

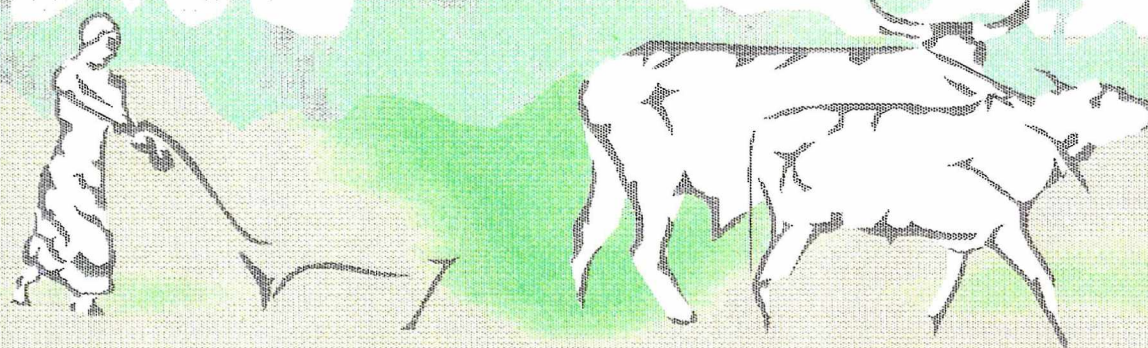
European  
Commission

OAU / IBAR



# Farming in Tsetse Controlled Areas: Regional Component

Technical Proposal  
September '98







# RWA International Ltd

(formerly Richard Woodroffe & Associates Ltd)

*Specialist Services in Rural Development and Management*

Registered Office: The Coach House, Royal Oak Yard, Ripon, North Yorkshire, HG4 1PB, UK

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2<sup>nd</sup> September 1998

Organisation of African Unity  
InterAfrican Bureau of Animal Resources  
PO Box 30786  
Nairobi  
Kenya

Dear Sirs

**Farming in Tsetse Controlled Areas**  
**Project No. 7.ACP.RPR.578**  
**Regional Component**

RWA International (which has shortened its name from Richard Woodroffe & Associates) is pleased to submit its proposals to provide technical assistance to the above project in accordance with the tender dossier received. On the basis of its extensive site visits, RWA is confident that it has gained a thorough understanding of the requirements of the project, and believes that the nominated personnel have the required abilities, qualifications and experience.

RWA will also be able to draw on the other consortium members, FGU Consulting, Department for Tropical Veterinary Medicine and Epidemiology of the Free University of Berlin, African Development Consultants and Associates and Nairobi Veterinary Centre, to both support the programme and provide short term inputs on a subconsultancy basis as required.

RWA has substantial experience in both participatory rural development projects and also in veterinary projects, and would place strong emphasis on the community participation aspects of the programme.

May we take this opportunity of thanking you for the opportunity to present proposals in support of this important project.

Yours faithfully

Dr Rowan Mactaggart  
Director

## **Undertaking by the Tenderer**



# RWA International Ltd

(formerly Richard Woodroffe & Associates Ltd)

*Specialist Services in Rural Development and Management*

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Telephone: (44) 1765 600455 Facsimile: (44) 1765 600344 E-mail: [rwari@rwaint.demon.co.uk](mailto:rwari@rwaint.demon.co.uk)

Regional Authorising Officer of the EDF  
Organisation of African Unity  
Inter-African Bureau for Animal Resources  
PO Box 30786  
Nairobi  
Kenya

Date : Wed 02 September 1998

Dear Sirs,

**CONTRACT : Provision of Technical Assistance to the "Farming in Tsetse  
Controlled Areas" Programme, Regional Component**  
**CONTRACT REFERENCE : 7.ACP.RPR.578**

We have examined the information provided in your Restricted Tender Dossier and confirm that we will perform the contract in accordance with the terms and conditions of the Tender Dossier.

This proposal is made by RWA International, who will act as sole contractor, in association with FGU Consulting (Germany), the Department of Tropical Veterinary Medicine and Epidemiology of the Free University of Berlin (Germany), African Development Consultants & Associates (Ethiopia) and the Nairobi Veterinary Centre (Kenya), who will provide support and specialist sub-consultancy inputs as required.

I confirm that I have the authority of RWA International to submit proposals and to negotiate on its behalf.

Yours faithfully,

Dr Rowan I Mactaggart  
Company Director

**Article 4 (2) of the General Regulations;  
Declaration by the Tenderer**



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## DECLARATION OF THE TENDERER

28 August 1998

The undersigned, **Dr Rowan Mactaggart**, in the capacity of **Director** of the consultant agency **RWA International** certifies that the firm he represents is NOT in one of the following situations:

- bankruptcy;
- payments to them have been suspended in accordance with the judgement of a court other than a judgement declaring bankruptcy and resulting, in accordance with their national laws, in the total or partial loss of the right to administer and dispose of their property;
- legal proceedings have been instituted against them involving an order suspending payments and which may result, in accordance with their national laws, in a declaration of bankruptcy or in any other situation entailing the total or partial loss of the right to administer and dispose of their property;
- they have been convicted by a final judgement of any crime or offence concerning their professional conduct;
- they are guilty of serious misrepresentation with regard to information required for participation in an invitation to tender;
- they are in breach of contract on another EDF-funded contract.

Signature of the tenderer:

Dr Rowan Mactaggart  
Director

Seal of the notary certifying this document



Signature of the notary

European Commission  
Directorate General for Development  
DGV111/E  
200 Rue de la Loi  
1049 Brussels  
Belgium

1 September 1998

JRB/WM/BM

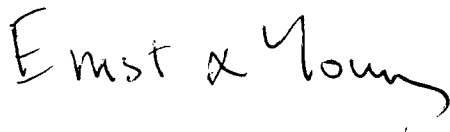
Dear Sir/Madam

RWA INTERNATIONAL LIMITED

We are writing to confirm that we are the auditors of RWA International Limited, a company registered in England and Wales (Company Number 02394229), and that we have issued an unqualified opinion on the company's accounts for the year ended 31 March 1998. During the course of our audit we did not find anything which led us to believe that the company had not fulfilled its obligations with respect to the payment of taxes, social security contributions and VAT in accordance with the legal provisions in force in the United Kingdom.

RWA International Limited is not in administrative receivership.

Yours faithfully



Ernst & Young

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## **Annex A – Terms of Reference**

## **Annex A**

### **TERMS OF REFERENCE**

#### **The Technical Adviser to the Regional Co-ordination of the project: "Farming in Tsetse Controlled Areas"**

##### **1- SUMMARY**

This terms of reference provides background information on the regional "Farming in Tsetse Control Areas" programme for eastern Africa and the detailed tasks and responsibilities of the technical adviser who will be attached to the Regional Co-ordination Unit (RCU).

Three countries in the region, Ethiopia, Kenya and Uganda, will be involved initially. The programmes to be funded in each country differ in their goals and emphasises and the basic activities will be implemented separately in each country. However, certain activities will be regional: environmental monitoring and impact assessment, certain research and training activities and the organisation of the monitoring and evaluation of the three country programmes. These will be the responsibility of the RCU.

The first phase of the regional programme will be four years and the contribution from the European Union totals ECU 20,000,000.

##### **2- BACKGROUND**

The European Commission have been involved in supporting tsetse and trypanosomiasis control in East Africa since 1987 when Phase I of the EC funded human sleeping sickness control programme in south east Uganda commenced. The human sleeping sickness epidemic of the 1980s in Uganda spread into Kenya in 1987 and reached a peak there in 1990. This led to the Organisation of African Unity establishing a project to integrate activities on either side of the Kenya-Uganda border. The EC has now agreed to fund a programme for the eastern Africa region and financing agreements have been signed between the Commission and the governments of Kenya, Uganda and Ethiopia. In time it is anticipated that other countries within the region will join the programme (Tanzania, Burundi, Rwanda). Each country programme has a different emphasis and Technical Assistants will be recruited separately for each country. In addition a Regional Co-ordination Unit will be established within the OAU Inter African Bureau for Animal Resources (IBAR) office in Nairobi and a Technical Assistant will be recruited for this Co-ordination Unit.

##### **Government/Sectoral policies**

Increased agricultural output is a stated priority for the Governments of Ethiopia, Kenya and Uganda and tsetse control is seen as an essential component of rural development in tsetse infested areas. The Blue Print for economic development of the OAU, laid down in the Lagos Plan of Action 1980, calls i.e. for self-sufficiency in food production. It has rated trypanosomiasis as one of the most important

charged to promote animal health and production.

### **Features of the agricultural sector**

In Kenya and Uganda the project area has considerable agricultural potential. Much of the land is or has been intensively farmed. Agricultural output can only be improved through better land use and intensification of the current crop/livestock farming systems. The majority of the population are subsistence farmers and livestock consists mainly of small unimproved indigenous breeds. In Ethiopia, western areas recently invaded by fly will be priority areas for control programmes. In some of these areas tsetse control programmes supported by the government and international research institutes are already underway. However, the agricultural sector in Ethiopia at present does not have the experience or capacity to operate large scale tsetse control programmes.

### **Beneficiaries and parties involved**

The principle beneficiaries of the program will be the rural population of the region, the majority of whom are subsistence farmers. The governments involved will benefit from assistance in institution building, training, research, regional strategy planning and conflict resolution in cross-border problems.

### **Problems to be addressed**

The problems and experience of each of the three countries related to the vector and the diseases it transmits are different. Major epidemics of human sleeping have had devastating effects on the rural population of Uganda through out this century. On occasions these epidemics have spread to Kenya but human sleeping sickness ranks low on the list of important diseases in Kenya, There the tsetse fly is considered more as a threat to livestock production. In Ethiopia the first reports of human sleeping sickness appeared in the 1960s and at the same time trypanosomiasis was detected in cattle in areas of western Ethiopia where the disease was previously unknown. The diverse experiences of the three countries has resulted in the development of different capacities to control the disease, different levels of awareness amongst the rural communities and now different requirements for assistance in the development of sustainable control programmes.

## **INTERVENTIONS**

### **Overall objectives and project purpose**

The overall objective of the regional program is to contribute to the socio-economic development of the region through the co-ordination of national activities to ensure sustainable rural development.

The general purpose is i) improved well-being of the rural population through sustainable rural development, and ii) co-ordination of national programmes to improve the implementation capacity in the countries concerned. The emphasis of the three national programmes varies.

**Ethiopia:** The overall objective of the project is to enhance national food security and to improve the quality of life of the rural populations, through sustainable and increased production, particularly in those communities relatively recently affected by the encroachment of the tsetse flies. The long term purpose of the project is to build the human resource/management capacity to deal with tsetse encroachment into farming areas, concentrating on areas with the highest mixed farming potential.

livestock productivity by improving animal health through tsetse/trypanosomiasis control, and through integrated crop/livestock production systems which will improve food production. The long term aim is sustainable tsetse control organised and financed by the livestock owners.

**Uganda:** The overall objective of the project is to improve the health of the rural population of S.E. Uganda in order to develop the economy of the south eastern region. The purpose is to contain the human and animal trypanosomiasis diseases.

### **Results**

In Ethiopia organisational and management capacity of staff to design and co-ordinate tsetse and trypanosomiasis control programmes will have been strengthened within the context of overall rural development. In Kenya and Uganda the programme will result in tsetse and trypanosomiasis control, education and training, rural development and institutional strengthening. In addition the programme will result in regional co-operation in training, research, disease control, environmental monitoring and strategy planning.

### **Activities**

The activities differ in each of the three country programmes. In Ethiopia initial activities will focus on capacity building. In Kenya livestock improvement will proceed in conjunction with improved livestock disease control to provide farmers with increased income enabling them to invest more in sustainable rural development. In Uganda community based tsetse control programmes to reduce the threat of human sleeping sickness will be the basis of sustainable rural development.

The Regional co-ordination unit will be involved in a variety of activities and will be responsible for:

- the overall co-ordination of the three country programmes which will include the synchronisation and the final approval of workplans to assure co-ordination of approach and utilisation of appropriate techniques and exchange of information between countries. These workplans and cost estimates will be approved and signed by the respective national implementing agency, the NAO of the country concerned, and endorsed by the Regional Co-ordination Unit and the Delegation of the country concerned.
- co-ordination of the country control programmes in the Kenya Uganda border districts.
- co-ordination in the three countries of the environmental monitoring aspects of the programme to be undertaken by ILRI.
- training programmes will be organised on a regional basis.
- research requirements for the programme and the identification of appropriate institutes to carry out specified research projects.
- organisation of the monitoring and evaluation of the three country programmes
- mobilisation of short-term consultancies.

### **ASSUMPTIONS**

To achieve sustainable rural development it is assumed that there will be a continued and increased demand for agricultural products in the region together with improved marketing facilities. It is assumed that health services and veterinary services will continue to function and that privatisation schemes will be effective. Reliable supplies of agricultural inputs at affordable prices and the

Continued OAU commitment and friendly relations and meaningful co-operation between the countries will be necessary if the regional co-ordination is to achieve its purpose. Political stability, internal security, accessibility of the project areas will be essential.

## **IMPLEMENTATION**

### **Physical and non-physical means**

These include the provision of internationally recruited technical advisers and locally recruited professional, technical and support staff. Short-term consultants will be hired for various aspects of the country programmes and the regional co-ordination. Training will be provided at all levels, from community members and farmers up to senior technical, administrative and management staff. Laboratory and office facilities will be provided in some cases, while in others rehabilitation of existing facilities will take place. Vehicles of government and research institutes will be rehabilitated where possible or new vehicles purchased where necessary. Laboratory, office and field equipment will be provided.

### **Organisation and implementation procedures**

The regional aspects of the program will be co-ordinated by the Regional Co-ordination Unit based in the OAU/IBAR office in Nairobi.

In Ethiopia, the project will be implemented through the Veterinary Services Team in the Animal and Fisheries Resources Development Department of the Ministry of Agriculture, in liaison with other relevant agencies. National Tsetse and Trypanosomiasis Control Co-ordinator will be appointed as National Project Director. He will head the central FIAT (Farming in Tsetse Areas) project implementation unit. In Kenya, the project will be implemented through OAU/IBAR and managed by a Project Management Unit based in Busia. The Uganda project will be implemented and managed by the Co-ordinating Office for the Control of Trypanosomiasis in Uganda (COCTU).

### **Timetable**

The project will cover a period of four years. The OAU/IBAR office in Nairobi is already involved in the co-ordination activities in Kenya and Uganda. The expansion of these activities and the establishment of the RCU will take place in the first year of the program. The environmental monitoring will commence immediately after the start of the program to ensure that adequate base line data are collected.



## Costs and financing plan (ECU)

	REGIONAL	KENYA	UGANDA	ETHIOPIA	TOTAL
Project Management (long/short term T.A)	1.000.000	1.000.000	1.500.000	1.500.000	5.000.000
Infrastructure	-	100.000	-	700.000	800.000
Equipment	100.000	700.000	900.000	700.000	2.400.000
Operations	400.000	1.400.000	1.100.000	1.200.000	4.100.000
Training/Workshops	200.000	200.000	200.000	400.000	1.000.000
Research	200.000	400.000	400.000	400.000	1.400.000
Envir. Monitoring	1.500.000				1.500.000
Evaluation		100.000	100.000	100.000	300.000
Contingencies	500.000	700.000	600.000	600.000	2.400.000
Sub-Total	3.900.000	4.600.000	4.800.000	5.600.000	18.900.000
Country Reserve (Tanzania, Rwanda, Burundi)	1.100.000				1.100.000
<b>GRAND TOTAL</b>	<b>5.000.000</b>	<b>4.600.000</b>	<b>4.800.000</b>	<b>5.600.000</b>	<b>20.000.000</b>

## FACTORS ENSURING SUSTAINABILITY

### Policy support measures

No changes in government policy are required. Rural development is a stated goal in all the countries and the governments concerned accept that they have the overall responsibility for tsetse and trypanosomiasis control.

### Appropriate technology

Research in tsetse control has resulted in the development of control methods which are cheap, simple and easily managed by the rural communities. The programme aims to encourage the use of such methods.

### Environmental protection

There will be no spraying of insecticide on the vegetation, soils etc. Insecticide will only be used directly on cloth traps and on livestock. The districts involved in the program are for the greater part densely populated and contain no wildlife conservation areas. No new tracts of land will become available through tsetse control. Environmental monitoring related to any possible changes in land use or in biodiversity resulting from the program will be assessed by ILRI together with the Scientific Environmental Monitoring Group (SEMG) under the guidance of the Regional Co-ordination Unit.

### Socio-cultural aspects/women in development

The role of women in the program areas is of major importance, in many areas women provide the majority of the work force. Project staff will cooperate with NGOs and other projects already active in the area and focus on education and training for the community. Several income generating activities for women are proposed. The long term aim of the program is to provide the communities

## **MONITORING AND EVALUATION**

### **Reviews/evaluation reports**

External reviews are foreseen at the end of Year 2 and at the end of Year 4. The RCU, in liaison with the implementation bodies in each country, will ensure effective and timely reviews as required and comprehensive monitoring of the various components of the program throughout the four years.

### **3- RESPONSIBILITIES OF THE TECHNICAL ADVISER TO THE REGIONAL CO-ORDINATION UNIT**

The detailed implementation of each country project will be the responsibility of each country and the technical adviser appointed for each country. However, certain aspects of the programme have been designated as regional and budgeted for under the regional co-ordination unit. The budget for the regional co-ordination unit includes the funds for environmental monitoring. Research and training are included in the individual country budgets and under the regional co-ordination unit budget. In addition the regional co-ordination unit will be responsible for the overall harmonisation of the programme at the regional level. The Technical adviser, under the supervision of the Chief Livestock Projects Officer (CLPO) of OAU/IBAR, will provide support for the RCU in :

#### **Co-ordination of the three country programmes**

The activities planned in each of the three countries differ in many respects. Nonetheless the regional programme should operate in a co-ordinated manner. Within the first three months of the commencement of the programme the RCU will produce a co-ordination plan based on the three country project documents highlighting those areas where collaboration between countries will be required to ensure efficient harmonisation of the programme.

Communication between the implementing offices for the three programmes will be essential to ensure timely exchange of information and expertise if required and to avoid any duplication of effort particularly in relation to research and training. The RCU will therefore be responsible for the final approval of workplan budgets and cost estimates and will ensure co-ordination of approach and utilisation of appropriate techniques and exchange of information in relation to all aspects of the country programmes.

OAU/IBAR have been involved in co-ordinating tsetse and trypanosomiasis control undertaken by Kenya, Uganda and Tanzania since 1990. "Border Harmonisation" meetings have been held at six monthly intervals for this purpose. The RCU will take responsibility for the organisation of these meetings which will be expanded to include meetings of representatives of the three governments, the three implementing bodies, the three country technical advisers, representatives of the EC Delegations and the RCU. In addition to the Border Harmonisation Meetings, the RCU will organise whatever additional meetings/workshops are required for the smooth and harmonised running of the programme

#### **Co-ordination of the country control programmes in the Kenya Uganda border districts.**

The Border Harmonisation Meetings will, as before, focus on the control programmes in border areas. In addition the Unit will ensure the timely and co-ordinated operation of tsetse and trypanosomiasis

related to monitoring and surveillance of disease outbreaks in border areas.

