

Perseverance Ganga

SUMMARY

Programme Management: Extensive experience at different levels of project and programme management including overall responsibility for management, scaling up and coordination of highly complex food security, nutrition and livelihoods programmes. Food Security, Nutrition and Agriculture policy analysis and formulation. Climate/Weather risk insurance for small farmers, market linkages and value chain. Expertise in Market Analysis and Intervention and making markets work for the poor. Productive Safety Nets and Household Asset Building. Expertise in designing micro-finance and off farm opportunities for vulnerable people in rural and urban areas. Community Management of Acute Malnutrition. HIV/AIDS PEPFAR nutrition interventions and economic strengthening activities for PLWHIV. Refugee Social Entrepreneurship and Livelihood programme. Home Grown School Feeding Initiatives. M&E/MIS: Design and operation of innovative Results Based Management M&E systems and toolkits and Management Information Systems geared to improve conceptual and system-thinking and learning; ability to implement M&E strategies (framework, indicators, systems and guidelines); knowledge management, systematic collation of data, information packaging (MIS) and stakeholder management (interpretation and collation of feedback, clear outcomes, measures & tools) Familiar with a range of international funding institutions procedures, including USAID, DfID, WFP, UNOCHA, ECHO Country experience; Ethiopia (Amhara, Afar and Somali Region), Zimbabwe, United Kingdom

Specialties: • Programme Management and project monitoring and evaluation; • Vulnerability Analysis and Mapping/Food Security and Nutrition assessments; • Project Cycle Management; • Civil Military Coordination

- Capacity assessments and strengthening;
- Participatory development processes;
- Facilitation of stakeholder engagement processes at local/Joint Coordination;
- Detailed analysis, HQ and Donor Reporting, good presentation skills

SKILLS

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| • Livelihood | • Productive Safety Nets |
| • Agricultural Policy | • Food Security |
| • Strategic Planning | • Humanitarian Assistance |
| • Policy Analysis | • Refugees |
| • Programme Management | • Monitoring, Accountability and Learning |
| • Civil Military Coordination | • Disaster Risk Reduction |
| • Vulnerability Assessment | • Program Management |
| • Economic Development | • Nonprofits |

EXPERIENCE

World Food Programme

05 / 2014 - Present

Programme Officer: Food Security Cluster Coordination, Resilience and Livelihoods-SYRIA

Under the overall and direct supervision of the Country Representative and Director for WFP Syria

Food Security Cluster Coordination Work closely with existing technical staff from organizations represented in the Food Security Cluster to jointly collect and monitor key risks affecting the livelihoods and resilience of Syrians. • Report to the Food Security Steering Committee - comprised of senior representatives from Syrian Government ministries, UN organizations, International Non-Governmental Organizations (INGO) and local NGOs • Responsible for the development of the Food Security, Livelihoods and Resilience Strategy

for Syria, including programmes focused on economic strengthening, social safety nets, asset protection, and household and community resilience; • Provide technical leadership in the management and implementation of food security, livelihoods and resilience programmes in support for vulnerable communities; • Build linkages of livelihoods programmes across the other WFP components of food security including access, utilization, stability and availability; • Identify and adapt best practices related to gender equality, food security, and enterprise and livelihood development activities in vulnerable communities; • Establish strategic partnerships with relevant livelihoods and resilience agencies to effectively support the design, implementation and sustainability of the livelihood and resilience programmes; • Assist VAM and M&E to develop food security and livelihood monitoring and evaluation tools to capture results and impact; • Produce regular analytical progress reports and funding proposals in support of country office resource mobilization efforts; • Provide technical support to staff and cooperating partners in design and implementation of livelihood and resilience activities;

- Build synergic linkages of Livelihoods programmes across the other WFP programmes

