

MAGWENZI PHINEAS P. MR

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EDUCATION

2002	Bachelor of Technology: Education Management Tswane University of Pretoria; South Africa
1994	Diploma in Primary Education University of Zimbabwe; Zimbabwe
2019	Certified MEAL/Dpro Professionals in Humanitarian Assistance and Protection (PHAPs)
2015	Member of INNEE; SPHERE; NLPA
2024	Currently working on PMP

Brief Profile

Phineas P. Magwenzi is a seasoned MEAL Specialist with over 19 years of experience. His expertise encompasses a wide range of responsibilities, including field monitoring, protection information collection, and report drafting. He has successfully completed 150 projects in Africa and Asia. He has worked with agencies like Afghanaid, UNDP, WFP, FAO, GIZ, WHH, Save the Children, REALs, UNICEF, War Child UK, War Child Canada, EU, Tdh, DAI, IOM, Mission East, just to name a few. Some key aspects of his profile include:

Field Monitoring and Protection: Conducts field missions to gather information through surveys, interviews, and focus group discussions with undocumented migrants.

Strategy Formulation, Reporting and Data Management: Contributes to drafting reports using digital data collection systems and maintains an in-depth understanding of community dynamics.

Protection Needs Identification: Identifies protection needs and risks for individuals, households, and groups, facilitating referrals to appropriate service providers.

Training and Capacity Building: Designs training materials, conducts physical and virtual trainings, and tracks enumerator training events using tools like Kobo toolbox.

Communication and Coordination: Demonstrates excellent written and verbal communication skills in English, collaborates effectively with diverse teams, and manages multiple tasks under pressure.

Technical Skills: Proficient in data processing and analysis using statistical software packages like Excel, SPSS, and Power BI.

Management and Compliance: Manages the MEAL unit, develops reporting systems for project implementations, ensures compliance with policies, and supports proposal development processes.

Phineas' profile highlights his extensive experience in MEAL activities, strong technical skills, commitment to quality reporting, and effective coordination within complex environments.

Core Competencies and Skills

Core Competencies and Skills: Research Design & Implementation; Program Evaluations; Baseline & End Line Studies, Real time evaluations; Qualitative & Quantitative data analysis; Monitoring & Evaluation (M&E); Report Writing; Program Management & Implementation; Program Design & Development; Team Leadership, Proposal Development; Strategic Planning; Technical Assistance; Capacity Building & Training.

Summary of Experience in Different Evaluations

Date	Location	Organization reference	Position	Description
Oct 2024	Daikundi, Ghor, and Badakshan provinces, Afghanistan	Action Against Hunger (AAH)	Team Leader	Resilience Analysis - Strengthening community resilience through livelihood improvement, disaster risk management with integrated food security, mental health and psychosocial support, WASH, conflict sensitivity, and peacebuilding activities
Sept 2024	Daikundi, Ghor, and Badakshan provinces, Afghanistan	Action Against Hunger (AAH)	Team Leader	Value Chain Analysis - EaRTH – Economic Empowerment Through Livelihood Empowerment
Feb 2024	Balkh, Kabul, Samangan, Kandahar & Nangarhar	War Child Canada (WCC)	Independent Consultant	Testing of Draft PSEA Multimedia Materials for Affected Populations through FGDs
July 2024	Mbabane; Eswatini	Industrial Development Corporation of Eswatini (IDCE)	Lead Consultant	Development of a Customer Service Charter for IDCE
Dec – Jan 2024	Balkh, Faryab & Kandahar	Save the Children Italy	Team leader	Endline Evaluation: Health, nutrition, and FSL assistance to underserved communities of Balkh, Faryab and Kandahar province)
Nov – Dec 2023	Bamyan, Kabul, Kandahar and Kunduz	CAFOD	Team leader	Baseline Survey: Provision of Humanitarian and Livelihood Support to Communities in Bamyan, Kabul, Kandahar and Kunduz Provinces project
Feb 2023 - Ongoing	34 Provinces	UNDP	Curriculum Designer	UNDP- Mapping and Capacity Development Program of NGOs and CSOs Project
2023 - 2025	28 Provinces	FAO	Team Leader	Third Party Monitoring Physical performance monitoring of FAO implementing partners Afghanistan emergency food security project
Nov – Dec 2023	20 provinces	ADB Funded UNDP FAO, UNICEF, WFP	Technical Advisor	Provision of Impact/Immediate Results Assessment of Sustaining Essential Services Delivery Project (Support for Afghan People)
Jul – Sept 2023	6 Provinces	UNICEF	Team Leader	WASH FGDs Social & Behavior Change (SBC) Section, UNICEF ACO
Mar – July 2023	12 provinces	World Vision International	Team leader	Comprehensive Multi-Sectoral Assessment
Feb – May	7 Provinces	WVA, Medair, CRS	Team Leader	Endline Survey Fostering Resilience in Afghanistan through Multi-Sector Emergency Support (FRAMES)
Mar – April 2023	3 Provinces	NRC, Cordaid	Team Leader	“Creating Jobs for Displaced Youth in Afghanistan through Private Sector Development Consortium”
Nov - Dec 2022	Bamyan Yakawlang 1 & 2	Swedish Committee in Afghanistan (SCA)	Team Leader	Endline Evaluation of the Creating a Conducive Learning Environment for Marginalized Children Project Implemented (2018-2022)