#### **Co-ordination, in the three countries, of the environmental monitoring**

The environmental monitoring of the regional programme will be contracted out to the Systems Analyses Programme of the International Livestock Research Institute, Nairobi. Tsetse control activities in the region will take place for the greater part in densely populated mixed farming areas containing no wildlife conservation areas. No new tracts of land will become available through tsetse control. There will be no spraying of insecticide on vegetation or soils. The safety of the methods to be used has already been demonstrated in other parts of Africa and the effect on non-target organisms has been shown to be non-existent or minimal. However, successful control of the fly could bring about a series of changes some of which may not be foreseen. The environmental monitoring therefore will concentrate on any possible changes in land use or in biodiversity resulting from the programme. ILRI are already involved in the environmental aspects of the EC supported southern Africa programme (RPTTC). In addition the ILRI has been involved in tsetse control activities, including impact assessment, in Ethiopia for the past seven years and it has collaborated with The Kenya Trypanosomiasis Research Institute in studying community participation in tsetse control in Busia in western Kenya. In addition to ILRI the SEMG will be engaged to advise and undertake any additional functions in relation to environmental protection which may be considered necessary. The RCU will ensure that each of the three countries is aware of the role of ILRI and will facilitate communications between ILRI and the implementing bodies on all issues related to environmental monitoring and impact assessment.

#### **Co-ordination of training programmes**

The RCU will be responsible for identifying appropriate institutes or organisations in the region or within Africa to undertake training in whatever aspects of programme implementation or management are required by the individual countries. The RCU in collaboration with the national implementing bodies, will be charged with the task of ensuring that all training activities are appropriate and necessary for the implementation of the programme, irrespective of whether such training activities are budgeted for under the individual country or the regional programme. The Unit will ensure dissemination of training information

#### **Co-ordination of research**

The RCU will take overall and final responsibility for assessing the research requirements for the programme. Only research which is of direct relevance to the successful implementation of the rural development activities of the programme will be funded. All research requests will be scrutinised by the country implementing bodies in collaboration with the RCU irrespective of whether the research is to be funded under the country or regional programme. The RCU will then identify and contract appropriate institutes to carry out specified research projects. The Unit will ensure the wider dissemination of all research findings through the OAU/IBAR International Scientific Council for Trypanosomiasis Research and Control (ISCTRC).

#### **Organisation of the monitoring and evaluation of the three country programmes**

The RCU will ensure that the implementation of the country programmes proceeds in accordance with the timetable and meeting the objectively verifiable monitoring indicators set for each country programme. The Unit will oversee the timely production of reports. In addition the RCU will be responsible for assisting the country EC Delegations with the organisation of external reviews.

appropriate. The RCU will approve the hiring of all short term consultancies for the country and regional programmes. The RCU will provide quarterly and annual reports.

#### **4- PROFILE OF THE TECHNICAL ADVISER FOR THE REGIONAL CO-ORDINATION UNIT.**

The Technical Adviser (TA) will have a post graduate degree, preferably a Ph.D. in veterinary medicine, agricultural science or biological science. An additional qualification in management will be an advantage. He/she will have a minimum of ten years experience in rural development in Africa together with experience in project management, preferably in EC or other aid funded projects.

Highly developed communication and interpersonal skills, proven man management abilities and a high degree of initiative will be required. Maturity of judgement, an ability to write succinct and well documented reports and to communicate across disciplines is essential. A background in research, particularly in the field of trypanosomiasis, will be an added advantage.

The position will require fluency in English and working knowledge in French. Knowledge of Kiswahili will be an advantage and efficiency in word processing, spreadsheets and accounting packages will be essential.

#### **5- PROCUREMENT OF EQUIPMENT**

- 5.1 Procurement shall be carried out according to a schedule to be agreed on between OAU/IBAR and EC.
- 5.2 The following principles shall be followed by the Contractor when procuring the above goods:
  - Origin: EC/ACP member states according to the Lomé IV convention
  - Tax and customs arrangements see Annex F. Procurement will be done on a tax free/duty free basis according to the Lomé IV convention
  - All procurement shall be done on the basis of minimum three quotations to be obtained by the Contractor and to be evaluated by the Contractor and endorsed by the Contracting Authority
  - Goods procured under the terms of this contract will remain property of the Contracting Authority. However, during the course of the performance of this contract the goods procured will be utilised for the strict purpose of the performance of the financing agreement.
- 5.3 The Contractor has the full responsibility of import licenses, clearance procedures and other related details, settlement of disputes and processing of claims. The Contractor also takes full responsibility for the shipment arrangements, e.g. insurance coverage, supervision of transportation and delivery.
- 5.4 Upon receipt of the goods, the Contracting Authority is responsible for acknowledgement of receipt
- 5.5 Official acceptance by the EC Delegation is necessary for final payment of the goods procured under this contract.

## **6- MANAGEMENT OF PROGRAMME CO-ORDINATION UNIT ACCOUNT EXPENDITURE**

- 6.1 An imprest account shall be opened by the Contractor for the only purpose of managing small procurement and the operational budget related to the Co-ordination Unit up to a maximum ceiling of an equivalent of ECU 276,000.
- 6.2 Details of the expenditure to be carried out under this budget line shall be established by means of an annual administrative order (for 4 years) to be signed by the Contractor and the Contracting Authority and endorsed the Head of Delegation of the EC in Kenya.
- 6.3 Every expenditure to be carried out under the Imprest Account (except staff recurrent costs) has to be subject to the following rules:

**Amounts exceeding KSh 500,000:** invitation to restricted tender, evaluated and adjudicated in accordance with the IBAR regulations; specific contracts to be established with suppliers of goods and services after adjudication and endorsement by the Delegation of the EC in Kenya.

**Amounts between KSh 75,000 and 500,000:** procurement subject to obtaining minimum three quotations (pro forma invoices), to be evaluated by the Co-ordination Unit management in collaboration with the Contractor.

**Procurement for less than KSh 75,000:** cash purchase by the Co-ordination Unit management.

For procurement of goods and services of a specialised nature, with limited sourcing possibilities and where a competitive procedure is deemed inapplicable, direct agreements will be authorised by the RAO and the EC Delegation, subject to presentation of the relevant justification by the Co-ordination Unit management.

## **7. RECRUITMENT PROCEDURES FOR SHORT-TERM CONSULTANTS**

The need for short term consultants will be identified by the Co-ordination Unit in conjunction with IBAR or directly by IBAR.

The TORs for the consultants will be drawn up by the Co-ordinator in conjunction with the Co-ordination Unit or directly by the Co-ordination Unit.

Three CVs have to be presented to the Co-ordination Unit, based on suggestions from the Contractor, the Contracting Authority and/or the Delegation of the EC in Kenya.

The selected short term consultants will be hired by the Contractor directly subject to approval by the Contracting Authority and the Delegation of the EC in Kenya according to the unit rates provided in this contract.



## **Annex B - Appreciation, Organisation, Methods and Work Plan**

## ANNEX B APPRECIATION, ORGANISATION, METHODS AND WORK PLAN

### B1 Appreciation of the Project

#### B1.1 The tsetse problem

Tsetse flies feed only on the blood of vertebrate animals and occur in 37 countries of sub-Saharan Africa where they transmit protozoan parasites of the trypanosome family. Trypanosomes are important parasites of man and domestic animals that cause a range of diseases known collectively as “trypanosomoses” or “trypanosomiases” – sleeping sickness in humans. Many of Africa’s wild animals have evolved with tsetse and the trypanosomes that they transmit; although such animals become infected, they are tolerant of the parasites and do not generally manifest signs of disease. Nevertheless, wildlife and, by direct connection, many of Africa’s national parks constitute a huge reservoir of infection. The tsetse-transmitted trypanosomoses (usually abbreviated to “trypanosomosis”) constitute a significant constraint to sustainable livestock production wherever they occur.

Livestock represent an important, integral component of many farming systems, ranging from herds that are extensively managed in pastoral systems to herds associated with a variety of mixed farming systems. Because of these linkages, the broadest impact of tsetse flies is that they transmit diseases that impede sustainable rural development.

#### B1.2 Controlling the tsetse problem

##### *B1.2.1 Options for control*

Many affected countries have, for decades, attempted to control trypanosomosis either by applying techniques to eliminate tsetse (the vector) or by using trypanocidal drugs to eliminate the trypanosomes (the parasites that cause disease). In West African countries, the presence of breeds of cattle and small ruminants that are tolerant of trypanosomosis provides farmers with a third strategy, or option, for overcoming the tsetse problem to some extent. The trypanotolerant taurine breeds of cattle of West Africa are not found in East Africa, although some East African zebu breeds do manifest a lesser degree of tolerance.

##### *B1.2.2 Tsetse control*

In many countries, over the past 50 years or more, the responsibility for controlling tsetse and trypanosomosis has generally rested with government veterinary and tsetse control services. Tsetse control campaigns have entailed tactics such as:

- removal of tsetse habitat (bush clearance);
- removal of wild host animals (game destruction);
- widespread application of insecticides to kill the flies (ground and aerial spraying);
- release of sterilised male tsetse (in well defined areas where tsetse populations have already been suppressed); and, more recently,
- selective use of bait techniques (traps and mobile or stationary targets).

Of these methods, bait methods are widely regarded as being the most economical and environmentally acceptable. Furthermore, and importantly, bait methods may represent an option that livestock owners themselves can adopt if they have adequate information, training and are well organised.

### B1.2.3 *Trypanosome control*

The requirements of large-scale vector control operations have been beyond the budgetary and organisational resources of most government departments; they have, therefore, often resorted to the simpler strategy of using of trypanocides. Only three trypanocidal compounds are currently available to treat cattle. These are diminazene (a curative drug), homidium (both curative and prophylactic), and isometamidium (an effective prophylactic with curative properties). The judicious use of these drugs either by clinicians or well-trained technicians has been shown, under a range of conditions, to achieve good control. In some countries, prophylactic campaigns were mounted by government services, in which the objective was to protect all cattle at risk of infection by injecting prophylactic trypanocides at regular intervals. In addition to the supervised use of trypanocides by trained government personnel and private veterinarians, livestock owners have resorted to administering trypanocides to their animals. This is far from satisfactory in a technical sense because such widespread use by untrained people is likely to hasten the emergence of drug resistance which is already a problem in some areas. However, by adopting this approach farmers are able to “look after their own interests”. Individuals have a means to contain the menace of tsetse-transmitted trypanosomosis in their own herds, independent of either their neighbours or under-funded government departments. For all practical purposes, the use of trypanocides arguably constitutes Africa’s most effective response – overall – to its tsetse problem.

### B1.3 Mechanically transmitted trypanosomosis

It should be noted that, outside the tsetse-infested areas of East Africa, trypanosomosis is a significant problem of camels. The disease, caused by *Trypanosoma evansi*, is often referred to as “surra”; it is transmitted mechanically by biting flies. Owners attempt to control the problem by avoiding (when possible) the high-risk areas and resorting to the trypanocidal treatment of their animals using either quinapyramine or cymelarsan. In some cases, pastoralists may take their herds of camels, cattle and small ruminants into tsetse-infested areas where they are challenged by tsetse-transmitted trypanosomes.

### B1.4 Epidemiology of tsetse-transmitted trypanosomosis

From the foregoing outline of the tsetse problem, it can readily be appreciated that the epidemiology of trypanosomosis is highly complex. A range of habitats supports the 23 species of tsetse, each of which has its own niche and preferences. Three morphologically distinct species of tsetse-transmitted trypanosomes (*Trypanosoma brucei*, *T. congolense* and *T. vivax*) affect cattle and, to a lesser extent, small ruminants. *T. simiae* causes devastating outbreaks of disease in exotic breeds of pigs, whereas the ordinary scavenging village pigs seem to be tolerant of infection. Within each species of trypanosome there are many “strains” of varying virulence and susceptibility to trypanocides. Furthermore, domestic animals may harbour the human-infective *T. brucei rhodesiense* (the cause of East African sleeping sickness) and *T. brucei gambiense* (the cause of West African sleeping sickness).

Among the host animals the degrees of tolerance vary significantly. Repeated exposure to infection confers a variable level of immunity. However, the antigenic complexity of trypanosomes has thwarted attempts to produce an effective vaccine.

Perhaps the most significant factor in the epidemiology of trypanosomosis is that of management. This can determine the degree of exposure to tsetse challenge (for example, where animals graze or water), their nutritional status, production stresses and the frequency of trypanocidal and other treatments.

### B1.5 The impact of trypanosomosis

The results of numerous laboratory studies have provided detailed knowledge of the

chancres, to the immunopathology, chronic anaemia and extensive tissue damage. In individual animals, the effects of disease range from mild to severe. At the herd level, trypanosomosis depresses every aspect of production: fertility is reduced, milk production is lowered, growth is stunted, work output is reduced and mortality rates are increased. Trypanosomosis also reduces the ability of animals to resist the effects of other common diseases, such as tick-borne diseases and helminthosis.

The impact of the disease in production terms has often been quantified in terms of reduced “animal productivity”. However, since livestock are an integral part of many farming systems in Africa, trypanosomosis exerts its impact more widely through the numerous linkages within and beyond the farming system. These impacts are reflected in levels of cattle ownership, off-take rates (which are influenced by household incomes derived from alternative sources, such as the sale of crops, off-farm earnings etc.), and to cropping practices and asset ownership.

Africa’s human population is growing rapidly and there is an increasing demand for new farming lands. In many countries, the only potentially suitable lands are tsetse-infested. Consequently, people settling in such areas immediately face a tsetse problem. To conservationists tsetse represents nature’s brake on “wanton exploitation of Africa’s fragile environment”. To development planners and implementers, tsetse constitutes a constraint that has to be relieved. Ideally, plans for sustainable land use should be developed before measures are applied to control tsetse and trypanosomosis. In practice, however, settlement is often haphazard such that the clearance of land for cultivation may modify the habitat sufficiently to reduce the tsetse problem whilst, at the same time, reducing the sustainability of the natural resource base. This aspect of sustainable land use is central to the tsetse problem and, so, environmental monitoring will be an important element of FITCA. For this reason, the International Livestock Research Institute (ILRI) will work together with the Europe-based Scientific Environmental Monitoring Group (SEMG) to assess possible changes in land use and biodiversity.

In many cases, tsetse poses a constraint in long-settled farming areas; this is the predominant problem to be addressed by FITCA in Ethiopia and on the Kenya-Uganda border. The seasonal fluctuations in tsetse populations and their seasonal dispersal and retreat are superimposed on seasonal farming activities. Consequently, animal trypanosomosis is a dynamic and highly complex problem which varies greatly from one location to another. In some circumstances, changing local conditions may enable tsetse to expand their usual range and invade previously clear areas.

## B1.6 Overview of the tsetse problem in East Africa

The above brief consideration of trypanosomosis conceals the widely divergent conditions that occur. Whilst the countries of East Africa share the same fundamental problem, each is affected differently, due to local conditions, different species of tsetse and diverse farming systems.

The following examples demonstrate some of these differences.

- In parts of Ethiopia, heavily settled highland areas border steep-sided valleys which are infested by tsetse that disperse up to an altitude of 2 000m above sea level. Recent encroachment of some farming land has compelled entire communities to abandon their farms. Cases of sleeping sickness have also been reported.
- In Kenya, the fertile central highlands are heavily populated and a large part of the country is arid or semi-arid. Much of the potentially suitable agricultural land that is not already settled is tsetse-infested. In western Kenya, sleeping sickness has occurred largely as an extension of epidemics in Uganda. A Project Management Unit will be established in Busia, western Kenya, under the auspices of OAU/IBAR to implement the project. Close liaison would be established with the Kenya Trypanosomosis Research Institute (KETRI)

and other institutions that jointly form the Nairobi cluster, as well as with workers in Uganda.

- In high rainfall areas of south-eastern Uganda, near Lake Victoria, tsetse (*Glossina fuscipes*) have become peri-domestic and the incidence of human sleeping sickness has risen to epidemic proportions. These flies feed on people and domestic animals, the latter being important reservoirs of human infective trypanosomes. Animal trypanosomiasis is present in every district of Uganda; it is thus a problem of truly national proportion. The Co-ordinating Office for the Control of Trypanosomiasis in Uganda (COCTU) was formed to co-ordinate the national response to this huge problem. COCTU will implement the national FITCA project.
- About two-thirds of Tanzania are tsetse-infested. Cattle are mainly distributed in the tsetse-free areas where overgrazing is a recurrent problem. In south-western parts of the country in particular, cattle are trekked long distances in the dry season in search of grazing, creating seasonal tsetse challenge. In the Kagera region, the tsetse problem spills across international borders.

In each country, policies are in place that support rural development and governments accept that they have the overall responsibility for controlling tsetse and trypanosomiasis. Each country has attempted to control its tsetse problem through national programmes and projects, many of which have received donor support. These have usually been technically oriented interventions aimed at reducing the level of infection and disease. In many cases, affected farming communities have been passive recipients of externally delivered assistance. Typically, government- or donor-funded technical personnel have intervened, often at no direct cost to the livestock owners themselves. More recently, however, community-based initiatives have been launched in Ethiopia, Kenya and Uganda. These initiatives represent significant progress in establishing sustainable control of the tsetse problem that is essential for sustainable rural development.

## **B2 Organisation of the “Farming in tsetse controlled areas” (FITCA) project**

### **B2.1 Overall organisation**

In response to the human sleeping sickness epidemic of the 1980s, the Organisation of African Unity, through its Inter-African Bureau for Animal Resources (OAU/IBAR), Nairobi, established a joint control operation across the Kenya-Uganda border. This experience forms the nucleus of the FITCA regional project, which will receive funding from the European Union’s European Development Fund (EDF).

Under the FITCA project, the national programmes of, initially, Kenya, Ethiopia and Uganda will be implemented separately and each will have a different emphasis. Eventually, other countries, namely Tanzania, Rwanda and Burundi, may join the regional programme. Each national programme is expected to receive technical assistance.

The FITCA project will be co-ordinated by a Regional Co-ordination Unit (RCU) [Figure 1], which will be established the OAU/IBAR at its offices in Nairobi, Kenya. A Technical Advisor will be recruited to assist the RCU to implement the project. OAU/IBAR’s Chief Livestock Projects Officer will supervise the Technical Advisor.

### **B2.2 Objectives of FITCA’s regional component**

The terms of reference outline the project’s objectives. The objectives of the regional component are presented in Table 1 as a draft outline logical framework matrix. The matrix is incomplete. It is presented merely to indicate the need for key stakeholders in the FITCA project to complete, at an early stage, a detailed, coherent logical framework matrix.



The terms of reference indicate that each national programme has its own objectives. For each, a logical framework matrix should be elaborated. This would ensure coherence and prepare the foundation for effective monitoring and evaluation. Additionally, it would be of great importance for the national and regional components of FITCA develop a shared vision, a feature not clearly indicated by the terms of reference provided.