World Food Programme

05 / 2013 - 05 / 2014

Acting Head of Area Office Somali Region

-Assist Country Director in defining and implementing WFP policies and strategies for the Area Office and Sub Offices in Somali Region, consistent with the WFP policies and broader policies and strategies established by the Country Director and national authorities; -Support the capacity building of the Somali regional institutions concerned with food security monitoring and analysis by providing the necessary training -Plan and lead the multi-agency bi annual food needs assessments and ad-hoc assessments -Review and assess existing approaches to the Hubs and Spokes programme and food aid targeting used for Somali Region, including objectives, methodology, geographic coverage and data collection methods in order to ensure appropriate food security analysis is undertaken and also proper interventions. -Ensure effective management of WFP operations in the area of responsibility; this includes the coordination of Programme and Logistics activities and correct implementation of WFP rules and regulations related to Administration, Staffing, Finance and Budget and Security; -Lead the monitoring of the regional food security situation , identify areas of intervention and needs for food assistance, advice on the context-appropriate transfer modalities (food, cash or vouchers), plan the utilization of resources made available to WFP and coordinate timely delivery of food assistance to the beneficiaries; -Manage all resources, including food, cash, vouchers, and personnel Civil Military Coordination Take part in Civil Military working groups, meetings and/or consultations with other UN Agencies and humanitarian partners on UN Integration and humanitarian space in Somali Region contributing to UN and WFP policy decisions related to Civil Military Coordination. Through the Civil Military Working groups advocate for more humanitarian access for WFP without military and paramilitary escorts in Somali Region. Advocate for protection issues in Civil Military Coordination.

World Food Programme

03 / 2010 - 05 / 2013

Head of Sub Office

Among the following specific duties I was responsible for setting a new WFP Sub Office in the Afar Region, one of the most under-developed and difficult areas to work in Africa in terms of climate and security. Identifying opportunities for WFP engagement in pastoral policy development and emergency programming (within the framework of the UNDAF, the WFP PRRO and Ethiopian Government Strategy on pastoral development, national strategies, and the regional strategies);

1. Representation, Coordination and partner relations: • Representing WFP in appropriate coordination forums, such as the UN Joint Teams, inter-agency meetings and thematic meetings; Developing and maintaining partner relations with the Government Stakeholders like, Regional Disaster Risk Management and Food Security Bureau, Bureau of Finance and Economic Development, Bureau of Education, Bureau of Health and Pastoral Rural Development Bureau, national bodies and development partners. • Providing technical guidance and guidelines for further development of their capacities and activities; • Liaising with WFP structures, including the Section on Relief, M&E, HIV and AIDS, VAM and Pastoral Development at WFP headquarters and colleagues in the country office and sub-region working.
2. Programme: • Coordinating and supervising WFP programme activities (School Feeding, MERET, Drought EMOP, IDPS Refugees, HIV/AIDS). • Organizing and planning the duties assigned to the Programme Officers, Programme Assistants and Field Monitors as per WFP Ethiopia Annual plan and Sub-Office work plan. • Supervising monitoring staff in undertaking various Results Based Management surveys • Monitoring WFP projects on physical achievements and by beneficiary, ensuring the participation of women in the process of implementation and decision making.

World Food Programme

03 / 2008 - 03 / 2010

Senior Programme Assistant: Operations (FLA management and Outputs Monitoring and Data Analysis)

Programme: Analyze the implementation arrangements required for cash and voucher distributions linked to cash for work for food insecure populations and cash and/or voucher for HIV infected populations. Strategic planning, relief response and preparedness, coordination and representation, capacity building, collective responsibility and support disaster risk reduction efforts in Zimbabwe. •In association with the Emergency Coordinator , Deputy Country Director and the Programme Officers, ensured coordination of food security information from WFP and non-WFP areas; Provision of timely food security information to government, WFP and other partner organization (FEWSNET, USAID, ZIMVAC etc) pertaining to food security. FLAs and Outputs Monitoring: •Manage counterparts Field Level Agreements both physically and in Wings 2 ensuring that projects are with the budgets in the fund reservations and also Track current funding sources. •Maintaining data base of funding sources and Field Level Agreements and advise Resource Allocation Committee on funding and expenditure related to programme implementation and CP payments. •Acted as the negotiator for Cooperating Partner Budgets; Conducted reviews of Cooperating Partner budgets with relevant programme officers, produce minutes of Resource Allocation Committee (RAC) and costs verification taskforce's deliberations and prepare Field Level Agreements (FLAs), annexure and tables as required and maintain filing of these agreements for programme; •Together with the Grants Coordinator, developing project proposals and progress reports for submissions to donors.