Sept - Nov 2022	Hhohho, Manzini, Lubombo & Shiselweni Regions Eswatini	DWT/CO–Pretoria: ILO DWT for Eastern and Southern Africa and Country Office for South Africa, Botswana, Lesotho and Eswatini	Team Leader	A Gender-responsive Assessment of the Incidence and Forms of Informality and Decent Work Deficits in Homework Arrangements in Eswatini
Oct - Nov 2022	Mbabane - Eswatini	Ekuphileni Group of Clinics	Team Leader	Customer Satisfaction Baseline Survey
June – July 2022	Mainly Kabul. Some areas of Kapisa, Logar, and Parwan	Reach Alternatives (REALs)	Team Lead/ Report Writer	Project of food distribution in central provinces in Afghanistan - TPM & PDM
May – June 2022	Four regions of Eswatini	SWAGAA- Eswatini	Team Lead/ Report Writer	Survey to determine the extent of the damage to women owned small businesses by the political unrest
May – June 2022	Kunduz, Nangarhar	Save the Children Af	Team Lead/ Report Writer	DANIDA Lots Hum Mental Health and Psychosocial Support (MHPSS)
Jan –Feb 2022	Kunar, Paktika, Nuristan	International Medical Corps	Team Lead/ Report Writer	Gender Assessment Analysis
Dec 2021 – Jan 2022	Nili, Khedir and Sang-e-takht districts of Daykundi	Afghanaid	Team Lead/ Report Writer	Conducting the Final Evaluation of the Strengthening Animal Welfare (STRAW) project in Daykundi.
Nov 2021 – Jan 2022	Herat, Nimroz, Parwan, Kapisa, Bamyan, Kabul and Khost	IFRC/ARCS Afghanistan	Team Lead/ Report Writer	Final Endline assessment of Community Based Health Programme
Oct 2021 – Jan 2022	Mbabane Eswatini	Baylor College of Medicine Children's Foundation Eswatini	Team Lead	Developing a 5-year Strategic Plan 2015 - 2020 and A Customer Experience Strategy.
June – August 2021	Herat Province Robasangi, Karookh, Kohsan and Ghoryan districts	Terre des hommes (TdH) Foundation	Team Leader/ Report Writer	Base line assessment “Food aid and improved access to shelter, drinking water and hygiene using cash transfer measures for internally displaced persons, returnees and host communities.
March 2021	Swaziland Hhohho, Manzini, Shiselweni, Lubombo regions	European Union	Team Leader	End of Project Evaluation: “Litfuba Ngelakho: Preventing Vulnerability by Empowering Communities to Better Care for At-Risk Youth” Project.
April – July 2021	Jalalabad (JRMO), Mazar (MRMO), Wardak (WRMO), Ghazni (GRMO), Taloqan Regional Offices (TRMO) and Kunduz Liaison Office (KLO)	Swedish Committee for Afghanistan (SCA)	Team Leader/ Report writer	Education Programme: Evaluation of SCA's Teacher Training Component
May –Oct 2021	34 provinces	FAO	Project Coordinator	FAO. 2021. Evaluation of FAO's contribution to the Islamic Republic of Afghanistan. Country Programme Evaluation Series.
Nov –Oct 2020	Balkh, Jawzjan and Samangan in Afghanistan	Welthungerhilfe, Kabul	Team Leader/ Report writer	Market Survey Report: To identify potential market opportunities for agricultural and livestock products in Balkh, Jawzjan and Samangan in Afghanistan
July –August 2020	Kabul, Heart, Kandahar	Cordaid	Team Leader/ Report writer	Customer Experience Strategy & Communication Strategy "Fostering Economic Prosperity through Business Empowerment and Job Creation"
May – June 2021	Herat province, district of (Karukh, Pashton Zargon and Herat city). Daikundi province, districts of (Khidir, Sang-e-Takhat, Kiti & Nilli).	Oxfam	Team Leader/ Report writer	Real Time Review (RTR) in 4 districts in Daykundi and 3 districts in Herat provinces of Afghanistan
May – Sept 2021	Kabul	UNICEF	Team Leader/ Editor	Development of a Social Protection Policy (SPP) and Social Protection Governance