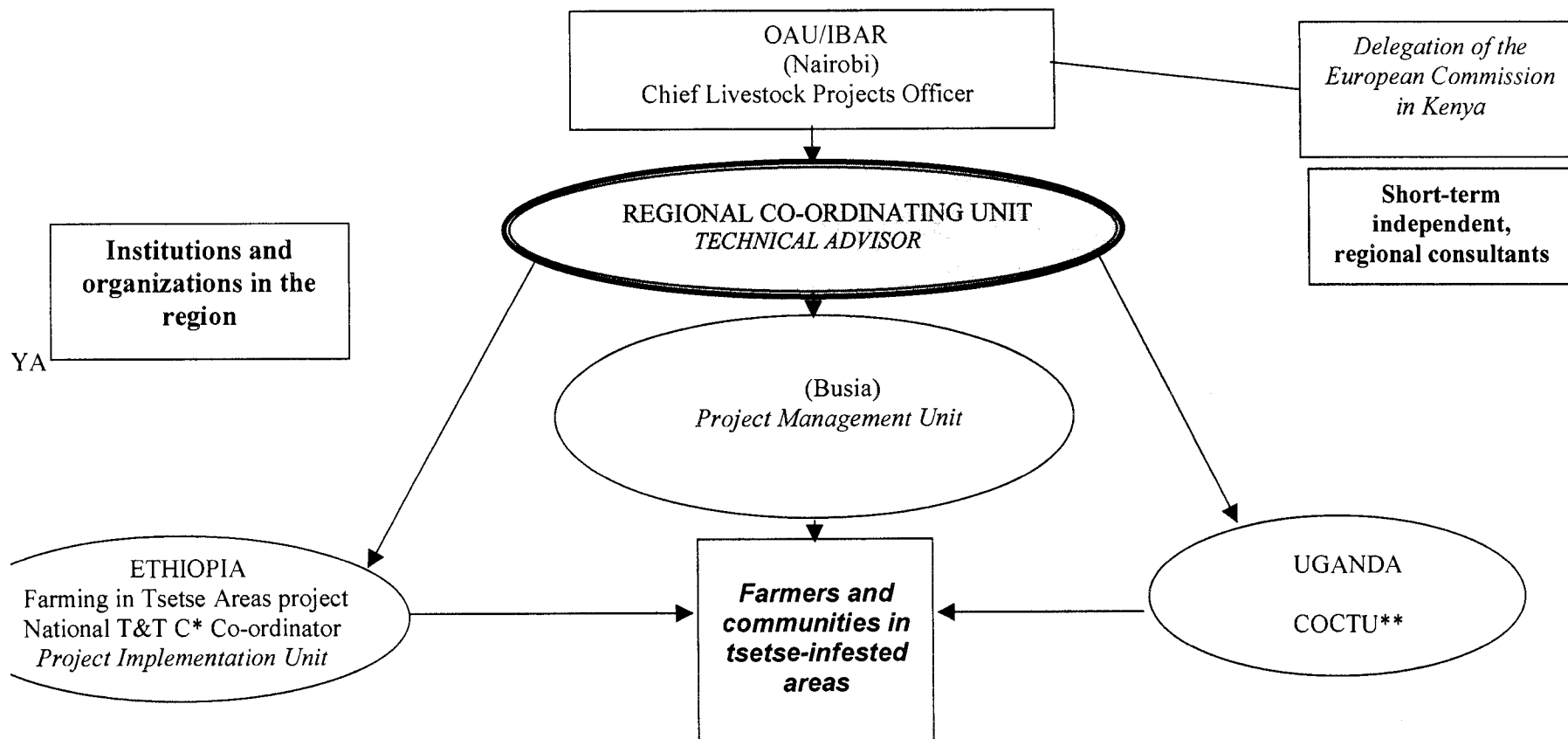
An early activity of the regional programme would thus be a series of participatory planning meetings to produce detailed frameworks to confirm shared vision, purpose and outputs. Since the title of the project is "*Farming in tsetse controlled areas*" it would be essential to ensure that farmers' views were adequately represented and that multidisciplinary groups were formed to conduct the planning. This activity would, ideally, precede all operational activities. Furthermore, by placing farming at the centre of the planning process, there would be less risk of supplying technical solutions before analyzing problems and determining needs. In short, it would be possible to devise appropriate strategies to ensure that tsetse (and trypanosomosis) control supports farming instead. Indicators for determining the projects impacts would have to be determined, baseline studies identified and responsibilities for implementation defined.

### B2.3 Organisational development

It will be necessary for the regional programme to determine at its inception roles and responsibilities related to the decision-making processes. Several countries will use FITCA's regional EDF funds and the RCU will be responsible for monitoring their use as well as the results obtained. The organisational development of FITCA is not mentioned in the terms of reference and yet this is a fundamental facet of sound management. Participatory planning is highly effective in organisational development; it would reinforce existing institutional relationships.

At the national level, it would be expected that the ultimate beneficiaries of the FITCA project would participate in project planning and implementation. This would require the establishment of forums to encourage livestock owners and non-livestock owners, both men and women, to participate actively in the project and not merely remain passively involved. At the regional level, the views of livestock owners would have to be accommodated, but this would be more difficult to achieve.

# ORGANISATIONAL LINKAGES OF FITCA PROJECT



- : \* T&TC = Tsetse and Trypanosomosis Control
- : \*\* COCTU = Co-ordinating Office for the Control of Trypanosomiasis in Uganda

**Table 1: Indicative Logframe for FITCA's Regional Co-ordinating Unit**

<i>Intervention logic</i>	<i>Objectively verifiable indicator(OVI)</i>	<i>Means of verification (MoV)</i>	<i>Assumption</i>
Goal: Sustainable rural development in tsetse areas contributes to socio-economic development of the region.			
Purpose: Regional co-ordination of national programmes promotes the establishment of capacities to control tsetse-transmitted trypanosomosis in support of sustainable farming and socio-economic development.			Political stability, internal security maintained. Demand for agricultural products in the region is sustained and increases. Marketing facilities in the region improve. Health services and veterinary services remain functional and are supported by privatization. Supplies of affordable agricultural inputs available.
Results: 1. Regional Co-ordination Unit established and resources managed effectively and efficiently.	Accounting and reporting systems for the RCU developed and implemented by end of first year of operation.	Feedback from OAU/IBAR and EU	OAU remains committed to FITCA.
2. Activities of national programmes co-ordinated effectively and efficiently.	OAU/IBAR establishes a Regional Co-ordinating Committee by end of 1 <sup>st</sup> year.	Feedback from projects, target communities, project partners.	Effective cooperation between participating countries maintained
3. Strategic planning capacity established in the region.	Trained staff in post.	Documentation – plans, comments, etc.	Adequate incentives available to attract and retain necessary skills.
4. Technical skills for sustainable control of tsetse-transmitted trypanosomosis established in the region and retained.	Training programme planned and implemented.	Trained staff in post. Results of work – reports etc. Feedback from communities. Results of tsetse and trypanosomiasis monitoring.	Adequate incentives available to attract and retain necessary skills. Trained staff remain in post.
5. Capacity to conduct environmental monitoring and impact assessments established in the region.	High quality environmental monitoring and impact assessments conducted.	Results of work – reports.	Adequate incentives available to attract and retain necessary skills.
6. Adaptive research programmes and projects promoted.	Project proposals and final protocols documented. Findings reported.	Observe promoted interventions at community level. Community feedback.	Communities participate effectively in T&T control and are receptive to new interventions.
7. Information on FITCA disseminated.	Each project component produces annual reports timeously.	Reports and other documents. Feedback from recipients	Funds available. Project reporting is timely and of good quality.
8. Appropriate M&E system devised, adopted by national programmes and maintained.	Project monitoring and evaluation system in place.	Documentation: project progress; problems identified and corrected.	

[Footnote: Key stakeholders should review and harmonize the logical frameworks of the national and regional programmes before elaboration of the first year's work programmes. Suitable OVIs (defining quality, quantity, target group, time and location) would also be devised to establish effective monitoring and evaluation.]

## **B3 Main Guiding Principles for the Implementation of the Regional Component of FITCA**

### **B3.1 Participatory planning and implementation**

A prime guiding principle of the programme should be that of stakeholder participation. This approach should be matched to the need to make adequate progress in implementation. In other words, the project managers would have to strike a balance between participatory planning (which if overdone could cause delays) and effective implementation. The title of the project “*Farming in Tsetse Controlled Areas*” implies that its implementation will involve multi-disciplinary teams. The composition of these teams would change over time but would include farmers, extension workers, facilitators, sociologists, land use planners, economists, environmental scientists, information management specialists, veterinarians and tsetse biologists. Specialists should be recruited on short-term assignments (consultant contracts) to achieve specific outputs. *The temptation should be resisted to train animal health and veterinary personnel to undertake the work of other disciplines*; multidisciplinary teams should be formed.

### B3.2 Responsibilities of the Technical Advisor in the Regional Co-ordinating Unit

The responsibilities of the Technical Advisor are clearly described in the terms of reference. The person appointed will support the RCU to deliver outputs that will include the co-ordination of:

- national programme activities
- operational activities
- environmental monitoring
- training
- research, and
- monitoring and evaluation

The Technical Advisor will, therefore, be required to secure the trust of staff in the regional and national programmes and should adopt primarily the role of a facilitator. However, since the RCU will be responsible for organising the monitoring and evaluation (M&E) of national and regional programmes, the Advisor and other RCU staff will be required to assume a management role in certain areas of the project.

### B3.3 Developing a shared vision

Member countries and FITCA personnel should develop a common vision of the project, although the national components will have significantly different emphases. The adoption of the EC's *Project Cycle Management (PCM) – logical framework approach* combined with participatory planning would lay the foundation for a common vision, transparent management of shared resources and efficient M&E.

### B3.4 Institutional relationships

The OAU/IBAR and member countries of FITCA have a defined institutional relationship that will ensure the ownership of the project. However, since FITCA will only start to function when EDF funds are released, the organisation and management of the project still have to be developed (section 2.3, above). The RCU will initiate these development activities which will reinforce the existing institutional relationships in the region. At the national level, the implementation of agricultural sector investment programmes (ASIPs) may necessitate reorganisation. The Technical Advisor and the RCU would provide support services, probably through the recruitment of short-term consultants.

### B3.5 Facilitation

A primary role of the RCU and the Technical Advisor will be to facilitate the implementation of national programmes. The aim would be to catalyse activities in such a manner that national programmes can assume full responsibility for their further design, implementation and monitoring. With regard to the implementation of regional activities such as research, training and environmental monitoring, the RCU and the Technical Advisor would function mainly by identifying suitable consultants or agents to deliver services under contract. The technical Advisor would not be expected to deliver services directly; to do so would severely limit the pace of implementation. The prime need is to mobilize the region's resources to serve the FITCA project.

### B3.6 Capacity building

Capacity building is an important objective of FITCA. This should be approached in a stepwise sequence of:

- Commissioning training needs assessments
- Provision of high priority training courses and programmes

- Creation of opportunities within FITCA for the application of acquired skills
- Provision of logistical support and appointment of mentors

The term “capacity building” can be misconstrued. People often have quite adequate capacity to pursue personal goals. The difficulty is to provide adequate incentives within a well managed environment to ensure that the skills developed are available to the organisation (in this case FITCA) and are not dissipated through numerous channels unrelated to the project. This aspect will, in all probability, represent a constant risk to capacity building in institutions working with the project.

### B3.7 Adaptive research

The identification of research needs should be demand-driven. Consequently, needs assessments should be conducted with the beneficiary communities that have to farm in tsetse-affected areas. The formation of farmer-extension-researcher teams should be promoted as a principle. Rather than sponsor supply-driven research, FITCA should support adaptive research that would be more likely to have direct impact on “Farming in tsetse controlled areas”.

### B3.8 Community participation

Community participation should be promoted vigorously as a fundamental principle of the FITCA project. The basis for the initiatives launched in Ethiopia, Kenya and Uganda should be reassessed during participatory planning exercises to improve sustainability of interventions.

### B3.9 Implementation procedures

Since the EDF funds will be used by the FITCA project, the EDF procedures will be used to plan and implement the annual work programmes. These are outlined in the terms of reference. The Technical Advisor will be responsible for providing guidance on procedures and for monitoring compliance. The implementation procedures will apply to tenders, contracts, recruitment of short-term consultants, payments, management and presentation of accounts, audits, and preparation of cost estimates.

### B3.10 Mid-term Evaluations

External reviews are foreseen in years 2 and 4. In preparation for these reviews, and to enable timely replanning, the RCU will develop an effective and efficient M&E system at project start up (realistically, during year zero). The practice of peer review and joint tours of operational areas should be encouraged; this will lay a firm foundation for internal review.

### B3.11 A possible model for FITCA

The Regional Tsetse and Trypanosomiasis Control Programme (RTTCP) of southern Africa was launched in 1986. It began with a purely technical orientation. In its second phase, the orientation has changed to one of developing strategies that use tsetse and trypanosomiasis control to support sustainable rural development. This is similar to the theme of the FITCA project. Consequently, the RTTCP could provide instructive models for the FITCA project. Personnel of the two regional programmes could undertake exchange visits to launch the FITCA more swiftly. Models could be selected, tested and adapted to suit the needs of the programme in East Africa. The Technical Advisor and the RCU could initiate such exchange visits.



## Community Participation in Tsetse Control

Given the critical importance of full integration of the participatory process into the project organisation, philosophy and implementation, RWA expands below upon its intended approach to assuring community mobilisation, participation in, and ownership of the project.

Effective community participation is generally seen as the cornerstone of sustainable development activities. Widespread throughout agriculture, livestock and rural development programmes, community participation has also become a feature of tsetse control projects in recent years. This must be set against a history of technologically led and bureaucratically driven efforts to achieve tsetse eradication stretching back more than 50 years.

RWA fully supports the objective of promoting the adoption of participatory processes at all levels in the FITCA programme in Eastern Africa, and in securing a high and sustainable level of community participation within localised tsetse control activities. A key role for the RCU will be to encourage, support and promote this throughout the national programmes. This will involve awareness raising, disseminating information and learning from the relevant experience of others, and training in appropriate methodologies and practices.

An important starting point is the recent review of community participation in the management of tsetse undertaken by the Overseas Development Group at the University of East Anglia with funding from the United Kingdom's Department for International Development (DfID)<sup>1</sup>. This study analysed a total of 9 schemes in a number of countries, including 4 located in Kenya and Uganda in Eastern Africa. The study drew some general conclusions on the factors which may impact, both positively and negatively, on the success of community participation as follows:

Positive factors for sustained community action:

- Ready available and cheap inputs. Materials / inputs for traps / targets locally available (accessible but also relatively cheap if local funding required/expected).
- Strong local organisation with core of enthusiasts.
- Some level of continued mobilisation / motivation from outside (especially if programme not linked with a strong local organisation).
- Integral community education programme. Community education programme integral to the implementation programme.
- Community workers with appropriate skills. Use of community workers with skills in community education / mobilisation.

Negative factors for sustained community action:

- Sudden withdrawal of an important resource (incentive scheme) by external partners with no negotiation with local communities.
- No sense of local ownership. Project staff take major responsibility for decision making, organising project activities and controlling resources – traps/targets and supplies.
- Lack of technology transfer. Limited knowledge about the technology within the local community.

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<sup>1</sup> Barrett, K and Okali, C; *Community Participation in the Management of Tsetse – A Comparative Assessment of Impact and*

- Lack of a unified approach. Local community has experience or knowledge of control programmes with different requirements (mixed messages).
- Poor trap/target location in relation to settlement or to population movement/access.
- Inadequate attention to local organisational capacity - community susceptible to political interference, etc.

The authors make the point that sustainability of community action is not dependent on a single variable, but is likely to result from the coming together of a number of factors which relate to one or other of the partners involved. There are therefore a number of important issues associated with community participation in tsetse control programmes, which may be summarised as:

- The importance of determining the nature and extent of participation, which may range from the minimal (awareness raising, consultation and assistance to externally imposed activities) to the substantial (provision of inputs, management, implementation and operation).
- The need for stakeholder involvement in determining (at community, rather than project level) the degree of tsetse control appropriate to a community's needs, relative priorities and resources (it may be assumed that total eradication is generally not feasible).
- The relative roles of community contribution or input, and of external incentives.
- The need for tsetse control to be community based rather than individually achieved (thereby requiring commitment from the majority of a relatively cohesive and geographically distinct community).
- The importance of real or perceived benefits (livestock health and productivity, human health, reduction of fly nuisance).
- The potential sustainability, or long term continuity, of communal action and the need for externally driven support and motivation.

RWA believes that collaboration between the RCU and the institutions which were involved in this research would be beneficial to FITCA, and would hope that this could be promoted through appropriate project procedures. Participation in workshops, information dissemination, and involvement in programme monitoring activities could all be considered.

## **B5**

### **Activity Schedule**

A list of activities envisaged by RWA, and the tasks involved and their timing and linkages are summarised in Table 2, below.

Indicative Activities and Linkages.

