

Ms. Anne Mossige

Scanteam

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NATIONALITY: Norwegian

KEY QUALIFICATIONS:

- 20 years of work experience in social assessments, organizational development, social protection, gender, community-driven development, rural development, gender, HIV/AIDS awareness promotion, environment, natural resources management and organizational development in Africa and Asia, working with multi- and bilateral institutions, governments and NGOs. Extensive field experience, in particular in rural areas in Africa and Asia.
- Broad experience in project preparation, management, monitoring and evaluation, and in leading regional and national stakeholder workshops. Task-managed World Bank-financed rural development operations from 1993 to 1999.
- Solid background in leading and coordinating multidisciplinary teams and field missions, and in negotiating and coordinating with governments, donors and NGOs.

LANGUAGES:

Norwegian:	Mother tongue
English:	Fluent
French:	Very good
Chinese:	Basic
Spanish:	Basic

COUNTRY WORK EXPERIENCE:

Bangladesh, Brazil, Burkina Faso, Chad, China (PRC), Comoros, Congo (DRC), Djibouti, Ecuador, Ethiopia, India, Kenya, Kosovo, Madagascar, Malawi, Mali, Niger, Pakistan, Peru, Senegal, Sierra Leone and Zimbabwe

EDUCATION:

- **M. Sc., *Natural Resources Management and Sustainable Agriculture***; 1987–1989, Agricultural University of Norway
- **Cand. Mag., *Economics*** (1985-87), ***Chinese*** (1983-85), ***Social Anthropology*** (1981-82), University of Bergen, Norway
- **Diploma in *Chinese/Mandarin Studies***, 1983–1985, Beijing Language Institute, Beijing, PRC, including extensive travels within PRC

EMPLOYMENT:

August 2001 to present:

Employer: Scanteam; Oslo, Norway

Position: Senior Consultant/ Partner

Duties: Provide consultancy services to NGOs, bi- and multilateral agencies in the fields of community-driven development and participation, rural development, agriculture, environment and natural resources management, gender, social assessments, social protection and organizational development and capacity building

October 1999 – July 2001

Position: **Independent Consultant**, Oslo, Norway

Duties: Provided consultancy services to NGOs, bi- and multilateral agencies in the fields of agriculture, rural development, natural resources management, environment, social assessments, institution building, community development and participation and gender.

March 1993 - July 1999

Employer: **The World Bank**, Washington D.C., U.S.A.

Position: **Task Manager / Operations Officer**

Duties: Responsible for the preparation, supervision and evaluation of four World Bank-financed rural development projects in West-Africa; and provided technical support to other projects in the same sector and sub-region.

January 1990 - March 1993

Employer: **NORAGRIC, Agricultural University of Norway**

Position: **Project Leader**

Duties: Responsible for and participated in research and consultancies in the fields of agriculture, rural development, natural resources management, institution building, community participation, and gender in Africa and Asia.

July 1989 - January 1990

Employer: **NORAGRIC, Agricultural University of Norway**

Position: **Assistant Course Coordinator**

Duties: Assisted the Coordinator for the M. Sc. Program in Natural Resources Management in planning and organizing lectures, seminars and travels (in Norway and abroad).

ASSIGNMENTS AND CONSULTANCIES:

1999 to present:

Organizational review/FORUT: Team leader for the organisational performance review of the Norwegian NGO FORUT and its support to development activities and to local partners in Asia and Africa, including a field visit to Sierra Leone. Client: NORAD (ongoing)

Evaluation of CELPA's Integrated Program/ D.R.Congo: Team leader for the evaluation of the IPC's HIV/AIDS, community development, peace and reconciliation and women promotion components. The program covers several provinces in DRC and is being implemented by the Pentecostal Church in Africa (CELPA). Client: PYM, Oslo (ongoing)

Water and Sanitation/Global: Team leader for the thematic evaluation of the Water and Sanitary Activities of one of Norway's largest NGOs. NCA has about 100 WATSAN projects worldwide, including emergency, advocacy and long term development assistance projects. The evaluation included field visits to Brazil, Pakistan and Ethiopia. Client: Norwegian Church Aid.

