

Curriculum Vitae

Name Bill Sterland
Date of birth 21/05/64
Nationality British
Countries worked in Afghanistan, Albania, Bosnia and Herzegovina, Croatia, Italy, Kosovo, Kyrgyzstan, Macedonia, Montenegro, Serbia

Profile:

- Over **13 years' development experience** in transitional and post- / conflict countries [26 years' total incl. 10 in: **NGO management** (the Arts) and small **business management** (horticulture)];
 - Specialist in **organisational development, NGO management & civil society strengthening** – often in context of promoting advocacy and local governance;
 - Practiced in applying development theory: **rights-based approaches, results-based management, community-driven development** and **participatory development**;
 - **Capacity development practitioner**, including research, coaching, training, networking, and approaches to learning, by means of participatory methodologies, such as PRA and PLA.
 - Skilled and experienced **facilitator** of strategic planning, lessons learnt sessions, training workshops, organisational self-assessments and other institutional processes;
 - Experienced in **evaluation** of complex development projects and programmes;
 - Solid base of development **planning skills**, including. **project/programme development, strategic planning** and **participatory planning**, with a firm grasp of PCM;
 - Expert in **community development**, especially local economic planning, capacity development of local governance institutions, enhancing local participation, especially of women and youth, in local decision-making;
 - Considerable experience in working with **communities in conflict**, mediating, negotiating and facilitating **conflict transformation** and reconciliation at community level;
 - **Successful fundraiser** for a variety of development & Arts projects, gaining support from multi-lateral and bilateral donors, private foundations, and developing self-financing schemes;
 - Strong **analytical skills** and a strong communicator verbally and in writing, with extensive practice of report writing for a variety of purposes.
 - Other thematic experience: youth, gender and women's rights, child rights, disability, rural development, regional development & EU enlargement.
-

Education:

2000	MA (Econ) Environment and International Development (distinction)	Institute for Development Policy and Mgt, Manchester Univ. UK. Subjects studied include: development economics, environmental economics, natural resource mgt., gender, decentralisation and NGO management.
1990	BSc Anthropology (1 st class)	University College London, UK

Employment History:

July 2013 - present	Freelance development consultant, based in United Kingdom <u>Current assignments</u> <ul style="list-style-type: none">- Mid-term evaluation of strategy and review of organisational effectiveness of ICBL-CMC [International Campaign to Ban Landmines and Cluster Munitions Coalition (Jan, April 2014)]
---------------------	---