World Food Programme

12 / 2002 - 12 / 2007

Senior Programme Assistant: Monitoring and Evaluation and Nutrition

Programme: •Assist in development and ensuring strategic directions and influence; Providing policy input, guidance and conceptual strategies on food security programme quality monitoring, data collection and mapping of vulnerability in the country, Design of WFP Country Office programmes, including providing analytic review of programme progress and providing corrective measure for programme improvement; •Advise Country Office on project design of the WFP nutrition interventions including Targeted Supplementary Feeding, Blanket Supplementary Feeding, Nutrition Support to ART/HIV ,

including support on assessment, programme design, operation research, and technical aspects of nutrition surveys and assessments; M&E System Development Designing, developing and maintaining WFP food security monitoring systems, tools and reports (including monitoring questionnaires reporting formats and databases) for all WFP and ensuring that all programme activities are compliant with WFP Corporate VAM strategy, performance indicators and best practices; •Providing technical backstopping and strategic guidance to WFP sub offices and Cooperating Partners on all food security monitoring issues related to monitoring systems; •Carrying out research for programme planning and design including surveys, assessments and sentinel surveillance monitoring; Designing monitoring and evaluation plans, databases and setting effective information systems and performance evaluations; •Staff Training and Capacity Building - Develop a comprehensive staff training series to build team capacities in the area of monitoring and evaluations an reporting. Build the capacity of all relevant team members to develop and maintain an excellent M&E system, including the periodic reflection and analysis of program monitoring data. Develop plans to mentor and coach staff to build their capacity to enable them to develop excellent reports and other documents.

Ministry of Health Zimbabwe

02 / 2002 - 12 / 2002

Senior Nutritionist

Prepared provincial Food and Nutrition plans, monitoring and evaluation reports, programme statistics and reports Participated in preparing national plans, progress reports, and annual reports Participated in development of training materials on infant Nutrition Coordinated and supervised quarterly Food and Nutrition surveillance to establish a comprehensive database of food and nutrition situation in the districts Coordinated the implementation of community based food and nutrition intervention programmes Developed strategies and coordinated the implementation of supplementary feeding among vulnerable groups Coordinated and Trained Health workers on Therapeutic feeding of the severely malnourished Coordinated micronutrient supplementation Coordinated food and nutrition surveys and research and defined mechanism for dissemination of findings to relevant stakeholders Collaborated with NGOs participating in food and nutrition activities Developed Nutrition training strategies for the province based on needs assessments Focal person for National Nutrition and HIV/AIDS Activities Developed and design Information, Education and Communication (IEC) materials and strategies on Nutritional care and support for People Living with HIV/AIDS (PLWHA) Trained Health workers, professional groupings and communities on Infant feeding options in Prevention of Mother To Child Transmission (PMTCT)

EDUCATION

The University of Reading

2005 - 2006

MSc Applied Development Studies , International Rural Development and Agriculture Policy Studies

Debate

University of the Western Cape/Universiteit van Wes-Kaapland

2004 - 2005

Public Health Nutrition Management , Public Health Nutrition Management

Africa projects

University of Zimbabwe

1999 - 2002

Bachelor's Degree , Clinical Nutrition and Dietetics

Chess, Peer Counselling

HONORS Canon Collins Scholarship

INTERESTS Chelsea football club, chess, tennis, cricket and golf

ASSOCIATIONS CSR GROUP

LANGUAGES

- French