Local Community Development and Capacity Building/Comoros: Provide technical support to the Community Based Activities (supports rural communities with funds for social infrastructure in the health, education, transport and water and sanitation sectors) and the Capacity Building Components of the third phase of the WB supported Comoros Social Fund Project (FADC III). Client: WB (2004-07, 2 to 3 missions per year).

Evaluation of CELPA's Integrated Program/ D.R.Congo: Team leader for the evaluation of the IPC's health and education components and CELPA's administration. The program covers several provinces in DRC. It is supported by The Pentecostal Foreign Mission in Norway (PYM) and is implemented by the Pentecostal Church in Africa (CELPA). Client: PYM, Oslo

Decentralization and social infrastructure/Madagascar: Team leader for a Study on how to integrate the WB-supported and nation-wide Local Community Development Project (PDC) and its implementing organization (FID) into the National Local Development Fund (FDL). FDL is under preparation and focuses on providing funds to and strengthening the capacities of the newly established communes. Client: FID Madagascar

Evaluation of the Mutambara Health Project /Zimbabwe: Team leader for the evaluation of the Mutambara project which focuses on mother and child health (immunization and training), home based health care (training and supervision of volunteers and mid-wives) and HIV/AIDS activities. Client: The Norwegian Methodist Church

Emergency Social Action Project/D.R. Congo: Provided technical support to the World Bank supported Emergency Social Action Project in DRC. The project provides social infrastructure (schools, health centers, road, water and sanitation projects, etc.) and capacity building to local communities. Client: WB (3 missions in 2006 and 1 in 2007).

Evaluation of community development projects/ Africa, Asia and Latin America: Evaluated the effectiveness and relevance of the integrated community development projects of Norwegian faith-based organizations, including field evaluations of projects in Kenya (Pokot), Madagascar and China (Yunnan). Client: Norwegian Missions in Development/ Bistandsnemnda.

Evaluation of social protection projects/D.R. Congo: Team leader for the evaluation of the social protection projects under the World Bank supported Emergency Multi-sector Rehabilitation and Reconstruction Program in DRC. The evaluation included visits to sub-projects in Kinshasa, Kasai and Katanga. Client: The World Bank.

National Social Protection Strategy for Vulnerable Groups, D.R. Congo: Team leader for the elaboration of Congo's National Social Protection Strategy for vulnerable groups. The assignment also involved stakeholder consultations at national and provincial level, and the organization of four regional and national workshops. Client: The World Bank.

Pilot Risk and Vulnerability Assessment, D.R. Congo: Team leader for the country wide assessment of risks and vulnerable groups in DRC to help to determine what types of activities might be introduced to help the poor and vulnerable; in the context of existing projects, the preparation of a national social protection strategy and the design of new projects. The study also involved extensive stakeholder consultations and the organization of five regional and national workshops. Client: the World Bank.

Appraisal of FIFAMANOR/Madagascar: Appraised the new five year program of FIFAMANOR (National centre for research and extension related to agriculture and animal husbandry). The appraisal focused on how to reorient the organization and its program activities to attract more partners and to be less dependent on future Norwegian support. Client: NORAD

Rural sector review/Madagascar: Participated in the review of Madagascar's rural sector to identify activities and sub-sectors which could be focus areas for Norwegian Development Cooperation in the future. Client: NORAD

Poverty and Social Impact Analysis of Mining/Katanga, D.R. Congo: Provided assistance to the final stages (final report write-up and ensured linkages to the country's PRSP process) of the PSIA related to retrenchment and social services issues of DRC's largest state-owned mining company Gécamines. Client: World Bank.

Poverty and Social Impact Analysis of Health Services/Madagascar: Team leader for piloting the PSIA in Madagascar focusing on the distributional impacts of the reinstatement of cost recovery for health care and the introduction of mechanisms to protect the poor. The assignment involved the testing of the qualitative field work in a rural area of Madagascar. Client: WB.