				Framework/ Mechanism (SPGF)
20 months	Herat, Kabul, Balkh, Kandahar	DAI-ACEBA	Mentor Supervisor Editor	Provision of MBA Corps Services. MBA Corps RFP NO: No. KBL-008-DAI-ACEBA
Jan 2021	Kabul	The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	Technical Member / Editor	Measure Title: Customer Experience Strategy Development - Support for the Pension General Directorate Institutional Development
Jan – Jun 2021	Kabul	The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	MEAL Specialist/ Report Writer	Impact Evaluation of E-Governance Monitoring Evaluation and Communication (MECII)
Jan – Feb 2021	Balkh, Bamyan, Herat, Kabul, Kunduz, Nangarhar	Afghanistan Human Rights and Democracy Organization (AHRDO)	Team Lead/ Report Writer	Feasibility Study for the planned peace project to be funded by the BMZ (German Ministry for Economic Cooperation and Development)
Dec 2020 – Jan 2021	Kandahar, Herat, Jawzjan, Badghis, Helmand, Kabul Balkh, Bamyan	International Federation of Red Cross and Red Crescent Societies (IFRC)/ ARCS	MEAL Advisor	End line Evaluation-Emergency Appeal - Drought, Flash Floods Response Impact Evaluation - Covid-19 Appeal Operations
Dec 2020 - Jan 2021	Kabul, Jalalabad, Mazar, Wardak, Ghazni Kunduz	Swedish Committee for Afghanistan	Curriculum Specialist/ Editor	Evaluation For Teacher Training
Oct –Nov 2020	Swaziland	Eswatini Action Group Against Abuse (SWAGAA)	Team Lead/ Editor	Developing a 5-year Strategic Plan and Customer Experience Strategy
July 2018- Jan 2020	Kabul Afghanistan	Mercy Corps For MoLSA	International Technical Expert Curriculum Design	Curricula Development for 4 Emerging Sectors
Oct –Dec 2020	Daikundi, Kunar, Laghman, Takhar Maidan Wardak, Urozgan, Nuristan, Kapisa, Baghlan, Kunduz Jawzjan, Panjsher, Sari -e- pul,	World Health Organisation (WHO)	M&E Lead/ Report Writer	End line evaluation: GBV Treatment Protocol for Healthcare Providers
Nov 2019 – Mar 2020	Herat, Kandahar, Kabul, Logar, Balkh, Takhar, Balkh	UNDP Afghanistan	Coordinator/ Editor	Afghanistan Governance Index UNDP
Sept – Nov 2020	Kabul	World Food Program (WFP)	Project Coordinator/ Editor	Development of strategy for the enforcement of the Afghanistan food fortification regulation.
August –Sep 2020	Kandahar, Kabul, Logar, Balkh, Takhar, Kunduz, Badakhshan	War Child Canada (WCC)	M&E Lead Report Writer	Impact Study: SEAC II: Child-based Safeguarding
June - July 2020	Badakhshan, Takhar Provinces	Afghanaid	M&E Lead Report Writer	End line evaluation: Boost Alternative Illicit and Licit Livelihoods (BADILL)
June – Dec 2020	Kabul	American University	M&E Lead/ Editor	Monitoring & Evaluation of the “Preparing for Peace” Project
May – June 2020	Kabul, Laghman, Kunar, Nangrahar, Balkh, Herat, Kandahar provinces	Creative International: USAID Afghanistan	Team Lead Report Writer	RECON: Request for Information (RFI) on Planned Activity Titled “Market-Based Jobs for Peace (MJP)” RFI-306-19-EG-003
March - April 2020	Balkh	Welthungerhilfe (WHH)	MEAL Lead Report Writer	Feasibility study: Economic integration of rural communities in Silk and Cashmere value chains in Balkh, Afghanistan.
Nov 2019 - April 2020	Balkh, Herat. Kabul	USAID funded DAI/WIE	Mentor Supervisor/Editor	Private Sector Development: Promote Women in the Economy (WIE). Provision of MBA Corps Mentorship and Management.
July – Aug 2020	Herat, Takhar, Nangarhar	Oxfam	M&E Lead/ Editor	Development of the Customer Service Charter - Citizen State Project: Afghanistan
July 2019	Kunduz, Imam Sahib & Khanabad districts – Kunduz Province	Oxfam	M&E Lead / Report Writer	End line evaluation for EFVSL, WASH and Protection Response,