Description	Tasks	Linkages & Timing
RCU Mobilisation & Establishment		
	Recruit local staff Carry out RCU procurement	Initial activity
Initial Visits to First Wave National Programmes (Kenya, Uganda, Ethiopia)		
Visit by Regional Coordinator (RC) to Kenya, Uganda & Ethiopia	Establish status & progress Build contacts Establish cooperative relationship	At the beginning
Establishment of Contacts with Regional and International Institutions		
Contacts with ILRI, RTTCP, FAO, etc	List institutions and carry out initial contacts and visits (where possible)	At the beginning
Inception Workshop		
Initial workshop in Nairobi, with major national programme stakeholders & institutions	Raise awareness of programme Establish areas of collaboration Establish mechanisms of collaboration Prepare Inception Report	To be completed within 3 months of start.
Preparation of Global Workplan and initial Annual Workplan		
The Global Workplan would review the broad targets for the programme, and set out the initial year's Workplan and Budget	Prepare Global Workplan Prepare Annual Workplan & Budget	To follow Inception Workshop

Description	Tasks	Linkages & Timing
Sub-Component Planning Workshops		
A series of workshops devoted to specific topics with programme wide relevance	Technical aspects of tsetse control Community participation Land use and production systems Animal health service delivery systems Adaptive research Monitoring & evaluation Participatory impact assessment Environmental monitoring	This programme of workshops would be elaborated during the first year's Workplan
Establishment of Operational Procedures		
A series of programme manuals, embodying appropriate EC and OAU/IBAR procedures	Finance & admin Procurement S/T consultant nomination Preparation of Annual Workplans & Budgets	To be completed and printed within 3 months of project inception
Training Programme		
There should be a training needs assessment carried out by the national programmes, and a consolidated regional one prepared by the RCU	Establish in-country training Establish programme wide training, carried out in Region, or elsewhere in Africa	This programme of workshops would be elaborated during the first year's Workplan

Description	Tasks	Linkages & Timing
Research Programme		
	<p>Carry out review of ongoing research and capable institutions, both regionally and internationally</p> <p>Prepare guidelines &amp; procedures for new projects for Programme support</p> <p>Invite proposals</p> <p>Screen proposals</p> <p>Implement selected proposals</p>	<p>These research proposals would be prepared by the national components (Kenya, Uganda and Ethiopia) and subjected to peer review by staff of the RCU, the national components, KETRI, ICIPE, ILRI, as appropriate. First proposals to be submitted by end of year 1.</p>
Promotion of Gender Sensitive Participatory Development		
RCU will encourage and promote this approach in each programme country	<p>Conduct review of participatory approaches</p> <p>Review roles of NGOs and other potential community facilitators</p> <p>Review status of women's groups and empowerment issues</p> <p>Prepare guidelines for gender sensitive participatory community development processes to be followed in the programme</p>	<p>This subject would be tackled via a series of regional workshops to ensure common understanding and a well conceived and unified approach.</p>

Description	Tasks	Linkages & Timing
Promotion of Affordable, Sustainable Animal Health Service Delivery at Community Level		
<p>This includes issues of cost recovery, development of private sector, veterinary assistants etc. Role for RCU?</p>	<p>To be sustainable, animal health interventions must address the priorities of the different target communities. The issues of relevance, cost effectiveness, practicability, and acceptability would be addressed as follows:</p> <p>Priorities to be established via the participatory process and applied research. When epidemiology of a given disease is understood, then formulate appropriate intervention(s) Test these interventions for effectiveness, cost-effectiveness, etc. Demonstrate selected interventions to communities and allow them to select as they think fit.</p> <p>For control of “public interest” diseases the existing regulations and cost structures must be applied.</p>	<p>This activity is intimately linked with the projects’ rural development objectives, one component of which must be improving the efficiency and productivity of the livestock sector (particularly in the Kenya component).</p> <p>Definite proposals should start coming from the various components in the third project year.</p> <p>Very strong links to target communities / stakeholders is a prerequisite.</p>

Description	Tasks	Linkages & Timing
Information Dissemination		
	Design & preparation of, say, quarterly newsletter Establishment of consistent report formats, including a regional programme logo Establishment of distribution lists for different categories of report Organisation of subscriptions	Newsletter to commence as soon as possible.  Consistent report formats to be introduced from inception.
Monitoring & Evaluation System		
Establishment of programme wide, and national systems	Establish programme Management Information System (MIS) Establishment programme Monitoring & Evaluation (M&E) system within the MIS Prepare design & manual for national MIS & M&E systems Train national programme staff Supervise implementation	System to be in place by month 4  Local capacity building to be an ongoing activity
Periodic Reviews		
	Organise Mid Term Reviews of national programmes Organise Support Missions if required Organise Pre-Completion Missions for national programmes	

Description	Tasks	Linkages & Timing
<b>Support for Regional Disease Monitoring</b>		
The national projects would establish active disease surveillance systems that would complement existing national and regional disease surveillance and monitoring systems.	<p>The disease studies, tsetse and trypanosomiasis monitoring, herd monitoring etc. provide an excellent basis upon which to establish targeted active disease surveillance systems. These would complement existing systems and also serve as models for introduction on a wider scale.</p> <p>After consultation, establish pilot systems based upon statistically valid sampling</p> <p>Monitor effectiveness and performance</p> <p>Amend as required</p> <p>Report results to national veterinary services</p> <p>Possibly use as a model for wider application.</p>	<p>By the end of year 3.</p> <p>Must be linked to the national veterinary services and OAU/IBAR and focus upon the generation of required information that will be used.</p>
<b>Country Programme Phasing</b>		
Relationships between the national programmes	<p>First wave programme (Kenya, Uganda, Ethiopia)</p> <p>Second wave programme (Tanzania, Rwanda, Burundi)</p>	Entry of second wave countries dependent upon a number of factors including completion of project proposal by national authorities.
<b>Human Health (Sleeping Sickness)</b>		
Particularly important in Uganda component, and the Kenya component.	<p>The main role of the RCU would be to coordinate the Uganda and Kenya national components – these will be active on each side of the international border.</p> <p>Consultations and coordination with PIU's</p> <p>Harmonise activities</p> <p>Monitor activities</p> <p>Regular progress reports</p> <p>Inter-component meetings under aegis of RCU</p>	To be coordinated during the border harmonisation meetings – at 3- or 6-monthly intervals



Description	Tasks	Linkages & Timing
Environmental Monitoring Programme		
This is to be carried out by ILRI and SEMG.	Finalise ToR for the environmental monitoring programme, incorporating community participation Initiate baseline activities Conduct regular follow up of programme Disseminate reports	To be conducted by ILRI under contract to the RCU. Should commence in year 1 of the programme
Provision of Secretariat for Border Harmonisation Meetings		
	Undertake Secretariat duties for the regular "Border Harmonisation" Meetings In consultation with all parties, establish agenda for each meeting Ensure that minutes are promptly prepared and disseminated.	Meeting to be conducted at regular (3 monthly?, 6 monthly?) intervals.
Procurement		
Purchase of required equipment, consumables, etc. to permit efficient operation of the RCU	The procurement procedures would follow the schedule agreed between OAU/IBAR and EC	Must be linked to activities of the country components for major items of equipment.
Development of national/regional guidelines for implementation of sustainable community-based tsetse control programmes		
The successful components of the national components would be used to develop a national / regional approach to community-based tsetse control projects	A series of workshops, first at the national and then the regional level to identify strategies, and formulate these into a regional policy.	This task would be addressed during the fourth year of the project, and would include inputs from communities/stakeholders, project staff, project partners, and specialist agencies such as KETRI, ILRI and ICIPE.

**Indicative time frame for implementation**

An indicative time frame for implementation of the various activities of the regional coordination unit is presented on the following page. This time frame would be included in the global plan, and modified in light of progress made by the national programmes.

: Indicative Activity Schedule

ACTIVITY	Year 1	Year 2	Year 3	Year 4
<b>Initiation</b>				
on				
aff, establish office protocols				
to individual country projects				
contact with national and regional organisations				
workshop				
global workplan and first annual workplan				
<b>procedures</b>				
ponent planning workshops				
operational procedures				
ing programme				
it training programme				
<b>research programme</b>				
posals for research programme				
research proposals				
it selected research projects				
<b>n-Development</b>				
ps to define approach to gender in development				
uidelines for gender sensitive partic. Comm. Dev.				
<b>ble Animal Health Delivery at Community Level</b>				
ps to define approach to sustainable a.h. services				
uidelines for establishing sustainable systems				
nplementation				
<b>ion Dissemination</b>				
newsletter				
consistent reporting system and distribution lists				
<b>ig and Evaluation</b>				
management information system				
monitoring and evaluation system				
manuals				
onal staff				
it and supervise				
<b>reviews</b>				
reviews of national programmes				
letion missions for national programmes				
<b>disease monitoring</b>				
ps to define methods				
it, monitor				
<b>Programme Phasing</b>				
a programme				
rave programme				
<b>armonisation meetings</b>				
meetings, agendas, minutes, etc.				
<b>leeping sickness</b>				
te activities during border harmonisation meeting				
<b>nent</b>				
cedures				
ient for regional coordination unit				
rocedure procedures				

## **Annex C - Professional Input , Head Office Support and Consortium Description**

## ANNEX C PROFESSIONAL INPUT, HEAD OFFICE SUPPORT and GENERAL DESCRIPTION OF CONSORTIUM EXPERIENCE

### C1 Professional Input and Head Office Support

#### C1.1 Professional Input: Technical Assistants

The professional inputs required by the Terms of Reference and incorporated into this proposal are:

**Project Team Leader:** This is the only long term Technical Assistant, with a total professional input of 40 months. This is divided into 4 periods of ten months each, separated by three periods of two months annual leave.

**Short Term Specialists:** An allowance of 16 months of input by short term specialist consultants is also incorporated. These specialists will be selected by the project in accordance with the procedures set out in the Terms of Reference. Based on its understanding of the requirements of the project, RWA envisages that both Kenyan and European Specialists will be required.

#### C1.2 Other Personnel

It is also understood that, within the provisions of the contract, RWA will be responsible for recruitment of the following project personnel on commencement:

- veterinarian
- sociologist
- liaison officer
- procurement officer
- training officer.

#### C1.3 Head Office Support

RWA will provide support to the project from its Head Office in Ripon, in the UK. The Director responsible will be Dr Rowan Mactaggart, a development planner with more than 25 years experience, including many years in Africa. Dr Mactaggart is currently supervising a number of participatory rural development projects in RWA's portfolio and is familiar with EC procedures for project implementation.

Technical Head Office backstopping will be provided by Dr Peter Moorhouse, who is a senior veterinarian with many years experience, including eight years in Kenya. Dr Moorhouse has been responsible for the management and execution of many of RWA's successfully completed livestock development and animal health projects. Additionally, RWA will mobilise technical support from other consortium members when required.

RWA has extensive project management experience and has undertaken both the selection and recruitment of project staff and also significant levels of procurement of project vehicles and equipment. RWA Head Office will assist in the preparation of specifications and the facilitation of tendering as required.

As part of its Head Office support, RWA has assembled a panel of experts who will be able to provide assistance to the programme. These experts are listed in Annex D and their CVs are incorporated. Additional Head Office support will be proved by the Principals of the other members of the Consortium listed in Section C2 below.

## **C2 General Description of the Consortium**

### **C2.1 Introduction**

The Consortium, led by RWA International, have extensive experience of: tsetse control; management and coordination of large, multidisciplinary natural resource, rural and agricultural development projects including several in Eastern Africa; animal health issues as an integral part of broader rural development; facilitating community involvement in animal health and agricultural development programmes; and improving agricultural production. The Consortium can therefore provide relevant expertise and management skills in all fields relevant to the Regional Component of the Farming in Tsetse Controlled Areas Programme. The Consortium consists of RWA International (RWA, lead consultants, UK), FGU Consulting (FGU, Germany), the Department of Tropical Veterinary Medicine and Epidemiology of the Free University of Berlin (DTVME, Germany), African Development Consultants and Associates (ADCA, Ethiopia) and the Nairobi Veterinary Centre (NVC, Kenya). RWA will be the main contracting party, and other consortium members would support the programme and provide short term specialists on a sub-consultancy basis if and when required.

### **C2.2 RWA International**

RWA International Ltd (RWA) is a British rural development consultancy company which seeks to support communities and their institutions as they improve their own living standards through development activities. RWA has a long history of involvement in animal health, agriculture, natural resources and rural community development projects throughout Eastern Africa. The company also has a proven track record of working with local consultancy firms, national governments, research institutions, non-governmental organisations and local communities to ensure the success of the projects they have implemented and provide relevant skills and technology transfer. RWA has the administrative capacity and professional staff to manage and support major rural development projects, as demonstrated by over a decade of development project experience. RWA has a thorough understanding of three decades of development approaches and philosophies, which provides an essential framework for successfully incorporating new and effective techniques.

### **C2.3 FGU Consulting**

FGU is a German consultancy firm which has undertaken more than 300 different projects since 1971. FGU's multidisciplinary staff includes natural scientists, social scientists, management experts, and development engineers. FGU has had comprehensive experience in providing the following services: management consultancy; studies for strategic decisions and implementation; organisation development; project management; identification, appraisal, implementation, monitoring; evaluation and impact assessment of development projects; workshops, seminars, conferences, and individual training. FGU have specific experience of regional tsetse control programmes, having been responsible for coordinating the regional SADCC programme on trypanosomiasis and tsetse control in Zimbabwe.

### **C2.4 Department for Tropical Veterinary Medicine and Epidemiology**

The Department of Tropical Veterinary Medicine and Epidemiology (DTVME) of the Free University of Berlin is actively involved in the development of veterinary science in Africa in general, and in tsetse and trypanosomiasis control in Eastern Africa in particular. DTVME operates Masters Degree and Diploma courses in Berlin which focus on African veterinarians, and also undertakes collaborative ventures involving research and veterinary teaching in Africa. DTVME has substantial experience in Uganda, and has just commenced a six year collaborative programme with the Faculty of Veterinary Medicine of Addis Ababa University in Ethiopia. DTVME will provide the academic training and research support element of the

consortium. DTVME will also facilitate institutional support and strengthening and will provide appropriate short term expertise.

## C2.5 African Development Consultants & Associates

African Development Consultants & Associates (ADCA) is a consulting group formed to draw on the wealth of African livestock and agriculture development experience of its principals and associates. Through its association with an extensive network of experienced consultants with similar expertise in agriculture and rural development, ADCA is able to put together teams in relevant disciplines with particularly strong knowledge of the East Africa region. ADCA will therefore provide specialist experts as required. Such personnel are nominated on the basis of their knowledge and qualifications in their particular field, and their experience of project implementation in Eastern Africa.

## C2.6 Nairobi Veterinary Centre

The Nairobi Veterinary Centre (NVC) was founded to provide veterinary goods and services to the livestock industry in the East African Region (Kenya, Uganda, Tanzania, Ethiopia, Southern Sudan, Somalia, Rwanda and Burundi). NVC has a wealth of livestock development experience derived from first hand knowledge of pastoral communities in general and the community based initiatives in tsetse control (especially amongst the Masai people) in particular. Working throughout Kenya and Eastern Africa, NVC bring to the Consortium unrivalled knowledge on the animal health challenges facing both small- and large-scale livestock keepers. NVC will therefore provide specialist veterinary and animal health expertise as required.

## C3 **Selected Consortium Project Experience**

### C3.1 Tsetse and Trypanosomiasis Control

#### ***Southern Africa -- Regional Tsetse and Trypanosomiasis Control Programme***

The Consortium provided technical assistance to the Regional Co-ordinator of the European Development Fund for the Regional Tsetse and Trypanosomiasis Control Programme between 1987 and 1992 in Malawi, Mozambique, Zambia and Zimbabwe. This had the following components:

- Planning and implementation of regional bovine trypanosomiasis distribution surveys.
- Development, planning, budgeting and supervision of an effective and economic bovine trypanosomiasis control program within the region, including selection of appropriate prophylactic measures and selection of appropriate chemotherapeutic measures.
- Design, implementation and supervision of trypanosomiasis field trials.
- Preparation of the annual estimates of the trypanocide requirements for the regional program arranging their purchase through international tender and subsequent distribution.
- Intensive follow-up of new trypanocide research and developments.
- Investigation of regional anomalies in the performance of trypanocides arising in the field.
- Training activities for counterparts of the institutions engaged in the programme.
- Co-ordination of the activities related to the program of the governmental organisation responsible for veterinary matters in the four countries.
- Supervision of the effective use and accounting of all funds provided by the EEC for the regional trypanosomiasis control programme.

#### ***Ethiopia – Omo-Gibe River Basin Development Master Plan Study***

This study was carried out to provide a development master plan for a very undeveloped region in the south-west of Ethiopia. The livestock component of the study carried out a wide ranging survey of the livestock sector in the project area, including investigations into animal health and tsetse challenge. It was estimated that some 60,000 km<sup>2</sup> of land below 2000m in the Omo-Gibe valleys could be permanently or occasionally infested with tsetse flies, implying that the

disease they transmit could occur in some 90% of the livestock in the Basin. The project made recommendations for the extension of existing tsetse and trypanosomiasis control methods into the upper valley areas most recently infested, the lower Omo Valley area proposed for irrigation development and already important as a pastoral area, as well as areas previously recognised as high risk tsetse areas. Cost estimations were made and the impact, both socio-economic and environmental, was assessed.

#### ***Uganda / Kenya – Joint Research Projects***

The Uganda/Kenya border is known to have a high prevalence of sleeping sickness and animal trypanosomiasis, and is infected with the riverine species of tsetse fly. The issues therefore relate to both human and animal health. The Consortium has undertaken joint research projects in Uganda which are of central relevance to the programme. Of particular importance are:

- Field studies on the drug sensitivity phenotypes of animal trypanosomes in peri-urban dairy production systems in Uganda.
- On-farm collaborative research on dairy production in transition in rural Uganda.

C3.2

### **Coordination of Livestock and Natural Resources Development Projects**

#### ***Ethiopia – Omo-Gibe River Basin Development Master Plan Study***

The Omo Gibe Master Plan Study was a comprehensive natural resources assessment, feasibility and design study encompassing the entire Omo and Gibe river catchment basin. The project resulted in a detailed master plan of development incorporating all aspects of the catchment area's infrastructural, agricultural, social and economic development. The Natural Resources Group was responsible for studies of minerals, geology, fisheries, forestry, ecology, energy, land suitability / use / cover, soils (at reconnaissance and semi-detailed scales) and soil erosion / conservation. Tied in to the Natural Resources Group was the Agricultural Resources Group, which was responsible for studies of livestock and rangelands, agricultural systems and small-scale irrigation. Approximately 20 sectoral studies and inventories were carried out, with extensive field data collection implemented for livestock and agricultural systems, fisheries, land use/cover, forestry, marketing and soil studies. The final report identified a portfolio of bankable projects covering all aspects of the area's future potential development.

#### ***Kenya – Livestock and Natural Resources Experience***

The Consortium has considerable understanding of livestock development issues in Kenya. This is derived from practical veterinary experience and involvement in research and studies. The consortium is familiar with community based initiatives in the field of tsetse control utilising naturally baited traps amongst the Masai people, approaches which have been supported by ICIPE. The Consortium's experience in participatory approaches in Eastern Africa will give added depth to the regional coordination of national tsetse control programmes. RWA has also provided services associated with the National Environmental Action Plan process, which have focused on initiatives for dryland management in the pastoral communities. RWA provided the services of the Kenyan livestock and rangeland specialist to the study. The Nairobi Veterinary Centre has undertaken a wide variety of livestock related activities in Kenya, including both the provision of veterinary services and the execution of livestock consultancy services for livestock producers.

#### ***Tanzania – National Action Programme for Containing Desertification in Tanzania***

The Consortium recently provided expertise to the project "Technical Support to the Preparation for and Convening of the First Fora at National Level". This sub-project is part of the overall Convention for Combating Desertification in Africa, which rests upon the affected countries preparing National Action Plans. The Consortium is assisting Tanzania to draw up action plans aimed at dryland management, environmental management and degradation mitigation and development. In the context of such an action plan, livestock and livestock production related issues form an extremely important component, given that livestock have many direct and indirect effects on the environment, rural development and national economic growth. The expert provided will assist the national committee in preparing relevant papers



#### ***Ethiopia – Institutional Support Project***

This project aimed at strengthening the capability of the Ethiopian Valleys Development Studies Authority to identify the country's natural resources, assess their quantity, quality and spatial distribution, and design appropriate measures and policies for their sustainable utilisation. A team of eight senior specialists was seconded to the EVDSA over a period of three years. In addition to supporting the basic inventory work undertaken by the Authority, RWA specialists were actively involved in: (a) technical, functional, economic, environmental and engineering design aspects, including training and preparing technical manuals; (b) implementation logistics such as ways and means of financing, contracting, purchasing and management; (c) socio-economic studies; (d) development of policy relating to new and existing irrigation schemes; (e) the improvement of irrigation technology to suit environmental and social needs; and (f) the development of strategies for the diversification of agricultural systems and their associated infrastructure, and spatial development of human settlement that links villages to appropriate service centres. A fully operational GIS based data centre and technical library were established by the project, and are still in active day-to-day use.

#### ***Malawi – National Livestock Development Project***

RWA was selected by the Ministry of Agriculture in Malawi to provide technical assistance to the National Livestock Development Project including the management of a large beef ranch (Dzalanyama Ranch) and a number of Dairy Farms in the Mikalongwe Farm Complex. RWA consultants are responsible for reviewing the management and operations of these farms and implementing measures which render the project financially viable. RWA specialists are also providing assistance to the Department of Animal Health and Industry in the development of policy for further development of the dairy industry throughout the country.