Vocational training to illiterate women in urban slum areas/ India. Team leader for the final evaluation of ILO's Decent Employment for Women (DEW) project in India. The project targeted poor women in slum areas of Delhi and Bangalore. Client: USDOL/ILO

Employment and Micro Health Insurance for Rural Women, Bangladesh: Team leader for the mid-term review of the US-financed ILO program in Bangladesh. Client: ILO/US Dept. of Labor

Gender mainstreaming/employment, education and social protection: Elaborated gender mainstreaming checklists to be used during preparation, implementation and evaluation of specific ILO financed projects in the areas of basic education and employment creation, forced and bonded labor and social protection. Client: ILO.

Dryland and Desertification, Awareness promotion, Ethiopia: Organized a national workshop to raise Ethiopian policy makers' awareness to the United Nation's Convention to

Combat Desertification and to dryland degradation issues in general. Client: Dryland Coordination Group, Norway and Ethiopia

Evaluation of ILO's ACOPAM Program, West Africa: Evaluated the ACOPAM program (1978-2000 and USD 44 million) that supported rural development, food security and the strengthening of rural producer organizations in West Africa, including the organization of national and sub-regional stakeholder workshops. ACOPAM was for long ILO's largest technical cooperation program. Client: Norwegian Ministry of Foreign Affairs

Rural Savings and Credit Groups/Niger: Evaluated CARE's Mata Masu Dubara (MMD) national program in Niger that supports savings and credit groups for around 300.000 rural women. Prepared the program's third phase that focuses on training and institution-building. Client: CARE-Niger

Rural Infrastructure and Women groups, Mali: In the WB supported Mali National Rural Infrastructure Program (PNIR) prepared the component supporting women groups. Client: World Bank

Gender and Rural Development/Ethiopia and Mali: Responsible for the development of training material (in French and English) for workshops on "Gender and Rural Development" in Mali and Ethiopia, targeting staff of Malian, Ethiopian, and Norwegian NGOs. Conducted the training seminar in Bamako, Mali. Client: Dryland Coordination Group

Emergency Agriculture/Kosovo: Participated, as NGO representative, in multidonor evaluation of FAO's support to emergency agriculture in post-conflict Kosovo. Clients: FAO and CARE

WB Rural Development Strategy: Reviewed the World Bank's new RD Strategy "Reaching the Rural Poor". Client: Norwegian Ministry of Foreign Affairs

Private Sector and Rural Development/World Bank: Reviewed and compared the World Bank's new Private Sector Development Strategy (PSDS) and its new Rural Development Strategy (RDS). Made recommendations for how the PSDS can strengthen its RD focus. Client: Norwegian Ministry of Foreign Affairs

Decentralisation and Rural Development/Mali: Participated in the preparation of the third phase of CARE-Mali's project in the Timbuktu region. The project's focus is on rural development and capacity building of local representatives in the newly established communes. Client: CARE - Mali

Monitoring Indicators - Civil Society Participation in UNCCD NAP, Ethiopia and Mali: Prepared monitoring indicators for Civil Society's participation in both Ethiopia's and Mali's National Action Plans for UN's Convention to Combat Desertification. Client: Dryland Coordination Group in Norway, Ethiopia and Mali

Review of Civil Society's Participation in the United Nations Convention to Combat Desertification (UNCCD)/Ethiopia and Mali: Reviewed NGOs and local communities' participation in the National Action Plans of the UNCCD, including fieldwork and organization of workshops in Ethiopia and Mali, and presentation of study's results under UNCCD's Conference of Parties (COP5) in Geneva and in a NORAD seminar. Client: Dryland Coordination Group

Biodiversity/World Bank: Participated in OED's evaluation of the World Bank's performance in protecting and managing biodiversity, including fieldwork in Ecuador and Peru. Client: OED

Forestry/China: Participated in the assessment of future collaboration between forestry institutions in Ningxia and Norway in a mission to Ningxia province in China. Client: Norwegian Forestry Group

Trust Funds/World Bank: Evaluated the effectiveness of the Norwegian Consultant Trust Fund in the World Bank. Client: Norwegian Ministry of Foreign Affairs

1993 to 1999:

Gender/World Bank: Coordinated the Bank wide study on "women's access to agricultural services" that covered Africa, East and South Asia, and Latin America. Wrote the chapter covering Africa. Participated in the launching of WB-financed Social and Gender Analysis (SAGA) initiative in West Africa.

