

Mr. Manolo Sánchez
Scanteam

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Key Qualifications:

- Specialist in formal and nonformal **Education**—basic education, secondary and vocational education, literacy and adult education, intercultural bilingual education, teacher training, strategic planning and capacity development for education sector; and **Training**—program design, implementation and evaluation; lead training and facilitation skills, Training of Trainers. Other thematic areas of strong experience and personal interest are capacity development, governance, human rights and indigenous peoples' issues.
- Extensive work experience and skills in: Project/ programme appraisal, review and evaluation; Social assessments, studies and qualitative research; Participatory approaches
- Involved in development cooperation projects since 1985; experienced as team leader of reviews and evaluations; experienced as project manager and as leader of qualitative research teams; good interpersonal and intercultural communication skills

Personal:

Nationality: Guatemalan; Permanent resident in Norway

Languages: **Spanish** (Native language); **English** (Fluent); **Portuguese** (Fluent); **Norwegian** (Advanced)

Country Work Experience:

Africa: Angola, Mozambique, Namibia, Tanzania

The Americas: Bolivia, Brazil, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, USA

Education:

Doctor of Education (Ed.D.), Center for International Education, University of Massachusetts, Amherst, Massachusetts, USA, 1992. *Adult and Nonformal Education, Rural Community Development.*

Licenciatura in Pedagogy and Education Sciences, Universidad de San Carlos, Quetzaltenango, Guatemala, 1980. *Pedagogy, Educational Planning and Administration.*

Secondary School Teaching Certification/ Social Sciences, Universidad de San Carlos, Quetzaltenango, Guatemala, 1977. *Secondary School Pedagogy and Social Sciences.*

Employment

January 2002 to present

Employer: **Scanteam**, Oslo, Norway

Position: **Partner**

Duties: Consultancy and advisory services in formal and non-formal education, strategic planning; project appraisal, review and evaluation; social assessments; qualitative research; capacity development; human rights; indigenous peoples

1996 – 2001

Employer: **Independent Consultant**, Guatemala, USA and Norway

Position: **Consultant**

Duties: Consultant trainer for projects in Guatemala and USA. Project reviewer for Norad-supported projects in Central America.

1993 – 1995

Employer: **Instituto Cobán Internacional (INCO)**, Cobán, Guatemala

Position: **Director/ Founder**

Duties: Founded, owned and directed this private language school that specialized in teaching the Spanish and Maya-Q'eqchi languages using communication-based methodology.

1985 – 1993

Employer **Institute for Training and Development, ITD Amherst, MA, and Phoenix, AZ, USA**

Position: **Senior Program Director/ Principal Trainer**

Duties: Served as programme director and/or principal trainer for 18 training programmes aimed at approximately 500 Latin American scholars sponsored by USAID.

1983 – 1985

Employer: **University of Massachusetts, Dept. of Spanish and Portuguese, Amherst MA, USA**

Position: **Spanish teacher**

Duties: Taught college level Spanish courses for two academic years.

1979 - 1980

Employer: **Ministry of Education, Instituto Normal para Señoritas de Occidente (INSO), and Instituto Normal para Varones de Occidente (INVO), Quetzaltenango, Guatemala**

Position: **Secondary School Teacher/ Teacher Trainer**

Duties: Taught senior level courses to students obtaining primary school teaching certification

Assignments and Consultancies – by areas of experience

Appraisals, Reviews and Evaluations:

1. **Review of the Strategic Partnership programme in support of Civil Society in Angola.** Team leader. Mid-Term review of progress and results of a strategic partnership programme managed by Norwegian Peoples' Aid in support of four Angolan CSO. Two weeks of field work in Luanda and Huambo provinces. Angola. Client: Norad/ Norwegian Embassy in Luanda. October – November 2009
2. **Reviews of Norwegian support to UNDP and DW (Development Workshop) for civic and electoral education programmes.** Team member. Quality assessor of two draft and final reports. Angola. Client: Norwegian Embassy in Luanda/ Norad. May – August 2008.
3. **Monitoring System of Public Policies and Legislation for Indigenous Peoples in Latin America.** Jointly with Indigenous and CSO organizations, the team designed and developed a Monitoring System of Public Policies and Legislation for Indigenous Peoples in Latin America. Team member in charge of coordination of the implementation of a qualitative survey with focus groups of indigenous communities in Colombia. Client: Norwegian Centre for Human Rights, University of Oslo/ Inter-American Development Bank, IDB. March 2007 – December 2009 (ongoing)
4. **Review of Norwegian Support to Guatemala through UNDP.** Team member. Two weeks field work in Guatemala. Co-writer of draft and final report. Guatemala. Client: Royal Norwegian Embassy, Guatemala/ Norad. October-November 2006
5. **Review of Support to League of Human Rights (*Liga dos Direitos Humanos, LDH*).** Team member and co-author of final report. Mozambique. Norwegian Embassy in Maputo/ Norad. May-June 2006.
6. **End-Review and Appraisal of Norwegian support to UNDP in Angola.** Team leader and co-author of final report. Angola. Client: Norwegian Embassy /Norad. Dec 2005 - March 2006.
7. **Review of Transfer of Portfolio for Indigenous Peoples to the Embassy in Brazil.** Team leader. Wrote final report. Brazil. Client: Norad, Oslo, Norway. Nov./Dec. 2004.
8. **Evaluation of UNESCO's response to HIV/AIDS.** Part of a core team of five consultants doing a comprehensive evaluation of UNESCO's response to the HIV/AIDS. Client: UNESCO, Paris, and HeSo, Oslo, Norway. October/2003 – March/2004
9. **Review of SAIH's support to Bolivian indigenous NGOs and rural technical colleges.** Team leader. Bolivia. Client: SAIH, Oslo, Norway. September 2003.
10. **Review of three NGOs that support indigenous peoples in Brazil.** Team member and contributor to final report. Brazil. Client: NORAD, Oslo Norway. February/March 2003
11. **Review of a biodiversity project by the *Instituto Nacional de Biodiversidad – INBio*, in Costa Rica.** Team leader. Wrote the final report. Costa Rica. Client: NORAD, Oslo, Norway. March 2002
12. **Evaluation of the Maya Intercultural Bilingual Education model, developed and applied by CEDIM.** Guatemala. Consultant/ adviser. Client: Norad, Oslo, Norway. April and October 2002

13. **Review of a human rights project implemented by Western delegation of the Honduras Human Rights Ombudsman (*Comisionado Nacional de los Derechos Humanos de Honduras*)**. Team member; co-wrote final report. Honduras. Client: Norwegian Centre for Human Rights, University of Oslo/ Norad, Norway. 2001
14. **Review of two projects at the Academy of the National Civil Police (*Policía Nacional Civil—PNC*) of Guatemala, managed by the United Nations Verification Mission in Guatemala (MINUGUA)** Team member and main author of final report. Guatemala. Client: Norwegian Centre for Human Rights, University of Oslo/ Norad, Norway. 2001
15. **Review of three bilingual education projects implemented by the Mayan NGO's CEDIM, OKMA and MUNI-K'AT**. Team leader. Wrote the final report, which included some reflections on the Norwegian strategy for development cooperation in Guatemala. Guatemala. Client: Norad/ LINS, Oslo University College, Oslo, Norway. 1999
16. **Review of a human rights education project implemented by the Inter-American Institute of Human Rights (IIDH)**. Field work in Costa Rica, Nicaragua and Guatemala. Team member; co-wrote final report. Client: Norad/ Norwegian Institute of Human Rights, University of Oslo, Norway. 1999
17. **Review of two projects implemented by FESPAD --law research institute--, and by the NGO Civic Education Consortium**. El Salvador. Team member, co-wrote final report. Client: Norad/ Norwegian Institute of Human Rights, University of Oslo, Norway. 1999