#### ***Ethiopia – South-East Rangelands Project***

SERP was an integrated pastoral development project aimed at sustainably improving livestock production and food security. SERP adopted a community based, participatory approach. Development interventions and opportunities were identified in continuous consultation with local communities, who were responsible for identifying and to prioritising their own needs as well as contributing to solutions. The project therefore functioned as a service giving organisation, responding to the requests of local communities. One of the project's objectives was improving animal health and productivity. The Animal Production and Health component established a veterinary laboratory service in two towns; established a veterinary epidemiology unit for the study and monitoring of livestock disease (including trypanosomiasis) and production parameters; and implemented a disease control programme using regional zones and district's Development Centres to carry out vaccinations and livestock health improvement. It also developed a programme of training for middle level animal production and health staff in the field, carried out through a series of workshops and on-the-job training.

C3.3

### **Coordination and implementation of Agricultural Development Projects**

#### ***The Philippines – Western Samar Agricultural Resources Development Programme***

The WESAMAR Project is designed to help alleviate poverty and promote sustainable socio-economic development in Samar. It uses an integrated area-based development programme approach directed towards the concerns of the rural poor. It also emphasises a community-based bottom-up sustainable development strategy, aimed in particular at the improvement of household incomes. The agriculture component of the Programme focuses on identifying and disseminating information on sustainable agriculture management strategies and micro-projects, and strengthening the ability of Community Based Organisations to implement them. Micro-projects in crop production, appropriate technology transfer and improvement to agricultural input supply have been identified and incorporated into the community development process. Substantial training in sustainable agricultural production has been carried out for both community development workers and small-scale farmer / producers.

### ***Ethiopia – South-East Rangelands Project***

The agropastoral component aimed to modify the agricultural systems prevailing in the semi-arid project area to make them less ecologically destructive of the rangeland and more sustainably productive. The component was carried out with a participatory methodology and integrated aspects of rainfed agronomy, water harvesting, soil and water conservation, agroforestry and management and extension methodology. The project's emphasis on shade, multipurpose and fruit trees proved popular with local farmers and pastoralists. Crop production improvement trials were carried out, as were trials also aimed at identifying suitable varieties of grain legume crop that could be used intercropped with improved and / or short season varieties of sorghum and maize. Agro-pastoralists and extension workers were trained in research and practical implementation of improved crop production techniques.

## **C3.4**

### **Coordination and Management of Other Projects**

#### ***Zambia – Economic Expansion in Outlying Areas***

The Consortium is providing comprehensive management and coordination of the EEOA Programme, including staff recruitment, procurement, technical management, backstopping and administration. The EEOA project aims at economic expansion within the private sector through increased agricultural production, processing and marketing by rural households. The development approach aims at involving beneficiaries and other development partners in discussions and decisions regarding planning, implementing and follow up of activities. The facilitation component of the project aims at ensuring that the target group appreciates and understands the opportunities offered by a liberalised market regime, and creating self-awareness and self-confidence so that individuals can exploit economic opportunities. The project focuses on four different outlying districts, with the programme for the districts being decided at the district level in consultation with local communities. Local communities and individuals benefit from training as well as the economic advantages of participating in business activities. The project has met with a significant positive response, with bee-keeping, fish farming and improved agricultural practices showing the most obvious signs of expansion.

#### ***Indonesia – Animal Health Training***

The Consortium has, over the past two years, coordinated six (6) three-month training courses, specifically designated to meet the particular problems associated with livestock production in Indonesia and concentrating on the major areas of nutrition, management, reproduction, and disease control and eradication. These courses were conducted in conjunction with the major livestock training and extension groups in Australia, as well as leading equipment manufacturers and cattle producers. A series of practically-oriented programmes were presented, providing trainees with the knowledge and experience they need to optimise the performance of cattle in the Indonesian smallholder situation.

#### ***Philippines – Partnership for Women's Health and Safe Motherhood***

The Consortium is providing comprehensive management, administration, training and procurement services to the project. The Consortium's management experience has allowed a broad-based and highly skilled team to be assembled that can work with the complex issues involved in primary health care and community empowerment. GRM is carrying out management, administration, procurement and monitoring functions, as well as providing health and training expertise. The main aim of the Project is to address and improve the condition of women's and girls' health, with an emphasis on reproductive health and family planning. This will be achieved by targeting assistance to deprived and isolated communities, and strengthening the capacity of communities, NGOs and local government units to address their own health needs. The project's objectives address a range of government health priorities, such as improving women's health status, reducing the high maternal mortality, and reducing population growth.

## **Annex D – Nominated Personnel**

## ANNEX D NOMINATED PERSONNEL

### D1.1 Technical Advisor for Regional Coordination Unit

#### D1.1.1 Summary of Experience

**Dr Stephen Leak** has worked for 22 years in Africa, initially as an Agricultural science teacher with Voluntary Service Overseas (VSO) in rural Zambia. Following this he joined the Zambian Government department of Veterinary and Tsetse Control Services as Provincial Tsetse Control Biologist. Here he gained direct experience in tsetse survey and control methods. He later taught in-service courses for staff from the DVTCS, the Department of Agriculture, and subsequently with the FAO/UNDP Tsetse Research and Training Project.

A year after joining ILRAD, he began inputs into a collaborative project (the African Trypanotolerant Livestock Network – ATLNL) co-ordinated jointly with the International Livestock Centre for Africa (ILCA). Based in the co-ordinating office of this multi-disciplinary, multi-location research project, Dr Leak was responsible for the planning, implementation, supervision, analysis, interpretation and reporting of aspects of livestock production in a variety of agricultural production systems at twelve sites in nine African countries. In Ethiopia, he was responsible for the implementation and evaluation of tsetse control using pour-on insecticides in a traditional livestock production system in the Gibe (Omo) valley. This project, involving participation of the farming community is supported by a cost-recovery scheme and included research components to investigate farmers perceptions of tsetse control and the importance of trypanosomosis; economic evaluation of the successful control, environmental monitoring of indirect impacts on biodiversity and land use and extensive geo-referenced household surveys. Stephen Leak has been closely involved with these research activities by other ILRI and ILCA staff members.

In addition to his field research activities, Stephen Leak has had considerable laboratory experience of research into the genetics of disease resistance and was responsible for the phenotyping of F1 and F2 crosses between Boran and N'Dama cattle in a project to investigate the trypanotolerance trait. He contributed to the production of these resource cattle populations using embryo transfer techniques.

Stephen Leak provided inputs to a variety of other projects including a smallholder dairy project with ILCA in collaboration with the Kenyan Agricultural Research Institute (KARI) at Mtwapa on the Kenyan coast and a collaborative research project with the Free University of Berlin and the Ugandan Livestock Research Institute in Mukono District, Uganda.

His wide experience and knowledge of trypanosomosis has permitted Stephen Leak to write a major text: *'Tsetse Biology and Ecology: their role in the Epidemiology and Control of Trypanosomosis'* (approximately 580 pages), which is being published by CAB International in 1998. This is the first major reference text on Tsetse Biology and Ecology since 1970.

#### D1.1.2 Key Experience Compared to Terms of Reference

##### ***Education***

Stephen Leak has a BSc Honours degree in Agricultural zoology from the University of Newcastle upon Tyne, England and a PhD from the Faculty of Veterinary Medicine, The University of Utrecht, Netherlands, based on research on epidemiology of tsetse-transmitted trypanosomosis conducted at ILRAD. In 1981, before joining ILRI he completed a Medical Parasitology course at the London School of Hygiene and Tropical Medicine.

##### ***Experience of Rural Development in Africa***

Stephen Leak has considerable experience of rural development in Africa, through direct and indirect work in rural development projects. During his work with ILRAD he has carried out

extensive field work in nine African countries (francophone and anglophone). Working closely with farmers in a variety of agricultural systems provided direct experience of sedentary, nomadic and commercial agriculture and livestock-rearing. Whilst with the Zambian Govt DVTCS he participated in an integrated resettlement programme in the Kabulwebulwe Resettlement Area. This project included inputs from the Government departments responsible for water, roads, agriculture, health and education as well as the veterinary and tsetse control services.

### ***Experience of Co-ordination Activities and Programme Administration***

Whilst with ILRAD, Stephen Leak was a member of the co-ordinating team of the ATLNL based in Nairobi, where he was responsible for co-ordinating the entomological component of this project at up to 12 sites in nine African countries in Francophone and Anglophone Africa. Responsibilities included the organisation and implementation of training courses for staff from all the project sites. These training courses catered for a wide range of nationalities and disciplines, giving Dr Leak insight into multi-disciplinary training needs. He was also responsible for designing experimental protocols for the entomological research, initiating this research at field sites and subsequently supervising, coordinating and maintaining the technical standards of the work. In the second phase of the project from 1987 to the present Stephen Leak had further responsibility for preparing work plans, budgets and funding proposals for research at selected sites at which more detailed studies were conducted. The overall focus was on livestock productivity, of which animal health / tsetse control was one component. An economic component looked at the economic and social impacts of tsetse and tsetse control. These activities have required successful collaboration, cooperation and coordination with National and International partners. Whilst working as Provincial Tsetse Control Biologist in Zambia, Leak was responsible for co-ordinating all tsetse control activities in Eastern Province. Each District within the Province was staffed by a District Tsetse Control Officer and junior staff whose activities were co-ordinated to conduct tsetse surveys throughout the Province and who were mobilised to carry out tsetse control operations in selected priority areas. Stephen Leak was responsible for a total staff of approximately 100 people, and administered the budget for Tsetse Control activities in the Province.

### ***Computers***

Stephen Leak has been using computers for his work since 1983 and is competent in the use of Word-processing packages, particularly Microsoft Word 97 and other Microsoft Office Windows applications such as Excel. He had responsibility for maintaining large databases, mainly in DbaseIV and Visual Dbase, and for analysing their analysis, initially using SPSS and subsequently SAS statistical analysis packages. He is competent in the use of graphics packages such as Harvard Graphics, SlideWrite and PowerPoint for preparation of graphics for publication and presentation. He uses IDRISI GIS computer software for mapping geo-referenced data collected using Global Positioning Systems (GPS).

### ***Staff Management And Interpersonal Communications Ability***

Stephen Leak has been involved in planning, implementing and managing research and development projects throughout Africa for the last 20 years. In this time he has managed technical and research staff and has also carried out training programmes for people from widely differing cultural and technical backgrounds. This has necessitated excellent communication skills and sensitive, effective management to ensure the smooth implementation and success of the programmes he has been associated with. With the ATLNL he worked with many colleagues from different cultural backgrounds (e.g. from Europe, East and West Africa), and disciplines (veterinarians, entomologists, animal scientists, economists, ecologists, technicians, biometricians). The success of the ATLNL depended upon cultivating and maintaining good working relationships with all these partners, some of whom were colleagues from the same organisation and others who worked for NARS or other institutions. Whilst working with the DVTCS in Zambia, Stephen Leak was responsible for managing approximately 100 staff of varying levels from the Provincial Tsetse Control Officer to technical field staff.

***Experience in Senior Advisory Position in National Government or International Organisation***

In the course of his 16 year input with ILRAD / ILRI, Stephen Leak has provided advice to the Director General on matters relating to tsetse and has represented the Institute at international conferences and meetings with FAO in Rome and a workshop held at Mukono, Uganda, on the 1980s sleeping sickness epidemic in Busoga District, Uganda. He was responsible to the Assistant Director (Tsetse Control) of the Zambian Department of Veterinary and Tsetse Control Services and advised on needs and progress of tsetse control activities in Eastern Province, Zambia.

***Experience of EC and Other Aid Projects***

Stephen Leak has worked with the FAO/UNDP Technical Research and Training Project in Zambia, had input into a proposal for a World Bank funded Rural Development Project in Zambia, and a BMZ funded project in Uganda in collaboration with the Free University of Berlin.

***Ability to Work in French***

Through his work with the ATLNL Stephen Leak developed and improved his ability to work in French and is able to communicate verbally and prepare simple written reports. Biennial training courses for the ATLNL were initially held for anglophone and francophone participants alternately and he is able to conduct training courses in French. Stephen Leak has some ability to communicate in Swahili.

D1.1.3

**Experience Related To Tasks Envisaged for the Regional Coordinator**

***Knowledge of the Three Countries And The General Region***

**Kenya:** Stephen Leak has been resident in Kenya from 1982 to the present, whilst employed by ILRAD and ILRI. He has carried out extensive field work on the coast of Kenya, and has made inputs in Western Kenya and the Lambwe valley hosted by ICIPE.

**Ethiopia:** Whilst employed with ILRAD and ILRI, Stephen Leak had close involvement in a Research project in the Gibe (Omo) valley in Ethiopia and spent several months working in this area of the country. He has participated in workshops with staff from Government Veterinary/agriculture and tsetse control departments in Addis Ababa and Axum. He has carried out short-term work with ILRI at Debre Zeit and has made inputs at the Field headquarters of the National Tsetse and Trypanosomiasis Research and Control at Bedele, in the south-west of the country.

**Uganda:** In Uganda he participated in a collaborative project between ILRAD, the Free University of Berlin and the Ugandan Livestock Research Institute (LIRI). This project, in Mukono district also involved collaboration with the Uganda Trypanosomiasis Research Organisation (UTRO) at Tororo. He visited sleeping sickness areas of Busoga District whilst representing ILRAD at a workshop on the 1980s sleeping sickness epidemic in that district.

**Tanzania:** Stephen Leak has visited northern Tanzania in the *Glossina swynnertoni* infested lakeshore Victoria region as a consultant with 'Stockwatch', funded by the Overseas Development Administration (now DfID) to assess potential inputs to the Tanzanian Pest Research Institute, Arusha.

***Experience of Setting Workplans, Budgets, Cost Estimates.***

Working in the coordinating office of the ATLNL, Stephen Leak had responsibility for preparing initial workplans/protocols for the entomological component of this project for all research sites (excluding The Gambia). During the second phase of the ATLNL, he was responsible for preparing workplans for more specific activities and for preparing budgets and funding proposals for these activities.

### ***Experience of Facilitating Coordination Meetings***

In the first phase of the ATLNL, regular meetings were held with Network participants to discuss work achieved and future work. Leak had responsibility for reporting the entomological component and proposals for future work. In both the first and second phases of the ATLNL, regular meetings were held within the coordinating office in Nairobi, for the same purpose.

### ***Coordination of Country Control Programmes -- Experience of Disease Monitoring And Surveillance***

Stephen Leak has considerable experience in monitoring disease risk and prevalence as this was the main activity of the ATLNL during its first phase and has been an important and ongoing component of the evaluation of tsetse control activities in Ethiopia and in Ivory Coast.

### ***Experience of Cross Border Disease Control / Livestock Movement Programmes***

Dr Leak's research and project implementation experience has given him an excellent background knowledge of the issues, potentials and constraints imposed by the cross border movement of livestock as well as programmes designed to control livestock diseases in the countries. He carried out a mission to Malawi to discuss the implications and possibilities for control of a common tsetse infestation between Eastern Zambia and Malawi. He also carried out a mission to Nigeria to assess proposed importations of N'Dama cattle from The Gambia.

### ***Experience of the Kenya / Uganda Programmes***

Dr Leak has experience of the programme for Uganda through contacts with the late Dr Lancien, participation in a workshop on the 1980s sleeping sickness epidemic in Busoga District and through inputs made during the collaborative project with LIRI, ILRI and the Free University of Berlin. In Kenya, he has been associated with collaborative research between ILRI and KETRI in the sleeping sickness affected areas of Busia District. He participated in a recent KETRI workshop to update the Tsetse Distribution map of Kenya.

### ***Environmental Monitoring***

ILRI established an Environmental Monitoring Research Project in 1993. One of the research sites selected was the tsetse control project in the Gibe valley in Ethiopia, for which Dr Leak was responsible. The environmental monitoring aimed at assessing the impact of trypanosomosis control on land use and biodiversity. For the latter, research has specifically been directed at vegetation changes and bird species to assess indirect effects of control. He had close involvement with the monitoring programme and gained a thorough grounding in the environmental monitoring aspects of animal health / disease control programmes. He also accompanied the leader of the Environmental Monitoring Project on a mission to establish similar work in Burkina Faso. Dr Leak participated in workshops held at ILRI to discuss the research results of the environmental impact assessment project, and issues relating to land use and land tenure. He made inputs into an IFAD funded project investigating the impact of trypanosomosis control in the Ethiopian site and assisted in planning prior to funding of the second stage of the project. He is familiar with the use of GIS for environmental monitoring.

### ***Coordination of Training Programmes***

Stephen Leak has long experience in the organisation and implementation of training courses for participants from different disciplines and with differing levels of education, both during his work with ILRAD and with the FAO/UNDP Tsetse Research and Training Project, Lusaka, Zambia.

### ***Coordination of Research -- Experience of Assessing Research Needs***

Having worked for research institutes between 1982 and 1998 Stephen Leak has acquired the necessary ability to assess research needs, through regular internal and external research reviews in which he has participated. During the period in which ILRI was established from the merger of ILRAD and ILCA he participated in a series of workshops to assess the research needs and the research programme that should be followed by the Institute, including workshops with external professional facilitators.

***Experience of Implementing Research***

Stephen Leak has 16 years experience of implementing research work, both directly and indirectly through the coordination of activities of a research network.

***Experience of Identifying and Working With Other Institutions for Research***

Through his work with an Africa-wide research Network, Stephen Leak gained considerable experience of collaborative research with other institutions / partners and funding agencies. In Kenya, he has collaborated with the Kenyan Agricultural Research Institute (KARI). In Ethiopia, he has collaborated with the National Tsetse and Trypanosomiasis Research and Control Programme, and in Uganda, he has collaborated with the Livestock Research Institute (LRI) and the Ugandan Trypanosomiasis Research Organisation (UTRO). He has worked with a variety of Governmental and Parastatal organisations in other African countries and has had close contacts with the Kenyan Trypanosomiasis Research Institute (KETRI) and the International Centre for Insect Physiology and Ecology (ICIPE).

***Organise Monitoring and Evaluation of the 3 Country Programmes – Experience of M&E Systems***

Dr Leak has participated in regular internal and external reviews of ILRAD and ILRI in which the progress of projects has been monitoring and evaluated.

***Experience of Project Reporting***

Dr Leak has had extensive experience of reporting on research results. He has prepared mission reports to the Project Coordinator / Directors; reports for Internal Annual Planning meetings, and external reviews.

***Experience with Workplans and Budgets***

During his input with ILRI and the ATLNL he has prepared workplans, budgets and funding proposals for research at sites of the ATLNL as well as for the collaborative Research Project in Uganda.



