



Mr. Manolo Sánchez
Scanteam

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Key Qualifications:

- Extensive knowledge and experience in **Education** and **Training**—basic education, secondary and vocational education, literacy and adult education, intercultural bilingual education, teacher training, strategic planning and capacity development for education sector; training program design, implementation and evaluation; lead training and facilitation skills, training of trainers.
- Thematic areas of relevant experience and interest: **Capacity development, Governance, Human Rights, and Indigenous Peoples' rights.**
- Extensive work experience and skills in: Project/ program appraisal, review and evaluation; social assessments, studies and qualitative research; participatory approaches
- Involved in development cooperation projects since 1985; experienced as team leader of appraisals, reviews and evaluations; experienced as project manager and as team leader of qualitative research teams (PSIA and social assessments with the World Bank); 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, USA**

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

Duties: Programme director and/or principal trainer of at least 18 training programs for Latin American scholars sponsored by USAID (average of 25 participants in each program). Training themes ranged from community development, teacher training, small business development to training mayors in municipal services management.

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. Evaluation of Norwegian Support to Democratic Development through the United Nations.** Team member/deputy manager of a year long evaluation of the Norwegian support to democracy development through the United Nations agencies during the period 1999-2008. Team leader of the country study to be conducted in Guatemala in June 2010. Client: Norad. January 2010 – January 2011 (ongoing)
- 2. Appraisal of International IDEA program “Toward a Citizen-based democracy in the Andean Countries”.** Team leader. Desk study to appraise the planning document for a new program phase, and an assessment of four evaluation reports of IDEA projects in Peru, Bolivia, Ecuador and Colombia pertaining to the current Andean program. Client: Norad. December 2009
- 3. Review of the Strategic Partnership programme in support of Civil Society in Angola.** Team leader. Mid-Term review of progress and results of the Strategic Partnership program managed by Norwegian Peoples’ Aid in collaboration with four Angolan NGO. Two weeks of field work in Luanda and Huambo provinces. Angola. Client: Norad/ Norwegian Embassy in Luanda. October – December 2009
- 4. Reviews of Norwegian support to UNDP and DW (Development Workshop) for civic and electoral education programmes.** Team member. Quality assesor of two draft and final reports. Angola. Client: Norwegian Embassy in Luanda/ Norad. May – August 2008.
- 5. Monitoring System of Public Policies and Legislation for Indigenous Peoples in Latin America.** Jointly with Indigenous and pro-indigenous CSO organizations, the team designed and developed a pilot survey to monitor public policies and legislation for Indigenous Peoples in Latin America. Team leader in charge of coordination and implementation of a qualitative survey with focus groups of indigenous communities in **Colombia** (conducted November 2009 in Quindío and Cauca). Client: Norwegian Centre for Human Rights, University of Oslo/ Inter-American Development Bank, IDB. March 2007 – April 2010 (ongoing)
- 6. 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
- 7. 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.
- 8. 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.
- 9. 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.

10. **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
11. **Review of SAIH's support to Bolivian indigenous NGOs and rural technical colleges.** Team leader. Bolivia. Client: SAIH, Oslo, Norway. September 2003.
12. **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
13. **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
14. **Evaluation of the Maya Intercultural Bilingual Education model, developed and applied by CEDIM.** Guatemala. Consultant/ adviser. Client: Norad, Oslo, Norway. April and October 2002
15. **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
16. **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
17. **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
18. **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
19. **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. **Judicial sector, Guatemala- 9 training seminars for approximately 80 Guatemalan justice operators (judges, prosecutors and public defenders).** Trainer-of-trainers/ advisor. Trained 18 judicial sector trainers on participatory training methodology, and serve as advisor during training seminars' planning and implementation. Guatemala. Client: Development Associates Inc./USAID, Guatemala. 1996