June- July 2019	4 districts in Daykundi province	Afghanaid	M&E Lead / Report Writer	Baseline Study: Strengthening Raising of domestic Animals and livelihoods Welfare (STRAW) project. VA- 2019-23.
August 2019	Nangarhar and Herat;	Terre des Hommes (Tdh & WCUK).	M&E Lead / Report Writer	External Evaluation of the Project: TSAPAR II: Enhancing the Protective Justice System for Children and Women in Afghanistan:
March – June 2019	Badakhshan, Takhar, Bamyan, Jawzjan, Samangan, Sar-e- pul	Afghanistan Resilience Consortium (ARC) Afghanaid, Save the Children, Concern World Wide, ActionAid	M&E Lead / Report Writer	Baseline Study of SIDA funded “Community Based Eco-DRR” project.
Nov 2019 – Jan 2020	Jalalabad, Asadabad and Mehtar Lam	United Nations High Commission for Refugees (UNHCR) Shelter Cluster.	M&E Lead / Report Writer	Rental Market Assessment in Jalalabad, Asadabad and Mehtar Lam: Cash for Rent: Survey using KoBo ToolBox.
September 2019	Kabul	MTN Afghanistan	Project Coordinator/ Report Writer	Market Survey for Client Perception about the New Ayoba App in Afghanistan
August -Sept 2019	28 provinces of Afghanistan	United Nations High Commission for Refugees (UNHCR)	M&E Lead / Report Writer	Post Distribution Monitoring (PDM) Winterization: 28 provinces; Afghanistan. Call center Based Survey using KoBo ToolBox.
Dec -Jan 2019	Samangan, Jawzjan and Herat Provinces	Welthungerhilfe (WHH)	M&E Lead / Report Writer	Feasibility Study for the Proposed Project: Micro-enterprises & food & nutrition security for women in rural areas. Afghanistan.
September 2019	2 districts in Daykundi province (Nili and Kheder)	AfghanAid	M&E Lead / Report Writer	Market Assessment: External Market Assessment Consultancy in 2 districts in Daykundi province (Nili and Kheder)

More than 15 years’ classroom practice, 6 years’ experience in Capacity Building practiced in Swaziland, South Africa, Tanzania, Uganda, Kenya, Dubai, Egypt, Zimbabwe after working with children of different back grounds in various provinces in Zimbabwe. Clients: Tanzania Bureau of Standards (TBA); Civil Aviation of Uganda; Kenya Ports Authority; Rwanda Energy Group; Tanzania Revenue Authority (TRA); Lesotho Revenue Authority (LRA); Tanzania Surface & Marine Transport Regulatory Authority (SUMATRA), Zambia Procurement Board; Energy Generation Company (EGENCO) Tanzania Petroleum Development Corporation (TPDC) 18 years’ experience Monitoring and Evaluation.

PERSONAL

Languages: English, Swahili, Shona
Nationality: Zimbabwean

COMPUTER SKILLS

SPSS, MS Project, MS Word, MS Excel, MS Power Point, MS Publisher and Outlook, Kobo Collect, Power Bi

REFERENCES

1. Asiimire Armstrong - MEAL Manager – Afghanaid; Kabul



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2. Dr Bheki Lukhele – Baylor Foundation - Eswatini



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