## D1.2 CURRICULUM VITAE

**Proposed position in the project:** Technical Advisor for Regional Coordination Unit

- 1 Family name: **Leak**
- 2 First names: Stephen
- 3 Date and place of birth: 1951, Britain
- 4 Nationality: British
- 5 Civil status / no. dependants: Married, 1 child
- 6 Education:

Institution	University of Newcastle upon Tyne, UK
Date	1976
Degree or Diploma	B.Sc. (Hons) Agricultural zoology

Institution	Faculty of Veterinary Medicine, University of Utrecht, The Netherlands
Date	1996
Degree or Diploma	PhD, A contribution to the epidemiology and understanding of tsetse-transmitted trypanosomiasis

- 7 Language skills:

Language	Reading	Speaking	Writing
French	4	4	4
Swahili	1	2	1

- 8 Other skills: Competent in the use of word processing, spreadsheet, statistical analysis, GIS software and graphics presentation packages.
- 9 Present position: Tsetse Control Specialist
- 10 Years of professional experience: 22
- 11 Years with the firm: 1
- 12 Key qualifications:

Dr Leak has twenty-two years experience in poverty-focused livestock projects and in the epidemiology and control of tsetse-transmitted trypanosomiasis of livestock in Africa. He has experience of planning, implementing and coordinating large research and field projects in the field of tsetse and trypanosomiasis monitoring and control. He has built up a comprehensive knowledge of the tsetse, tryps and animal health issues facing farmers and livestock keepers throughout Eastern Africa and gained expertise in implementing and coordinating community-based tsetse control programmes. Much of his career has been based on collaborating with different research institutions and identifying, designing, implementing and supervising training programmes. This has given him the ability to prepare succinctly written and professionally presented reports and papers, and experience of setting and controlling work programmes and budgets. He is able to communicate and conduct training / workshops in French, and communicate effectively in Swahili. Twenty-two years of working with, managing and training multi-disciplinary staff from diverse ethnic and cultural backgrounds has given him excellent staff management and

communication skills. He has participated in regular internal and external monitoring and evaluation reviews of research and field programmes. He is an experienced computer user, with knowledge of all office software as well as statistical and GIS packages.

13 Experience with projects financed by international organisations:

<i>Country</i>	<i>Donor</i>	<i>Years</i>
Zanzibar	IAEA	1998 – Present
Kenya	ILRI	1983 – 1998
Burkina Faso, Mali & Ivory Coast	IFAD	1995
Zambia	FAO / UNDP	1982 - 1983

14 Specific developing countries experience:

Country	Organisation	Date from / to	Position	Job Description
Zanzibar	IAEA	1998 - Present	Epidemiology / Tsetse Control Consultant	Providing support to veterinary monitoring to assess the Sterile Insect Eradication of tsetse on Zanzibar.

Country	Organisation	Date from / to	Position	Job Description
Kenya	ILRI	1998	Epidemiology / Tsetse Control Consultant	Epidemiology project to assess tsetse control activities in Africa and provide inputs for epidemiological monitoring of tsetse- transmitted trypanosomosis.

Country	Organisation	Date from / to	Position	Job Description
Kenya & Eastern Africa	ILRI	1983 - 1998	Program specialist	Dr Leak worked in the Tsetse Control Programme of ILRI for 16 years, carrying out a number of functions and participating in numerous research and community-based tsetse control projects. The projects listed below were undertaken during his employment at ILRI.

Country	Organisation	Date from / to	Position	Job Description
Kenya	KETRI	1996	Participant	Participated in a recent KETRI workshop to update the Tsetse Distribution map of Kenya. Provided technical backstopping and up to date information on tsetse distribution

Country	Organisation	Date from / to	Position	Job Description
Burkina Faso, Mali & Ivory Coast	IFAD	1995	Entomological / Environmental Monitoring Consultant	Accompanied the leader of the Environmental Monitoring Project on a mission to establish environmental monitoring work in Burkina Faso, Mali & Ivory Coast along the same lines as the Environmental Monitoring Research Project set up by ILRI in 1993. Responsibilities included assessing the tsetse / tryps situation in the three countries and preparing a protocol for the entomological monitoring to match the other studies.

Country	Organisation	Date from / to	Position	Job Description
Kenya & Eastern Africa	ILRI	1991 - 1998	Phenotyping Researcher	Undertook research into the genetics of disease resistance in addition to his field research activities. Dr Leak was responsible for the phenotyping of F1 and F2 crosses between Boran and N'Dama cattle in a project to investigate the trypanotolerance trait. He contributed to the production of these resource cattle populations using embryo transfer techniques.

Country	Organisation	Date from / to	Position	Job Description
Uganda	ILRI / Ugandan LIRI / UTRO	1994 - 1997	Tsetse Control / Research Specialist	Participated in a collaborative project between ILRAD, the Free University of Berlin and the Ugandan Livestock Research Institute (LIRI) to examine health constraints on animal production. This project in Mukono district also involved collaboration with the Uganda Trypanosomiasis Research Organisation (UTRO) at Tororo. He made inputs in the sleeping sickness areas of Busoga District whilst representing ILRAD at a workshop on the 1980s sleeping sickness epidemic in that district.

Country	Organisation	Date from / to	Position	Job Description
Tanzania	TPRI / DfID	1990	Tsetse Control / Research Specialist	Made inputs in northern Tanzania in the <i>Glossina swynnertoni</i> infested lakeshore region funded by the Overseas Development Administration, UK, (now DfID). Assessed research needs and other potential inputs needed by the Tanzanian Pest Research Institute, Arusha, for controlling the <i>Glossina swynnertoni</i> tsetse fly.

Country	Organisation	Date from / to	Position	Job Description
Kenya	KARI	1989 - 1991	Tsetse Control / Research Specialist	Carried out tsetse surveys and made recommendations for the effective control of tsetse flies and trypanosomiasis on a smallholder dairy project with ILCA in collaboration with the Kenyan Agricultural Research Institute (KARI) at Mtwapa on the Kenyan coast.

Country	Organisation	Date from / to	Position	Job Description
East Africa	ILRI / ATLN	1987 - 1991	Tsetse Control / Research Specialist	Phase 2 of the African Trypanotolerant Livestock Network (ATLN). Further, more specific research protocols were followed at selected sites in the ATLN. Dr Leak's particular involvement was in Ethiopia, where studies on epidemiology of drug-resistant trypanosome transmission and tsetse control interventions and their evaluation were undertaken. He was responsible for the implementation and evaluation of tsetse control using pour-on insecticides in a traditional livestock production system in the Gibe (Omo) valley. This project, involving participation of the farming community, is supported by a cost-recovery scheme and included research components to investigate farmers perceptions of tsetse control and the importance of trypanosomosis; economic evaluation of the successful control, environmental monitoring of indirect impacts on biodiversity and land use and extensive geo-referenced household surveys. Stephen Leak has been closely involved with these research activities by other ILRI and ILCA staff members. In both the first and second phases of the ATLN (see below), regular coordination meetings were held within the coordinating office in Nairobi.

Country	Organisation	Date from / to	Position	Job Description
				<p>Working in the coordinating office of the ATLNL, Stephen Leak also had responsibility for preparing initial workplans and protocols for the entomological component of this project for all research sites (excluding The Gambia). He also prepared workplans, budgets and funding proposals for other more specific activities at selected sites at which detailed studies were being conducted.</p> <p>These activities have required successful collaboration with National and International partners.</p>

Country	Organisation	Date from / to	Position	Job Description
East Africa	ILRI / ATLNL	1983 - 1987	Tsetse Control / Research Specialist	<p>Phase I of the African Trypanotolerant Livestock Network. Involved in setting up the Network and collecting base-line data. Stephen Leak has considerable experience in monitoring disease risk and prevalence as this was the main activity of the ATLNL during its first phase and has been an important and ongoing component of the evaluation of tsetse control activities in Ethiopia and in Ivory Coast. In the first phase of the ATLNL, regular coordination meetings were held with Network participants to discuss work achieved and future work. Leak had responsibility for reporting the entomological component and preparing proposals, experimental protocols and workplans for the entomological research. He was tasked with initiating this research at field sites and subsequently supervising and maintaining the technical standards of the work. His responsibilities also included the organisation and implementation of training courses for staff from different technical backgrounds from all the project sites.</p>

Country	Organisation	Date from / to	Position	Job Description
Nigeria	ILRI	1983	Livestock Consultant	Assessed proposed importations of N'Dama cattle from The Gambia.

Country	Organisation	Date from / to	Position	Job Description
Zambia	FAO / UNDP	1983	Training Officer	Seconded on consultancy to FAO/UNDP Tsetse Research and training project in Lusaka as a training officer.

Country	Organisation	Date from / to	Position	Job Description
Kenya	ILRAD	1982	Tsetse Researcher	Field research at Kilifi, Kenya coast into acquired resistance to trypanosomosis by cattle with exposure to limited numbers of trypanosome serodemes.

Country	Organisation	Date from / to	Position	Job Description
Zambia	FAO / UNDP	1981 - 1982	Trainer	Research and Training Project. Training middle level technical staff in tsetse and trypanosomiasis biology and control.

Country	Organisation	Date from / to	Position	Job Description
Zambia	Gov of Zambia	1978 - 1980	Provincial Tsetse Control Biologist	<p>Department of Veterinary and Tsetse Control Services of the Zambian Government. Responsible for the administration, implementation, supervision and entomological assessment of all tsetse control activities in the eastern province of Zambia. Stephen Leak was responsible for a total staff of approximately 100 people of varying levels from the Provincial Tsetse Control Officer to technical field staff and casuals, and administered the budget for Tsetse Control activities in the Province. Each District within the Province was staffed by a District Tsetse Control Officer and junior staff whose activities were co-ordinated to conduct tsetse surveys throughout the Province and who were mobilised to carry out tsetse control operations in selected priority areas.</p> <p>Key activities included:</p> <ul style="list-style-type: none"> <li>• tsetse surveys for planning provincial tsetse control activities.</li> <li>• participation in National tsetse control activities.</li> <li>• aerial and ground spraying tsetse control operations.</li> </ul> <p>Stephen Leak was responsible to the Assistant Director (Tsetse Control) of the Zambian Department of Veterinary and Tsetse Control Services and advised on needs and progress of tsetse control activities in Eastern Province, Zambia.</p> <p>Stephen Leak has considerable experience of rural development in Africa through direct and indirect work in rural development projects. Whilst with the Zambian Govt DVTCS he participated in an integrated resettlement programme in the Kabulwebulwe Resettlement Area in which people were resettled from the Kafue Game Reserve in the KRA. This project included inputs from the Government departments responsible for water, roads, agriculture, health and education as well as the veterinary and tsetse control services in order to provide the necessary infrastructure – water supplies, a primary school, clinic, analysis of soil types to determine agricultural suitability etc. He also had input into a proposal for a World Bank funded Rural Development Project to be based in Eastern Province near the border with Mozambique. Dr Leak made inputs to the tsetse control component and took the World Bank representative on visits around District to discuss the project.</p>

15 Membership of professional bodies:

16: Other relevant professional experience:

Country	Organisation	Date from / to	Position	Job Description
Zambia	VSO		Agricultural science teacher	Chassa Secondary School, Sinda, Zambia. Working with 'Voluntary Service Overseas' teaching agricultural science at a mission boarding school in the Eastern province of Zambia.

### D1.3

#### Panel of Experts

As noted in Section C1.3 above, RWA has assembled a panel of experts to support the programme, who may also function as short-term specialists subject to project procedures. The following senior experts would form the panel of experts, and their CVs are attached.

<b>Name and Nationality</b>	<b>Possible Role</b>
Dr Robert Connor (British)	Programme planning, training and coordination
Dr John Clarke (British)	Environmental Specialist
Mr Nick Alsop (British)	Tsetse Control Specialist
Ms Barbara Collinson (British)	Participatory Methods Specialist
Prof Gathuma (Kenyan)	Epidemiologist
Dr Jesse Njoka (Kenyan)	Rangeland Specialist

# **Declaration and Certificates of Nominated Personnel**

To Whom It May Concern

**Technical Assistance to Farming in Tsetse  
Controlled Areas – Regional Co-ordinator**

I hereby confirm that I, Dr Stephen Leak, am exclusively available to RWA International for a period of six months, as the Regional Co-ordinator to the Regional Component of the 'Farming in Tsetse Controlled Areas Project'.

Signature. *Stephen Leak*

Date. *27 August 1998*



ht



## Lectoribus Salutem!

Sapienti consilio a maioribus nostris institutum est, ut bonarum artium studiosi, anteaquam doctrinam suam ad communem conferrent, laudabiliter peractis studiis academicis publicum peterent industriae et eruditionis testimonium et documentum.

Quamobrem cum Ornatissimus

*Stephen George Alan Leak*  
*Birmingham*

legibus academicis satisfecisset atque ad summos honores iam contenderet ipsius eruditioni debitos, Nos, quo causam hanc adiuveremus, audivimus eum, cum dissertationem suam defenderet cui titulus:

*A contribution to the epidemiology and understanding of tsetse-transmitted trypanosomiasis*

In quibus omnibus cum se talem praestitisset, ut Nobis doctrinam et diligentiam probaret, honorificum quod ei debetur virtutis tribuimus. Quapropter Nos, pro potestate Nobis concessa, eundem Doctorem sollemni more creavimus et renuntiavimus, et ei quidquid iuris et honoris doctori legitime creato aut lege aut longa consuetudine tribui haberique solet. Cuius rei quo sit certior fieri hoc publicum, manibus rectoris magnifici et promotoris subscriptum et maiore Universitatis sigillo confirmatum, ei tradendum cum



## Transcript of Study

Name of Student: **STEPHEN GEORGE ALAN LEAK**

Period of full-time attendance: October 1971 to June 1975

Course:

1971 - 72: **Preliminary Examination for the Pass Degree of BSc in the Faculty of Agriculture**

Subjects: Botany  
Chemistry  
Geology  
Zoology

Result: Pass

1972 - 73: **Second Examination for the Pass Degree of BSc in the Faculty of Agriculture**

Subjects: Agricultural Biochemistry I  
Agricultural Zoology I  
Chemistry A  
Plant Science  
Statistics

Result: Pass

1973 - 74: **Level II Examination for the Degree of BSc in the Faculty of Agriculture (Agricultural Zoology)**

Subjects: Agricultural I  
Agricultural Zoology II (Entomology)  
Agricultural Zoology II (Parasitology)  
Agricultural Zoology II (Economic Zoology and Crop Protection)  
Soil Science I

Result: Pass Degree awarded



## Transcript of Study

- 2 -

Name of Student:     **STEPHEN GEORGE ALAN LEAK**

1974 - 75:            **Final Honours Examination for the Degree of BSc in  
the Faculty of Agriculture**

Subjects:            Entomology  
                        Parasitology  
                        Ecology and Population Dynamics  
                        Dissertation  
                        Oral examination

Result:               Second Class Division II

I certify that the above-named student, having complied with all the requirements of the University Regulations, was awarded the Pass Degree of Bachelor of Science in Agriculture. The degree conferred on the candidate at a University Congregation held on 27 June 1974 "In Absentia."

In June 1975 Mr Leak qualified for the award of the degree of Bachelor of Science with Second Class Division II Honours in Agricultural Zoology.

A handwritten signature in black ink, appearing to read 'D McLean'.

Miss D McLean  
Administrative Assistant

4 August 1998  
DMcLak/pf

**NB     PRIOR TO OCTOBER 1987 ALL MARKS AND GRADES ARE  
CONFIDENTIAL TO THE UNIVERSITY AND MAY NOT BE  
DISCLOSED**

## CURRICULUM VITAE

**Proposed position in the project:** **Short-Term Expert in Programme Planning, Training and Coordination**

- 1 Family name: Connor
- 2 First names: Robert
- 3 Date and place of birth: 1949, Britain
- 4 Nationality: British
- 5 Civil status / no. dependants: Married
- 6 Education:

Institution	University of London
Date	1973
Degree or Diploma	B Vet Med

Institution	University of Liverpool
Date	1977
Degree or Diploma	MVSc

Institution	University of London
Date	1985
Degree or Diploma	D Vet Med

- 7 Language skills:

Language	Reading	Speaking	Writing
English	5	5	5
Swahili	4	4	4
French	4	2	1
Spanish	1	2	1

- 8 Other skills: Strategic planning; organisational development and management; tropical veterinary medicine; parasitic disease control
- 9 Present position: Regional Co-ordinator of SADC's EC-funded Regional Tsetse and Trypanosomosis Control Programme of southern Africa
- 10 Years of professional experience: 25
- 11 Years with the firm: Associated for 1 year
- 12 Key qualifications:

Dr Connor has lived and worked in eastern and southern Africa for over 20 years, and has acquired in-depth experience of many aspects of animal health related to rural development, particularly: poultry, beef, dairy, draught animal and artificial insemination schemes; disease control, diagnostics and cost recovery; and, applied research in a variety of husbandry and farming systems. His work has enabled him to link the delivery of animal health services to sustainable rural development. Policy formulation and strategic planning have been key elements in his recent experience, for example as Co-ordinator of the Regional Tsetse and Trypanosomosis Control Programme, he initiated and organised strategic planning in the livestock sector of the Southern African Development Community (SADC) related to tsetse control, animal health and sustainable rural development. Organisational development is another area of key expertise. He has attended various training courses on organisational change and change

management, and has wide-ranging experience in the private sector, commerce, government, university and donor-funded programmes. He has long experience of working in multi-disciplinary teams, including veterinarians, economists, trainers, researchers and ecologists. Training, human resources development and capacity building are a cornerstone of Dr Connor's expertise. Long involvement in training at all levels (farmers, ancillary and technical staff, undergraduate and postgraduate students, professional colleagues) has given him broad experience. In addition to assuming the role of a mentor, he has lectured; organised meetings, workshops and seminars; tutored FAO/OAU/WHO trainees; and, established a scholarship for a Kenyan PhD student who he co-supervised in the field. He is an excellent communicator and is skilled in office software, databases and local-area networks.

13 Experience with projects financed by international organisations:

Country	Donor	Year
E Africa	EC	1994 – Present, 1987 – 1993
South Africa	Pretoria University	1993 – 1994
E Africa	May & Baker	1983 – 1987
Tanzania	DfID	1979 – 1983

14 Specific developing countries experience:

Country	Organisation	Date from / to	Position	Job Description
Zimbabwe	EC	1994 - Present	Regional Co-ordinator	SADC's EC-funded Regional Tsetse & Trypanosomosis Control Programme for southern Africa. Based in Harare, Dr Connor advises the Regional Authorising Officer of the European Development Fund and the Regional Standing Committee on all technical and administrative matters relating to tsetse and trypanosomosis control in the Region. He leads a multidisciplinary team (comprising veterinarian, economist, researcher, trainer, natural resources expert) in project implementation and in strategic planning. Implementation, monitoring, evaluation and planning are based on the logical framework method.

Country	Organisation	Date from / to	Position	Job Description
South Africa	Faculty of Veterinary Science, University of Pretoria	1993 - 1994	Professor and Head of the Department of Veterinary Tropical Diseases	The duties of this post included: merging the two former departments of 'Parasitology' and 'Infectious Diseases'; planning to accommodate academic, technical and general staff (totalling some 35 persons) in new premises; and, developing a departmental research programme. Main departmental activities included: teaching undergraduates and postgraduates (bacteriology, immunology, virology, entomology, helminthology, protozoology, state veterinary medicine and wildlife diseases); administration; fund-raising; research; collaborating with other departments in the Faculty; and, liaising with research workers, scientists and administrators at various levels in university, government and the private sector, within and outside South Africa. Dr Connor introduced the subject of socio-economics to the department's role in the Faculty. He served as a member of the postgraduate curriculum committee and conducted a major review of veterinary research in South Africa. He retains a strong working relationship with the Faculty.