	<ul style="list-style-type: none"> - Evaluation of Peace and Development in Finland's Development Cooperation (Afghanistan, Ethiopia, Palestine, W.Balkans), for ITAD, UK (part-time till June 2014). W.Balkan expert, 85-100 days. - Programme planning, for Swedish Committee for Afghanistan (August and October 2013)
<p>July 2012 – end June 2013</p>	<p>Senior Adviser for Policy and Strategy – Swedish Committee for Afghanistan</p> <ul style="list-style-type: none"> o Designing, coordinating, facilitating an 8-month strategic planning process, covering 10 Afghan offices, and Sweden office, and over 6,000 staff members; o Drafting the strategic plan document; o Undertaking policy research; o Advising the Country Director on donor policy, national development policy and aid coordination, while coordinating with in-country donor offices; o Advocacy to Afghan government & donors on aid policy and human rights. o Advising the organisation on development approaches, particularly rights-based approaches (women, children, disability and rural communities), civil society strengthening and change management; o Major inputs to and advice for a revised organisational policy.
<p>Jan 2011 – June 2012</p>	<p>Coordinator for Planning Monitoring and Evaluation – Swedish Committee for Afghanistan, Kabul, Afghanistan</p> <p>Managing a small methodology and capacity-building team integrating PCM functions and ensuring the quality of PME across four sector-based programmes (education, health, rural development and rehabilitation of people with disability).</p> <ul style="list-style-type: none"> o Leading organisational planning: annual work planning and strategic approaches; o Designing and leading training / coaching of project and programme staff in PME; o Mapping of M&E practices and preparing consultancy to design an organisational M&E system; o Designing and managing external evaluations & studies, leading management responses – conflict analysis, civil society capacity building, community development, education projects, capacity assessments of CSO partners & others; o Advising proposal writing teams and providing technical advice and assistance in project development; o Facilitating organisational learning and policy review workshops; o Processing and coordinating the submission of all project proposals to donors; o Carrying out occasional internal programme evaluations and also selected internal studies; o Coordinating all reporting to donors and the Government; o Recruitment of consultants and contract management
<p>March 2004 – Jan 2011</p>	<p>Freelance development consultant, based in Bosnia and Herzegovina, Kosovo, Italy.</p> <p>Selected international clients incl. Amica e.V, Austrian Development Cooperation, CISP, EC (Afghanistan), Handicap Int., HealthNet Int., INTRAC, IRC, OneWorld Italy, OSCE, HEKS-EPER, The American ORT, UNDP (Serbia, Kosovo, Montenegro), UNESCO, UNV (Bosnia, Kyrgyzstan), CARE (5 offices), Norwegian Church Aid, SIPU Int., Schüler Helfen Leben (Bosnia, Kosovo), Swiss Red Cross, World Vision (Bosnia, Kosovo).</p> <ul style="list-style-type: none"> - Services for institutional and organisational capacity building for CSOs, communities and local governments under INGO, UN & EC projects; <ul style="list-style-type: none"> o Organisational development consultancy: participatory organisational assessments (10 in six years), NGO capacity development and change management, strategic planning, process facilitation and mentoring and coaching; o Workshop trainings - project planning, monitoring and evaluation, communication, rights-based approaches, advocacy, research techniques; o Practical application of development theory: rights-based approaches, community-driven development and participatory planning; o Facilitation, advice and training on social partnerships, NGO networks, policy dialogue and advocacy, community mobilisation – particularly to strengthen local governance;

	<ul style="list-style-type: none"> - Project and programme evaluations in a range of fields: area-based development, regional development and decentralisation, civil society capacity building, policy dialogue (human rights, minority rights, youth), peace building, post-conflict return, community building, youth empowerment. <ul style="list-style-type: none"> o 18 evaluations carried out in 7 years; o Mid-term and final evaluations, also impact assessment. Use of results-based management, outcome mapping, and significant change theory; - Policy and social research and related capacity assessments: decentralisation, civil society capacity, community development and CBOs, peace building and capacity building in transitional environments; - Project and programme design for INGOs and international development agencies in civil society strengthening, rural and regional development, peace building and post-conflict recovery; <ul style="list-style-type: none"> o Three major awards in 2008-9 to a total of over €10.7m in civil society strengthening, rural development and peace building projects. - Approaches to conflict transformation and post-conflict rebuilding: community dialogue and track two initiatives, conflict mediation; <ul style="list-style-type: none"> o Lecturer in Cultural Mediation and Conflict Resolution on MA course in Peace Operators.
Feb. 2003 – Feb 2004	<p>Project manager (title: Technical Adviser) - Rescate (INGO), Bosnia and Herzegovina</p> <ul style="list-style-type: none"> - Establishing a field office (Rescate's first operations office in Bosnia and Herzegovina); - Coordination of a major post-conflict re-building project funded by the Spanish Government; - Programme development: Identifying and writing projects in environmental development and rural development; - Liaison with local NGO partners; - Donor relations and fundraising; - Negotiating the merger of Rescate with ARC rebuilding projects in the region; - Co-managing the enlarged Rescate office; - Capacity building services to NGO partners in Bosnia and Albania;
March 2002 – Feb 2003	<p>Civil Society Manager - Dadalos (Bosnian NGO), Bosnia and Herzegovina</p> <ul style="list-style-type: none"> - Carrying out a country-wide field-based civil society mapping and NGO needs assessment; - Identification and development of projects in civil society capacity building; - Fundraising for the above and projects in civil education and human rights; - Facilitating organisational strategy; - Developing and maintaining contacts with Bosnian human rights NGOs, developing a human rights NGO database; - Overseeing a local youth arts project designed to increase inter-ethnic activity.
Sept. 2001 – March 2002	<p>Representative in ex-Yugoslavia - Quaker Peace and Social Witness, Bosnia and Herzegovina</p> <ul style="list-style-type: none"> - Co-managing a capacity-building programme for a network of Bosnian NGOs all working towards peace building and conflict transformation (human rights, non-violent action, peace advocacy, youth); - Design of specific trainings and consultancies for participating NGOs; - Maintaining the QPSW Balkan network of peace advocates; - Undertaking regular analysis and reporting on the political and development situation in the successor countries of ex-Yugoslavia;