Rural Development and Institution Building/Senegal: Responsible for restructuring and supervising the WB-financed Senegal Small Rural Operations Project. Project provided training and investment projects to local rural producer groups. The transfer of project implementation responsibility from the government to the national federation of rural producer organizations, an NGO, increased the efficiency of project execution.

Irrigation and Training/Mali: Responsible for appraising, negotiating, and launching the WB-financed Mali Private Irrigation Project that focused on providing technical services, including improved extension services, to farmers involved in small-scale irrigation in Mali. Merged the project with the Mali Agro-Processing Project, which increased the geographical coverage of the project, reduced its overhead costs, and enhanced its impact on beneficiaries.

Natural Resources Management/Mali: Supervised the WB-financed Pilot Natural Resources Management Operation in the Sikasso region in Mali. Project's implementation had been very slow for several years. Was able, by close supervision, to resume and complete most project activities.

Community Development/Mali: Responsible for the supervision, from launching to completion, of the WB-financed Mopti Local Community Development Project which provided village investments and training to rural communities in the Mopti region in Mali.

Agricultural Services/Sahel: Provided technical support to the World Bank-financed National Extension Services Projects in the Sahel-region in West Africa, with emphasis on how projects should strengthen their services in providing training and support to farmers' organizations and to general institution building of rural communities. Reviewed training programs and participated in the development of new training manuals.

Rural Aids/Africa: Participated in the coordination of the World Bank's Rural AIDS Prevention Initiative

Misc.: Wrote the Implementation Completion Report for the WB-financed Mali Mopti Integrated Area Development Project, and provided contribution to the Sahel Drought Preparedness Strategy and the Sahel Strategy for Crop Pest Management.

1990 – 1993

Environment and Agriculture/China: Participated in the assessment of the Chinese Academy of Sciences' establishment of the Chinese Ecological Research Network (CERN), including 3 weeks to China. The mission's findings and recommendations resulted in World Bank financing technical assistance and training to assist in establishing the CERN. Participated in the

assessment of future collaboration between agricultural institutions in Hebei and Norway in a mission to the Hebei province.

Institution Building, Dryland Management and Pastoralism/Sahel: Co-authored the World Bank Discussion Paper No. 175: “Resource Management and Pastoral Institution Building in the West African Sahel” which evaluated the World Bank’s experience in promoting NRM and institution building in its livestock projects in the Sahel.

Environmental Nexus/Malawi: Participated in the World Bank's Malawi - Environmental Nexus Study, including 4 weeks field work in Malawi. The study reviewed the linkages between population pressure, environmental degradation, agricultural stagnation, and rural poverty.

Environment/India: Participated in a mission to review the potential for environmental cooperation between Norwegian and Indian institutions in Himachal Pradesh and Rajasthan.

Desertification/Horn of Africa: Assisted in the preparation of the Inter Governmental Authority against Drought and Desertification (IGADD) 5-year work program, and the IGADD paper on Environmental Protection and Development of a Sub-Regional Strategy to Combat Desertification.

Gender/NRM: Responsible for the Program on Gender Issues in NRM in Pastoral and Agropastoral Societies, including a visit to various NGOs, donor and research organizations in the US (WRI, WB, IFPRI, CGIAR) and UK (IIED, Oxfam, ACORD, SOS-Sahel).

1988

Agro-forestry/Niger: Involved with CARE’s agro-forestry projects in Niger while carrying out a 6 months fieldwork in rural Niger for my M. Sc. Thesis in Natural Resources Management and Sustainable Agriculture. Title of Thesis: “Economic Adaptation to Periods of Shortage in Food Grain Production among the Agropastoral Hausa in South-Central Niger, West Africa”