Country	Organisation	Date from / to	Position	Job Description
Zimbabwe	EC	1987 - 1993	Regional Trypanosomiasis Expert	Regional Tsetse & Trypanosomiasis Control Programme for Malawi, Mozambique, Zambia and Zimbabwe. Duties included: deputising for the Regional Co-ordinator; preparing financing proposals and contracts; planning and budgeting for work programmes; extensive and frequent international travel by road and air; liaising with government departments, universities and international research institutes, donor agencies and scientists; writing reports; organising trypanosomosis surveys and surveillance; evaluating new diagnostic methods; planning and executing field investigation and research; and, supervising

Country	Organisation	Date from / to	Position	Job Description
				trypanocidal drug use within the region. As Chairman of the Regional Sub-committee on Specialist Training Dr Connor planned and organised training programmes.

Country	Organisation	Date from / to	Position	Job Description
Kenya	May & Baker / KETRI / Uni of Nairobi	1986 - 1989	PhD Supervisor	Established a scholarship (through May & Baker Ltd) and supervised a Kenyan veterinarian, on the staff of the Kenya Trypanosomiasis Research Institute, registered for a PhD degree at the University of Nairobi. He studied the epidemiology of camel trypanosomosis in northern Kenya and at the International Laboratory for Research on Animal Diseases, Nairobi.

Country	Organisation	Date from / to	Position	Job Description
E Africa	May & Baker Ltd	1983 - 1987	Regional Development Manager, Animal Health	Based in Nairobi, covering Kenya, Tanzania, Uganda, Somalia, Malawi, Zambia, Zimbabwe, Sudan and Nigeria. Duties included: providing technical advice on animal health products to the company and to customers at all levels, ranging from private sector smallholders to government departments and donor agencies in the region; planning and conducting clinical trials; investigating complaints; liaising with research scientists in Europe and in Africa; presenting papers and lectures at scientific meetings; and, organising training programmes.

Country	Organisation	Date from / to	Position	Job Description
E Africa	Rhone Poulenc Group	1985 - 1987	Senior Veterinarian for trypanocides	Appointed Senior Veterinarian for Trypanocides in the Rhone Poulenc Group. Scripted, produced and directed a 50 min educational/technical film on African animal trypanosomosis.

Country	Organisation	Date from / to	Position	Job Description
Tanzania	DfID	1979 - 1983	Technical Cooperation Officer	Established a veterinary investigation laboratory, and was responsible for: planning, equipping and managing the laboratory; training counterpart staff; providing a diagnostic service; conducting disease surveys; and, devising disease control strategies. This work formed the basis of Dr Connor's thesis, submitted to the University of London for the degree of Doctor of Veterinary Medicine.

Country	Organisation	Date from / to	Position	Job Description
Malawi	Government of Malawi	1974 - 1976	District Veterinary Officer	Duties included: general clinical work; disease control; animal industry (beef, dairy and poultry) schemes mainly in the smallholder sector; and, district administrative activities.

Country	Organisation	Date from / to	Position	Job Description
Uganda	Royal Veterinary College	1972	Team Leader	Led 14 veterinary undergraduates to Uganda for three months to assist the government veterinary department with disease surveys.

16: Other relevant professional experience:

Country	Organisation	Date from / to	Position	Job Description
UK	Liverpool School of Tropical Medicine	1977 - 1979	Lecturer in Veterinary Parasitology	Duties included: teaching BVSc, MVSc and MSc students from various countries; conducting research into immunology of hydatidosis; and, as Curator of the laboratory animal unit, managing a staff of 12 technicians, finances and animal welfare.

Country	Organisation	Date from / to	Position	Job Description
UK	Liverpool School of Tropical Medicine	1976 - 1977	Student	Studied for the Master of Veterinary Science degree in Applied Parasitology and Entomology at the Liverpool School of Tropical Medicine.

## CURRICULUM VITAE

**Proposed position in the project:** **Environmental Specialist**

- 1 Family name: Clarke
- 2 First names: John
- 3 Date and place of birth: 1933, Britain
- 4 Nationality: British
- 5 Civil status / no. dependants: Married, no dependants
- 6 Education:

Institution	University of Georgia
Date	1981
Degree or Diploma	PhD

Institution	University of Michigan
Date	1970
Degree or Diploma	Certificate in Administration of National Parks and Equivalent Reserves

Institution	University of Edinburgh
Date	1968
Degree or Diploma	MSc (Medical and Veterinary Parasitology)

Institution	University of Bristol
Date	1955
Degree or Diploma	BSc (Zoology)

- 7 Language skills:

Language	Reading	Speaking	Writing
English	5	5	5

- 8 Other skills: Dr Clarke is familiar with all office computer software.
- 9 Present position: Wildlife, Biodiversity and Ecosystem Specialist
- 10 Years of professional experience: 40
- 11 Years with the firm: 2
- 12 Key qualifications:

Dr John Clarke is an eminent Environmentalist and Wildlife Biologist with nearly 40 years of experience, much of it spent in Africa. Dr Clarke spent some 20 years in Zambia, including 6 years as the Director of Wildlife, Fisheries and National Parks. He has also undertaken the preparation of protected area proposals and national conservation strategies in a number of countries. He has carried out a number of environmental impact studies, and has also developed environmental policies and programmes. He has had substantial experience in the organisation and management aspects of national parks, wildlife and tourism.

- 13 Experience with projects financed by international organisations:
- |                |              |             |
|----------------|--------------|-------------|
| <i>Country</i> | <i>Donor</i> | <i>Year</i> |
| SADC Region    | EC           | 1997 – 1998 |
| Pakistan       | World Bank   | 1997        |
| Ethiopia       | AfDB         | 1996        |



Uganda	USAID	1996, 1995
Botswana	EC	1995, 1994
Malawi	USAID	1994
Zambia	USAID	1994
Zimbabwe	USAID	1993
Sri Lanka	DfID	1993
Ghana	World Bank	1993
Kenya	DfID	1992
Ghana	IBRD	1992
Zimbabwe	IBRD	1992
Tanzania	AWF	1991
Ghana	IBRD	1991
Kenya	IBRD	1990
Tanzania	DfID	1990
Qatar	UNESCO	1987
Jordan	WWF	1975 – 1979

14 Specific developing countries experience:

Country	Organisation	Date from / to	Position	Job Description
Botswana, Zambia, Zimbabwe, Mauritius	EC	1997 – 1998	Ecosystem and Biodiversity Conservation Specialist	Ecosystem and Biodiversity Conservation Specialist on an EC-funded Forest Sector Cooperation Strategy for countries in the SADC region.

Country	Organisation	Date from / to	Position	Job Description
Zambia	Zambia Gov	1997	Participant	Invited Participant to a workshop held by the Sustainable Wildlife Management Project to define a mission statement to guide the creation of an autonomous Zambian Wildlife Authority.

Country	Organisation	Date from / to	Position	Job Description
Pakistan	World Bank	1996 - 1997	Wildlife Sanctuary Management Adviser	Wildlife Sanctuary Management Adviser to the Punjab Wildlife and Parks Department under the World Bank funded Environmental Protection and Resource Conservation Project. Prepared management manuals, draft policy statement and environmental impact assessment procedures.

Country	Organisation	Date from / to	Position	Job Description
UK	Diane Fossey Gorilla Fund	1996	Technical Adviser	Technical Adviser to the Diane Fossey Gorilla Fund in Rwanda during the establishment of a community participatory conservation programme.

Country	Organisation	Date from / to	Position	Job Description
UK	Private Company	1996	Natural Resource Management Specialist	Natural Resource Management Specialist assisting client to prepare the winning project proposal on participatory land use planning in Zambia.

Country	Organisation	Date from / to	Position	Job Description
UK	Private Company	1996	Biodiversity Specialist	Biodiversity Specialist assisting client to prepare a proposal for a UNDP project on a participatory programme for conserving biodiversity in The Comoros.

Country	Organisation	Date from / to	Position	Job Description
Ethiopia	AfDB	1996	Environmental Group Leader	Environmental Group Leader on Phase III of the Omo Gibe Master Plan Study. Identified environmental issues in the Basin and conducted initial EIAs of proposed projects.

Country	Organisation	Date from / to	Position	Job Description
Uganda	USAID	1996	Protected Areas Management Specialist	Protected Areas Management Specialist on the final evaluation team for the USAID funded Development Through Conservation Project.

Country	Organisation	Date from / to	Position	Job Description
Ethiopia	AfDB	1996	Wildlife Specialist	Wildlife Specialist on Phase II of the Omo Gibe River Basin Master Plan Study.

Country	Organisation	Date from / to	Position	Job Description
Oman	Oman Gov	1995	Ecologist	Ecologist on a preliminary EIA team for the proposed Marmul to Salalah gas pipeline.

Country	Organisation	Date from / to	Position	Job Description
Uganda	USAID	1995	Protected Areas Management Specialist	Protected Areas Management Specialist on a mid term review mission of the USAID/Uganda Action Program for the Environment.

Country	Organisation	Date from / to	Position	Job Description
Botswana	EC	1995	Wildlife Specialist	Wildlife Specialist assisting client preparing a proposal for an EC project in southern and central Botswana.

Country	Organisation	Date from / to	Position	Job Description
Botswana	EC	1994	Project Evaluation Specialist	Project Evaluation Specialist on a one person back-up mission to the EC funded Wildlife Conservation Management Project in Northern Botswana.

Country	Organisation	Date from / to	Position	Job Description
Malawi	USAID	1994	Natural Resources Policy and Planning Specialist	Natural Resources Policy and Planning Specialist engaged upon a mid-term review mission of the USAID funded Natural Resources Management Project.

Country	Organisation	Date from / to	Position	Job Description
Zambia	USAID	1994	Wildlife Monitoring Specialist	Wildlife Monitoring Specialist engaged upon a mid-term review mission of the USAID funded Natural Resources Management Project.

Country	Organisation	Date from / to	Position	Job Description
Zimbabwe	USAID	1993	Natural Resources Policy and Planning Specialist	Natural Resources Policy and Planning Specialist, part of a 5-person team engaged upon a mid-term review mission of the USAID funded Natural Resources Management Project.

Country	Organisation	Date from / to	Position	Job Description
Sri Lanka	DfID	1993	Wildlife Specialist	Wildlife Specialist providing wildlife input to an DfID funded environmental management plan for the Samanalawewa hydro-electric project.

Country	Organisation	Date from / to	Position	Job Description
Ghana	World Bank	1993	Project Evaluation Specialist	Participated in a mid-term evaluation mission to assess the success of a World Bank (IBRD) funded project aimed at strengthening the Game and Wildlife Department.

Country	Organisation	Date from / to	Position	Job Description
Southern Africa	SADC	1993	Environmentalist	Acted on behalf of the Southern African Development Community (SADC) and assessed national needs to counteract the environmental impacts of drought upon wildlife areas in Botswana, Malawi, Namibia, Zambia and Zimbabwe. Prepared a unified project proposal for presentation to potential donors.

Country	Organisation	Date from / to	Position	Job Description
Kenya	DfID	1992	Environmentalist	Carried out an DfID funded environmental appraisal of the Mau Forest in Western Kenya.

Country	Organisation	Date from / to	Position	Job Description
Ghana	IBRD	1992	Project Management Consultant	Supervised the start of an IBRD funded project in Ghana to strengthen the Game and Wildlife Department.

Country	Organisation	Date from / to	Position	Job Description
Zimbabwe	IBRD	1992	Eco-Tourism Specialist	Undertook a survey of social, environmental and infrastructural constraints to wildlife tourism in Zimbabwe which was one component of an IBRD funded programme.

Country	Organisation	Date from / to	Position	Job Description
Tanzania	African Wildlife Foundation	1991	Team Leader	Team Leader of a two person team preparing a draft management plan for Tarangire National Park for the African Wildlife Foundation.

Country	Organisation	Date from / to	Position	Job Description
Ghana	IBRD	1991	Project Designer	Designed a national wildlife development programme to be funded by IBRD. Negotiated the terms of the contract to provide technical assistance.

Country	Organisation	Date from / to	Position	Job Description
Sri Lanka	Arthur C Clarke Centre for Modern Technologies	1990	Consultant	Assisted and advised the Arthur C Clarke Centre for Modern Technologies, Colombo, in organising programmes, securing financial sources and implementing special projects.

Country	Organisation	Date from / to	Position	Job Description
Kenya	IBRD	1990	Team Leader	Reorganised system and management planning for Kenya's parks and reserves as part of an IBRD funded programme for Kenya Wildlife Services.

Country	Organisation	Date from / to	Position	Job Description
Jordan		1990	Environmentalist	Prepared an environmental impact assessment of the effects of removing water from the Azraq oasis in Jordan (a wetland of international importance) to urban areas.

Country	Organisation	Date from / to	Position	Job Description
Tanzania	DfID	1990	Project Designer	Evaluated priorities for UK aid to the wildlife sector.

Country	Organisation	Date from / to	Position	Job Description
UK	British Library Research and Development Department	1989	Consultant	Made a study of electronic publishing of scientific journals and textbooks carried out in parallel with conventional publishing for the British Library Research and Development Department.

Country	Organisation	Date from / to	Position	Job Description
UK	Devon Library Services	1989	Consultant	Conducted a costing study of meetings held within the Devon Library Services.

Country	Organisation	Date from / to	Position	Job Description
UK	Public Information in Rural Areas Technology Experiment	1987 - 1989	Research Team Leader	Research Team Leader of Public Information in Rural Areas Technology Experiment (PIRATE), a research and development project pioneering new methods of using microcomputers to manage and display information to people living in rural areas.

Country	Organisation	Date from / to	Position	Job Description
Qatar	UNESCO	1987	Wildlife Specialist	Consultant for UNESCO surveying the management of endangered species (Arabian oryx in particular) in Qatar, and assessing the country's potential for entry into UNESCO's Man and the Biosphere Programme.

Country	Organisation	Date from / to	Position	Job Description
Oman	Oman Government	1984 - 1986	Project Leader/System Planner	Project Leader/System Planner of a multi-disciplinary team surveying Oman and preparing a national nature conservation programme, including policy, law, institutional structures and design of a protected area system.

Country	Organisation	Date from / to	Position	Job Description
Malawi		1982 - 1984	Parks and Wildlife Planning Expert	Parks and Wildlife Planning Expert responsible for writing management plans for Malawi's parks and reserves, and a system plan for the management of wildlife resources outside protected areas.

Country	Organisation	Date from / to	Position	Job Description
Gambia		1982	Ecologist	Member of a team preparing proposals for an environmental impact study on the Gambia river, prior to construction of impoundments.

Country	Organisation	Date from / to	Position	Job Description
Sri Lanka	1981		Ecologist	Member of a team advising on reforestation programmes for watershed protection and firewood plantations.

Country	Organisation	Date from / to	Position	Job Description
USA	University of Georgia	1979 - 1981	Teaching and Research Assistant	Teaching and Research Assistantships for the School of Forest Resources, University of Georgia, whilst working on PhD.

Country	Organisation	Date from / to	Position	Job Description
Jordan	WWF	1975 - 1979	Project Leader	Project Leader of a World Wildlife Fund project to establish a pilot desert wildlife research in Jordan; designed a system plan for wildlife management; planned and managed an endangered species breeding centre; and organised the first re-introduction of Arabian oryx from captive herds in the USA.

Country	Organisation	Date from / to	Position	Job Description
Zambia	Wildlife, Fisheries and National Parks	1969 - 1975	Director of Wildlife, Fisheries and National Parks.	Chief Executive for a government department of 2,000 employees and an annual budget of £3 million. Responsible for the management of 18 national parks, 23 game management areas and the development of 6 commercial fisheries.

Country	Organisation	Date from / to	Position	Job Description
Zambia	Department of Veterinary and Tsetse Control Services	1968 – 1969	Assistant Director	Responsible for administering one section of a government department dealing with the control of trypanosomiasis.

Country	Organisation	Date from / to	Position	Job Description
Zambia		1955 – 1968	Scientific Officer	Duties included ecological surveying, research and development, developing training courses and administration.

15    Membership of professional bodies:            Certified Wildlife Biologist

## CURRICULUM VITAE

Proposed position in the project: **Tsetse Control Specialist**

- 1 Family name: ALSOP
- 2 First names: Nicholas J
- 3 Date and place of birth: 3 April 1944, UK
- 4 Nationality: British
- 5 Civil status / no. dependants: Single
- 6 Education:

Institution	Cambridge University
Date	1966
Degree or Diploma	MA Honours in Natural Sciences – specialising in Zoology

- 7 Language skills:

Language	Reading	Speaking	Writing
English	5	5	5
French	3	3	3
German	1	1	1

- 8 Other skills:
- 9 Present position: Tsetse and Trypanosomiasis Control Specialist
- 10 Years of professional experience: 27
- 11 Years with the firm: 1
- 12 Key qualifications:

27 years' experience exclusively in this field. Control of national tsetse and trypanosomiasis departments, including staff, finance, development of strategy and planning, execution and assessment of control methodologies. This includes:

- Extensive travel and technical field assistance in over 20 African countries;
- Wide understanding of varied range of problems and possible solutions;
- Broad ranging practical experience of different technologies and their use in integrated strategies;
- Appreciation of wider aspects of control programmes i.e. socio-economic, environmental, sustainability and justification.

Extensive experience includes:

- Design and assessment of field projects;
- Strategy and project planning for national programmes and preparation of project documents;
- Back-stopping and technical assistance visits;
- Training of field staff;
- Preparation of comprehensive field manuals on strategies and techniques;
- Review of documents covering overall strategy and techniques;
- Presence on expert committees of international agencies.

