection methods for adequate monitoring and evaluation of the program as a whole (these methods may include field visits, quarterly reports, specialized surveys and other sources of information like Government statistics, anyhow based on EDF model), to base the strategy formulation; (ii) ensure quality of collected monitoring data through data verification procedures, including routine data quality audits (iii) coordinate the creation of a 5-years strategy with detailed performance Monitoring Plan including assessing the validity of information and indicators that contribute to that strategic plan (iv) based on M&E outputs, coordinate and supervise the creation and review of the program, design and learning budget to provide adequate financial resources for programme efficiency improvement (v) encourage the use of performance information in resource allocation decisions through leading discussions, preparing analysis, policies and measures for the civil societies to play their role in country's development (vi) coordinate the process for updating policy and procedure documents in areas of monitoring and evaluation to align with the most current Policies and requirements
09/2010- Ongoing Exp. 03	415	<u>Ethiopia</u>	Gage University college Asaye Gebrewolde gageuniversity@gmail.com	College lecturer & instructor	In charge of: (i) designing, developing, deliver and assessing a range of training and institutional capacity building paths (including entirely new courses) at various levels on Monitoring and Evaluation strategies and techniques ; Project And Program Evaluation ; Entrepreneurship Concepts and Strategies; Business Development ; Business Support services ; Leadership; Operations Management (OM); Strategic Management; (ii) review course contents and materials and updating when required
07/2009- 05/2013 Exp. 04	691	<u>Ethiopia</u>	TACT Services Plc Dr Senait Alemayehu senaitalb@gmail.com	Business Change and M&E Manager	In charge of: (i) operational management, M&E service delivery , project management, business-development (ii) providing technical leadership to capture program intervention activities and results (iii) ensure high-quality, timely, valid and verifiable data collection and analysis , and develop and implement a learning agenda to inform decision makers and other stakeholders of the lessons learned (iv) Providing technical guidance by designing and implementing the Monitoring and Evaluation Plan , including establishing key components of the M&E system including indicator definition and target setting (v) data collection, analysis, and reporting on all output and outcome indicators for the program (vi) Lead technical teams in designing of surveys, developing research protocols , articulating research questions, quantitative and/or qualitative data analysis and management (vii) Provide high quality and timely submission of all required project reports, including documentation of success stories, analysis of data for indicator calculation, summary of qualitative findings, etc. (viii) Guide intervention teams develop an appropriate evaluation system design for each intervention and ensure the monitoring tools measure results linked to projects objectives (ix) Guide the teams in allocate adequate resources and lead the development of plans to implement evaluations (x) Lead and manage planned impact evaluations of the different interventions (xi) Managed the sourcing and coordination of external consultants for assessment/evaluations (xii) Guided consultants tasked to undertake evaluations through developing sample frame and survey questionnaires , and other tools to track and measure results (xiii) presented M&E finding , and lessons learnt to internal and external stakeholders (xiv) played a key role in coordinating the planning, implementation, and dissemination of findings of all surveys and evaluations to the project's stakeholders (xv) trained project staff in the use of M&E tools and the capturing of indicator-driven data. (xvi) project management consisting into creation of document, communication and deliver the roadmap, communication plan, coaching plan, training plan, and resistance management plan (xvii) aligned with the project management office to develop work plans for change management
09/2006- 11/2007 Exp. 05	511	<u>Ethiopia</u>	Children's Happy Home School Mr. Maru Legas marulegas@gmail.com	School Director	In charge of: (i) Coached, mentored, supervised and evaluated teachers and staff to enhance school's vision (ii) Assisted with curriculum development, instructional strategies, lesson planning and oversee classroom activities (iii) design and implement appropriate local education, training and organization development strategies to pursue school strategies (iv) Conducted comprehensive management, staff training and developed needs assessment
09/2003- 11/2007 Exp. 06	780	<u>Ethiopia</u>	ELICO Mr. Dawit Gebre Michael dawitkid@gmail.com	Quality Assurance control Chemist	In charge of: (i) Quality Control tests for both in-process and finished manufactured leather products (ii) provided training to Chemists (iii) Maintained and updated all records, lab books and all the training records of Quality Management System (QMS, ISO 9001& 14001); (iv) served as a member of lab improvement teams (v) Actively involved in the various functions of QA i.e. Kaizen, Quality Circle, internal audit, suggestion scheme & much more.
02/1992- 09/2003 Exp. 07	2.550	<u>Ethiopia</u>	Ministry of Education Yeshanew Mengistu yeshawye@yahoo.com	Teacher, Department head, and Supervisor	In charge of: (i) team management skills (ii) Head of natural (physical) science department (iii) led, manage and develop the department (iv) Taught high school science subjects (v) Served as the school's science department head (vi) Applied individualized teaching techniques to accommodate students with special needs and disabilities
TOTAL	6.311				

14. Other relevant information (e.g. publications):

- ◆ Mengesha, M.A. (2019). Strategies and tactics for business expansion and export promotion of animal feed processing and poultry farming in Ethiopia: The case of Friendship Agro-Industry plc.
- ◆ Mengesha, M.A. (2015). Supply Chain Management in Ethiopian tanneries: practices and performances. Alpha University College
- ◆ Mengesha, M.A. (2014). Strategies and tactics of Ethiopian companies to enter leather footwear and products markets of some selected Middle East countries. Ethiopian Leather Development Institute
- ◆ Mengesha, M.A. (2011). Assessment of rawhide & skins, marketing System in Ethiopia & recommendation for future actions, Ethiopian Leather Industries Association (ELIA)
- ◆ Mengesha, M.A. (2011). Market assessment of rawhide and skin to enhance leather export in Ethiopia Ethiopian Leather Industries Association (ELIA)
- ◆ Mengesha, M.A. (2011). Baseline survey on basic education in Ambo and Dendi woreda of the west shore, Save the Children USA
- ◆ Mengesha, M.A. (2011). Evaluation of the All African Leather Trade Fair (AALF), Ethiopian Leather Industries Association (ELIA)
- ◆ Mengesha, M.A. (2008). The assessment of training and development practice of Addis Ababa and Oromia education bureau, A Comparative Study, Addis Ababa University
- ◆ Mengesha, M.A. (2008). Bench Marking and the plan of action in the role of stakeholders in Education, Addis Ababa University
- ◆ Mengesha, M.A. (2008). Survey of Markets for sourcing of raw and Semi-processed hide and skins and export of footwear, finished garments and leather goods in COMESA countries, Ethiopian Leather Industries Association (ELIA)

"The contracting authority reserves the right to contact the reference persons. The expert undertakes to inform the reference persons mentioned in the present form that his/her data will/may be transferred to the Commission and communicate the privacy statement to them. The privacy statement is available at <http://ec.europa.eu/europeaid/prag/annexes.do?chapterTitleCode=A>. If a reference is missing, a justification is provided".