March 2001 - Sept. 2001	Project Coordinator - Dadalos (Bosnian NGO), Bosnia and Herzegovina - Coordinating civil education projects in Bosnia and Herzegovina; - Writing regional projects (Bosnia, Serbia, Montenegro, Albania) in civil education; - Successful fundraising and donor liaison incl. all members of the Stability Pact for SE Europe - in Bosnia; - Liaison with youth NGO partners; - Co-established a new project in Albania - including undertaking an institutional needs assessment, negotiating with the Albanian government and recruitment of Albanian team
Oct. 2000 – Sept 2001	Youth Coordinator - IDIS (Bosnia Human Rights NGO), Bosnia and Herzegovina - Coordinating all activities of the youth branch of the NGO; - Writing projects and fundraising; - Training youth in all aspects of PCM and also community mobilisation; - Training of school directors and teachers in project management and organisational development as part of education reforms carried out by the Republika Srpska (over 12 months till end 2001).
Oct 1993 – Sept 1999	Self-employed horticultural consultant, designer and technician
Oct 1988 – Sept 1993	Artistic director / administrator – Theatrebox touring theatre co.

Languages: English (native); Serbian/Croatian (fluent); French, Italian, Dari (basic).

Selected publications:

- 2010: The Civil Society Environment in the Western Balkans and Turkey Report; Sarajevo: TACSO / EC. Available at <http://www.tacso.org/publications/other_doc/?id=1754>
- 2010: Civil Society Organisations' Capacities in the Western Balkans and Turkey: A comparative summary of the 8 country CSO needs assessments; Sarajevo: TACSO / EC. Available at <http://www.tacso.org/doc/Report_CS0_Capacities.pdf>
- 2008: (co-author) Faith Communities as Potential Agents for Peace Building in the Balkans; Oslo: Norwegian Church Aid. Available at <<http://www.kirkensnodhjelp.no/Documents/Kirkens%20Nødhjelp/Publikasjoner/Temahefter/Faith%20Communities%20Balkans.pdf>>
- 2006: (co-author) Local Development for Decentralised Government in Kosovo; Blue Ribbon Series # 2; Pristina: UNDP. Available at < www.ks.undp.org >
- 2006: Civil Society Capacity Building in Post-conflict Societies: The Experience of Bosnia and Herzegovina and Kosovo; Praxis Paper no. 9; Oxford: INTRAC. Available at < www.intrac.org >
- 2005: 'Dissolving barriers through confidence building: Parent Teacher Associations and Police Community Initiatives in Bosnia and Herzegovina', in *Grassroots Efforts to Prevent and Resolve Violence*, published by World Vision International Policy and Advocacy, available at <www.justice-and-peace.org/PolicyAdvocacy/pahome2.5.nsf/cractionnews/FB527B18CF9B4705702000124AA4>
- 2005: Generating Metaphor for Strengthening Analytical and Adaptive Capacity: Ways to create meaning and understand complexity; Praxis Note no. 9; Oxford: INTRAC. Available at <www.intrac.org>
- 2003: 'Serving the Community: An Assessment of Civil Society in Rural Bosnia and Herzegovina'; Dadalos: Sarajevo; available at <www.sterland.biz>
- 2000: 'Social Reconstruction in Post-conflict Bosnia: The Role of NGOs in Rebuilding Civil Society', MA thesis to IDPM, Manchester University, available at <www.sterland.biz> .