Country	Organisation	Date from / to	Position	Job Description
Various	FAO and EU	1994 - Present	Tsetse and Trypanosomiasis Control Specialist	<p>Independent consultancies to Ethiopia, South Africa, Zanzibar/Tanzania, Kenya, Uganda, Zimbabwe, Zambia and Botswana covering:</p> <ul style="list-style-type: none"> <li>• Back-stopping and mission review;</li> <li>• Missions to develop national tsetse and trypanosomiasis strategies;</li> <li>• Production of training and field manuals for operational staff covering the field use of insecticide application for both the trap/target and the livestock-bait technologies;</li> <li>• Review and evaluation of Sterile Insect Technique tsetse operations.</li> </ul>

Country	Organisation	Date from / to	Position	Job Description
Various	Hoechst A.G. (Frankfurt)	1979 - 1994	Tsetse Control Specialist	<p>Responsible for all company tsetse control activities throughout Africa. Wide experience of ground and aerial spraying techniques and substantial first-hand knowledge of trap and target technologies and operations. Through commercial activities, an in-depth understanding and experience of the use of insecticides in all the technologies, from laboratory development to regular and extensive field use. During extensive travel throughout Africa a wide understanding of the very varied problems has been developed e.g. socio-economics, environment, economic justification, sustainability of control measures, associated with trypanosomiasis control and of integrated strategies developed to deal with it.</p>

Country	Organisation	Date from / to	Position	Job Description
UK	Centre for Overseas Pest Research (now NRI)	1978 - 1979	Senior Scientific Officer	<p>Responsible for:</p> <ul style="list-style-type: none"> <li>• All tsetse control activities;</li> <li>• Training programmes for senior/middle level staff in Africa and for providing on-site technical support for field projects in Africa.</li> </ul>

Country	Organisation	Date from / to	Position	Job Description
Botswana	Hoechst A.G. (Frankfurt)	1975 - 1978	Tsetse Control Specialist	<p>Based in Botswana but covered the whole of trypanosomiasis-affected Africa. Responsibilities covered all aspects of planning, execution and assessment of field operations, involving integrated technologies.</p>

Country	Organisation	Date from / to	Position	Job Description
Botswana	Botswana Government/ British Aid	1972 - 1974	Entomologist – Tsetse Control Department	<p>Covered all aspects of planning, execution and assessment of field operations, involving integrated technologies.</p>

Country	Organisation	Date from / to	Position	Job Description
Zambia	Zambian Government/ British Aid	1966 - 1971	Tsetse Biologist, Senior Biologist/ Assistant Director	<p>Department of Veterinary and Tsetse Control Services responsible for:</p> <ul style="list-style-type: none"> <li>• All aspects of planning, execution and assessment of national field operations;</li> <li>• Complete financial control and supervision of 500 permanent staff, including 10 expatriate graduates.</li> </ul>

## CURRICULUM VITAE

**Proposed position in the project:** **Facilitation / Human Resources Development Specialist**

- 1 Family name: Collinson
- 2 First names: Barbara
- 3 Date and place of birth: 1948, UK
- 4 Nationality: British
- 5 Civil status / no. dependants: Single / None
- 6 Education:

Institution	Leeds University
Date	1971
Degree or Diploma	BA (Hons)

Institution	University of London
Date	1973
Degree or Diploma	Post-Graduate Certificate of Education

Institution	Reading University
Date	1981
Degree or Diploma	MA

- 7 Language skills:

Language	Reading	Speaking	Writing
English	5	5	5
French	4	4	4
Italian	3	3	3
Hausa/Cibemba	1	2	1

- 8 Other skills: Skilled trainer, teacher and facilitation specialist. Familiar with office software (word-processing, spreadsheets etc).
- 9 Present position: Facilitation / Training Specialist
- 10 Years of professional experience: 15
- 11 Years with the firm: 3
- 12 Key qualifications:

Ms Collinson has had a varied career during which she has lived and worked in rural Africa for a total of 15 years. She is a skilled educator, trainer and facilitator. She also possesses a high level of technical competence covering a broad field of rural activities. She is a tough yet sensitive administrator, is well respected and excels in HRD. Her experience in Africa and, more particularly over the past 8 years in Zambia, has given her considerable insight into the problems of human resource development and training of Facilitators and Extension staff at all levels in community participatory development programmes in the rural African situation. Her work in compiling operational and guidance manuals, both for programme staff and for community use, has given her a very substantial understanding of the needs and aspirations of individuals and communities in the rural development context, whilst her involvement in the initiation and implementation of training workshops and programmes has enhanced her reputation for improving the managerial skills of those involved in these Zambian development initiatives. Her experience and understanding of the work required of the Facilitators in these programmes also provides



her with a sound basis for contributing to the design of effective and sustainable M&E systems within such development programmes.

13 Experience with projects financed by international organisations:

Country	Donor	Years
Zambia	SIDA	1995 – Present
Zambia	World Bank / EC	1994 – 1995
Zambia	World Bank	1994
Zambia	DfID (ODA)	1989 – 1993
Zambia	NORAD	1987 – 1989
Nigeria		1982 – 1984
Cameroon	British Council / DfID	1976 - 1980

14 Specific developing countries experience:

Country	Organisation	Date from / to	Position	Job Description
Zambia	SIDA	1995 - Present	Facilitation Training Specialist	<p>Economic Expansion in Outlying Areas Project. Responsible for preparing training manuals and the design and implementation of a series of training workshops which were carried out for each of the four facilitation teams and volunteer community facilitators who would ultimately work with community groups and local government institutions to enable them to adequately involve all their members/stakeholders in the design making process. Training workshops typically involved group discussion on the following topics:</p> <ul style="list-style-type: none"> <li>• what is facilitation;</li> <li>• ideas for improving cooperation;</li> <li>• reason for success or failure of community organisations;</li> <li>• participatory methods and the role of the facilitator;</li> <li>• job description, work plans and budgets.</li> </ul> <p>The project aims to assist rural communities and emerging entrepreneurs in remote areas to increase their standard of living by improving their ability to take advantage of economic opportunities brought about through a fostering of a market economy.</p>

Country	Organisation	Date from / to	Position	Job Description
Zambia	World Bank / EC	1994 - 1995	Project Facilitation Consultant	Responsible for the compilation of two operating manuals for the World Bank/EC Microprojects programme. One manual was for the programme's regional officers and the other for project community use.

Country	Organisation	Date from / to	Position	Job Description
Zambia	World Bank	1994	Team Leader/Rural Information Consultant	Team Leader/Rural Information Consultant for World Bank on Technical Audit of MPU programme to assess both technical output and appropriateness of community / programme interactions.

Country	Organisation	Date from / to	Position	Job Description
Zambia	DfID	1989 - 1993	District Representative for the ODA sponsored DDSP in Mpika	Strengthening the management capacity of a multi-disciplinary team of key District officials. Responsible for ensuring that all British government funds were accounted for and all projects funded by the programme completed prior to the programme's closure. Also responsible for compilation of "Good Practice" manuals for country-wide use by the Ministry of Local Government and Housing. As the training expert of the consultancy team, was responsible for developing successful Training of Trainers Workshops and initiating improvements to Local Government management systems

Country	Organisation	Date from / to	Position	Job Description
Zambia	NORAD / USAID	1987 - 1989	Human Resource Development Consultant	Human Resource Development Consultant responsible for compiling for NORAD a report on "Manpower Development and Training Requirements of District Council Personnel in 3 Districts of Northern Province". This work entailed a study and assessment of the general technical and managerial skill requirements of key personnel. Existing training provision was identified and additional training initiatives proposed.  Researched a USAID funded project for the development of small-scale industries for Zambia to target less privileged members of the rural community, particularly female-headed households.  Researched a Human Resource database for a Zambian consultancy company.

Country	Organisation	Date from / to	Position	Job Description
Nigeria		1982 - 1984	Agricultural Extension and Training Manager	Dadin Kowa Irrigation Scheme, Upper Benue River Basin Development Authority. Responsible for setting up and monitoring a T&V Extension system for training small-scale farmers in irrigation and management techniques. Successfully introduced women into the all-male scheme.

Country	Organisation	Date from / to	Position	Job Description
Cameroon	British Council / DfID	1976 - 1980	Inspector for Schools and Teacher Trainer for Francophone Western Province	This was a British Council/ODA sponsored scheme to assist the development of a bilingual programme in state schools.

15 Membership of professional bodies:

16: Other relevant professional experience:

Country	Organisation	Date from / to	Position	Job Description
UK	School	1986 - 1987	Teacher	Teacher in charge of French.

Country	Organisation	Date from / to	Position	Job Description
UK	Private Company	1984 - 1986	Business Administration Manager	Responsible for all administration, compliance with statutory regulations, accounting, VAT returns and liaison with public bodies.

Country	Organisation	Date from / to	Position	Job Description
UK	School	1973 - 1976	Core Teacher/Advisory Teacher	Core Teacher/Advisory Teacher of English as a second language.

## CURRICULUM VITAE

**Proposed position in the project:** **Animal Health / Livestock Specialist**

- 1 Family name: Gathuma
- 2 First names: J M
- 3 Date and place of birth: 1943, Kenya
- 4 Nationality: Kenyan
- 5 Civil status / no. dependants: Married, 4 children
- 6 Education:

Institution	University of Nairobi
Date	1971
Degree or Diploma	BVSc (D.V.M. equivalent)

Institution	University of Nairobi
Date	1974
Degree or Diploma	M.Sc.

Institution	University of Nairobi
Date	1978
Degree or Diploma	PhD (split programme – Coursework in University of California Davis)

- 7 Language skills:

Language	Reading	Speaking	Writing
English	5	5	5
Kiswahili	5	5	5

- 8 Other skills:

- 9 Present position: Professor, Department of Public Health, Pharmacology and Toxicology

- 10 Years of professional experience: 25

- 11 Years with the firm: 1

- 12 Key qualifications:

Professor Gathuma is a veterinarian with a PhD degree in Veterinary Public Health, including epidemiology (i.e. patterns of animal diseases and their effects on productivity). He has had considerable research and teaching experience in the University of Nairobi, spanning a period of over 25 years. He was formerly Dean of Faculty of Veterinary Medicine and formerly Chairman, Department of Public Health, Pharmacology and Toxicology, a position he held for 14 years (June 1978 to July 1992). He has carried out numerous consultancy assignments for various funding agencies throughout Kenya.

- 13 Selected experience with projects financed by international organisations:

Country	Donor	Years
Kenya	EC	1998
Kenya	ILRI	1997
Kenya	FAO	1995
Kenya	ODA	1995
Kenya	UNDP	1992

13 (cont'd)

Kenya	World Bank	1992
Kenya	SIDA	1991
Kenya	ICIPE	1990
Kenya	NORAD	1989

14 Specific developing countries experience:

Country	Organisation	Date from / to	Position	Job Description
Kenya	EC	Feb – May 1998	Livestock Specialist	3-man consultancy on improved delivery of animal health services in Kenya, for the Ministry of Agriculture, Kenya and the European Commission. Title of report: "Improved delivery of animal health services in Kenya". The consultancy was expected to examine current provision of animal health services in low potential areas with regard to government private sector and NGO activities in Kenya, and review existing legislation and policy framework. The consultancy was also expected to comment on the form, sustainability and effectiveness of the existing public and privatised animal health services for arid and semi-arid lands. On the basis of information gathered, the consultancy team was required to make recommendations on various aspects of animal health delivery improvement, sustainability, expansion of the private veterinary sector etc.

Country	Organisation	Date from / to	Position	Job Description
E Africa	ILRI	May – Jul 1997	Team Leader	2-man consultancy to assess the impact of major diseases affecting livestock productivity under nutritional stress and livestock migration within the Greater Horn of Africa (GHA) on behalf of the International Livestock Research Institute (ILRI). Title of report: "Crises mitigation in livestock systems in the Greater Horn of Africa: Impact of major diseases affecting livestock productivity under nutritional stress and livestock migration".

Country	Organisation	Date from / to	Position	Job Description
Kenya	FAO	Jul – Aug 1995	Team Member	3-man FAO consultancy to study the performance of spontaneous private veterinary practices evolved in Kenya since 1988.

Country	Organisation	Date from / to	Position	Job Description
Kenya	KARI / ARF	Apr – May 1995	Team Leader	3-man team involved in monitoring and evaluation of agricultural research projects funded by the Kenya Agricultural Research Fund (KARI/ARF)

Country	Organisation	Date from / to	Position	Job Description
Kenya	ODA / DfID	Dec 94 – Mar 95	Animal Health Specialist	Agricultural sector review carried out by the Ministry of Agriculture, Livestock Development and Marketing. Member of a Task Force comprised of 2 veterinarians from the ministry and 3 from the Agricultural Research Foundation, whose responsibility was to study and make recommendations on the delivery of animal health services by the public and private sectors in Kenya.

Country	Organisation	Date from / to	Position	Job Description
Kenya	UNDP	May – June 1992	Mission Leader	Involved in an Evaluation Mission of a project "Promotion of Trypanotolerant livestock in West and Central Africa". Representative of the funding agency (UNDP) and the Mission Leader.

Country	Organisation	Date from / to	Position	Job Description
Kenya	World Bank	Mar – May 1992	Animal Health Specialist	Involved in a 5 man study of the structure and operations of the Department of Veterinary Services in Kenya. The study was funded by the World Bank. Prof Gathuma's role was that of Animal Health Specialist / Veterinary Epidemiologist.

Country	Organisation	Date from / to	Position	Job Description
Kenya	SIDA	Feb - Mar 1991	Team Leader	Involved in a 4 week review of the Kenya National Artificial Insemination Services on behalf of SIDA and the Ministry of Livestock Development. The review team comprised of 4 members (2 veterinarians, 1 Animal Scientist and 1 Agricultural Economist).

Country	Organisation	Date from / to	Position	Job Description
Kenya	ICIPE	Feb – May 1990	Team Leader	Involved in a consultancy with International Centre of Insect Physiology and Ecology (ICIPE), in collaboration with Provivo Oy company of Finland, in a biotechnology project on the control of filth flies and associated vector-borne diseases. The project involved several scientists in the areas of biochemistry, microbiology, chemical engineering, socio-economics and epidemiology. Member and team leader of the epidemiology group whose role was to study the epidemiology of important filth flies associated with fly-borne diseases in both man and animals.

Country	Organisation	Date from / to	Position	Job Description
		1989	Livestock Specialist / Team Leader	<p>Took part in a review of livestock projects in Turkana. Another multidisciplinary project involving a livestock specialist, an animal health specialist, a livestock economist and a socio-anthropologist. The objectives of the review were:</p> <ul style="list-style-type: none"> <li>• to carry out a detailed assessment of livestock projects sponsored by the Norwegian Agency for International Development (NORAD) through the Turkana Rural Development Programme (TRDP);</li> <li>• to discuss the possible impact the proposed EEC ASAL Livestock Development Projects may have on activities planned within TRDP;</li> <li>• to assess the success or otherwise of the CCPP Vaccination Project;</li> <li>• to analyse constraints and opportunities of the projects and recommend future guidelines and strategies.</li> </ul>

Country	Organisation	Date from / to	Position	Job Description
Kenya	Various	1980 - 1998	Animal Health / Livestock Specialist	Took part in approximately 20 other short term consultancies on projects aimed at reviewing, assessing and recommending animal health interventions for both the public and private sector.

- 15 Membership of professional bodies:      Member of the Board of KETRI and Chairman of its Scientific Committee  
    Member of the Management Committee of the Agricultural Research Fund within the Kenya Agricultural Research Institute

- 16: Other relevant professional experience:

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	Nov 1997 - Present	Professor	Department of Public Health, Pharmacology and Toxicology.

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	1992 - 1997	Professor and Dean	Faculty of Veterinary Medicine, University of Nairobi.

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	1989 - 1992	Professor and Chairman	Department of Public Health, Pharmacology and Toxicology.

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	1985 - 1989	Associate Professor and Chairman	Department of Public Health, Pharmacology and Toxicology.

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	1979 - 1985	Senior Lecturer and Chairman	Department of Public Health, Pharmacology and Toxicology.

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	1974 - 1979	Lecturer	Faculty of Veterinary Medicine

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	1971 - 1974	Assistant Lecturer	Faculty of Veterinary Medicine

Country	Organisation	Date from / to	Position	Job Description
Kenya	Ministry of Agriculture	1971	Veterinary Research Officer	Department of Veterinary Services

## CURRICULUM VITAE

**Proposed position in the project:**                      **Range Resource Specialist**

- 1     Family name:    Njoka
- 2     First names:    Jesse Theuri
- 3     Date and place of birth:                                      1946, Kenya
- 4     Nationality:    Kenyan
- 5     Civil status / no. dependants:                                      Married, 3 children
- 6     Education:

Institution	University of Nairobi
Date	1973
Degree or Diploma	BSc (Agric)

Institution	University of Berkeley
Date	1975
Degree or Diploma	MSc (Range Management, Resource science),

Institution	University of California, Berkeley
Date	1980
Degree or Diploma	PhD Wild land resource science

- 7     Language skills:

Language	Reading	Speaking	Writing
English	5	5	5
Kiswahili	5	5	5

- 8     Other skills:
- 9     Present position:    Rangeland Specialist
- 10    Years of professional experience:                                      20
- 11    Years with the firm:    1
- 12    Key qualifications:

Dr Njoka is an experienced Rangeland Specialist who has participated in numerous consultancy assignments as well as maintaining his involvement in research. He has taught courses in rangeland management and pastoral societies to undergraduates and postgraduates. His most recent consultancy experience has involved ecological monitoring and researching issues related to combating desertification. He has deep knowledge of rangeland, livestock and socio-economic / ecological issues in Kenya and Eastern Africa.

- 13    Experience with projects financed by international organisations:

Country	Organisation	Date
Sahel	OSS	1998 – 2000
Kenya	Kenya / Dutch Aid	1993
IGADD	IGADD	1992
Kenya	GTZ	1991
Kenya	Dutch Aid	1990
Kenya	USAID	1988

13 (cont'd)

Kenya	World Bank	1986 - 1991
Kenya	ILCA	1982

14 Selected developing countries experience:

Country	Organisation	Date from / to	Position	Job Description
Sahel Region	Observatory Sahel Sahara	1998 - 2000	Rangeland Specialist	Responsible for long term ecological monitoring programme, E Africa Sub-Regional Coordinator. Member of Scientific and Technical Committee on matters and issues relating to Convention to Combat Desertification.

Country	Organisation	Date from / to	Position	Job Description
Kenya	GTZ / Israel	1990 - Present	Co-ordinator / Principal Investigator	An integrated Research Project on poultry, goats, fodder and shrubs at Kibwezi Research Station.

Country	Organisation	Date from / to	Position	Job Description
Kenya	Dutch Aid	1993	Rangeland / Livestock Specialist	Joint Kenya - Netherlands Programme Review for Arid and Semi-Arid lands Programme in Elgeyo Markwet - achievements, effectiveness, efficiency and sustainability of the ASAL programmes.

Country	Organisation	Date from / to	Position	Job Description
IGAD Countries	IGADD	1992	Rangeland Specialist	Preparation of Dryland husbandry programme for IGADD – Opportunities and constraints in Rangeland Development Programme (IGADD).

Country	Organisation	Date from / to	Position	Job Description
Kenya	GTZ	1991	Rangeland Specialist	Preparation of a Range Resources Management Plan for Wamba Division Samburu District - food security Programme,(GTZ) - Wamba.

Country	Organisation	Date from / to	Position	Job Description
Kenya	Dutch Aid	1990	Rangeland / Environment Specialist	Study on Environment and Development issues in Dutch bilateral cooperation projects in Kenya.

Country	Organisation	Date from / to	Position	Job Description
Kenya	USAID	1988	Natural Resource Conservation Specialist	The Status of Natural Resource conservation in Kenya, 1988. Research and preparation of USAID Strategy Paper.

Country	Organisation	Date from / to	Position	Job Description
Kenya	World Bank	1986 - 1991	Administrator	Implementation of IDA. 5 <sup>th</sup> World Bank Education Credit in the faculty of Agriculture (1986-1991). the project involved, civil works, procurement of laboratory equipment, workshop, farm machinery, vehicles, and staff development. (US \$3 million)

Country	Organisation	Date from / to	Position	Job Description
Kenya	ILCA	1982	Rangeland Specialist	Range Condition and Trend evaluation in Kajiado District - financed by International Livestock Centre for Africa.



Country	Organisation	Date from / to	Position	Job Description
Kenya / E Africa Region	Various	1980 - Present	Rangeland Specialist	Various consultancies in rangeland monitoring, research, assessment, review and recommendations for projects and programmes involving rangeland regeneration / degeneration. Application of remote sensing to rangeland development, ecological monitoring and recommendations.

15 Membership of professional bodies: Chairman, East African Wildlife Society  
Member of Scientific and Technical Council, Sahel Observatory

16: Other relevant professional experience:

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	1986 - Present	Senior Lecturer	Department of Range Management

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	1980 - 1985	Lecturer	Faculty of Agriculture, Department of Range Management

Country	Organisation	Date from / to	Position	Job Description
Kenya	University of Nairobi	1976 - 1979	Tutorial Fellow	Department of Animal Production