Studies, Policy Analysis, Assessments:

1. **Country study on Support Models for CSOs at Country Level, as part of a multi-country study financed by the Nordic+ group**. Team leader and main author of final country study report. Guatemala. Client: Norad. May – August 2007
2. **Mozambique Poverty and Social Impact Analysis (PSIA II)—Estimating the impact of lowering primary education costs and Baseline study of secondary education**. School and Community Qualitative Analysis, Team leader, 10 researchers. Mozambique. Client: The World Bank, Washington, DC. Nov 2006 – November 2007
3. **Social Assessment of the Technical and Vocational Education and Training (TVET) programme in Mozambique**. Team leader. Wrote final report. Mozambique. Client: World Bank. August, 2005
4. **Assessment of Channels for Norwegian Assistance in Support of Human Rights in Nicaragua**. Team leader. Co-wrote final report. Nicaragua. Client: Norwegian Embassy in Managua/ Norad. Feb. - March, 2005
5. **Mozambique Poverty and Social Impact Analysis (PSIA): Primary School Enrollment and Retention – the Impact of School Fees**. Team leader for the school and community qualitative analysis of this World Bank study. Mozambique. Client: World Bank. February-August 2004
6. **Assessment of Basic Education in Angola**. Team leader. Co-writer/ editor of final report. Angola. Consultant. Client: NORAD, Oslo, Norway. May – July, 2003

7. **Assessment of the status of literacy, adult and non-formal education programmes in Mozambique.** Co-wrote final report. Consultant and adviser. Client: The World Bank/ Ministry of Education. Mozambique. January-April 2000

Strategic Planning, Project Design:

1. **Development of the Adult and Non-Formal Education (AE/NFE) Medium Term Strategy, 2003/07, Ministry of Education and Culture (MoEC).** Team leader/ advisor. Tanzania. Client: Norad, Oslo, Norway. January – March 2003
2. **Design of a Literacy and Adult education Pilot Programme.** Mozambique. Consultant/ advisor. Client: Ministry of Education and Culture (MEC) / The World Bank. 2001
3. **Development of the Literacy, Adult and Non-Formal Education Sub-Sector Strategy, 2001-2005, Ministry of Education, Mozambique.** Consultant/ advisor. Mozambique. Client: The World Bank/ Ministry of Education and Culture, Mozambique. 2000

Capacity Development/ Training:

1. **Capacity Development Consultant/Advisor.** Contributor to revision of strategic plan (PDI) and Capacity Development Strategy of Ministry of Education, especially regarding the component on transfer of formal education functions and resources to the Secretaries of Education of the of the Autonomous Regions (RAAN/RAAS) of the Atlantic Coast of Nicaragua. Client: Embassy of Denmark in Nicaragua. Managua, Nicaragua. March-July 2009
2. **Capacity Development Advisor/ Workshop facilitator.** Facilitated workshop on “Guidelines for Capacity Development in education sector/ EFA-FTI Initiative” for Ministry of Education staff and representatives of donors. Wrote draft of Work Plan and Terms of Reference for a capacity assessment of education sector. Client: UAP, Canadian Cooperation in Nicaragua. Managua, Nicaragua, September-October 2008.
3. **Training program for 26 Guatemalan Legislative Liaison and Public Information Officers, sponsored by USAID.** Program director and principal trainer. Tucson, Arizona, USA Client: Pima Community College, Tucson, Arizona. 1997
4. **Training program in Civic Participation in Education for 24 educators and NGO development workers from El Salvador, sponsored by USAID.** Training coordinator and principal trainer. Tucson, Arizona, USA. Client: University of Arizona, Tucson, AZ, USA. 1996
5. **Nine training seminars for approximately 80 Guatemalan justice operators (judges, prosecutors and public defenders).** Training adviser/ trainer-of-trainers. Trained 18 judicial sector trainers on participatory training methodology, and serve as adviser during seminar implementation. Guatemala. Client: Development Associates Inc./USAID, Guatemala. 1996