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1. **BIODATA:**

**Title: International Social and Behaviour Change Communication Consultant**

**Family name: Olworo**

**First names: Michael Wod-Awat**

**Passport holder: Ugandan**

**Residence: Uganda**

1. **EDUCATION AND SHORT COURSES:**

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| **Institution (from - to)** | **Degree(s) or Diploma(s) obtained:** |
| University of Edinburgh, UK, 1992-1993 | MA Communications and Media Studies: Majoring in Strategic Communication. |
| Leeds Trinity University College, UK, (1990) | Diploma in Communication: Majoring in print, electronic (radio and television) and Inter-Personal Communication (IPC). |
| London School of Journalism, UK (1986) | Diploma in Journalism: Majoring in print Journalism and Corporate Communication. |
| Scott Theological College, Kenya, (1982) | Diploma in Theology: Majoring in Education. |
|  | **Postgraduate Qualifications, Exams, Certificates:** |
| Makerere University (U) and African Network for Strategic Communication in Health and Development, April 2013 | Certificate in Developing Social and Behaviour Change Communication materials: Developing Materials for Print, Radio, Television/Video and Social Media/New Media. |
| Ohio State University, USA, 2012 | Certificate in Social and Behaviour Change Communication: Specialising in C-Change (Communication for Change): Advocacy, Social/Community Mobilisation and Behaviour Change. |
| Kenya Institute of Management facilitated by Critical Skills Development of London, UK, 1996 | Certificate in Consultancy Skills Development: Specialising in tendering procedures, consultancy management and delivery, client relations, etc. |
| Selly Oak Colleges, (affiliated to the University of Birmingham), UK, 1990 | Certificate in International Development Studies: Specialising in Project Management, Rural/Community Development and NGO/ Aid Administration. |

1. **Language skills:** Competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

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| **Language** | **Reading** | **Speaking** | **Writing** |
| English (Project language) | 1 | 1 | 1 |
| Local Languages in the project region:   * Kiswahili * Colloquial Arabic * Luo/Acholi (mother tongue) | 4  5  1 | 2  2  1 | 5  5  1 |

1. **Membership** **of professional bodies:**

* Independent Consultant/Contractor, 2010: networking, professional sharing of experiences and support.
* Development Aid Organisation: networking, professional sharing of experiences and support.
* African Network for Strategic Communication in Health and Development, 2007. (AfriComNet): networking, professional sharing of experiences and support
* Africa Council for Communication Education (AACE), 1999: networking, professional sharing of experiences and support.
* World Association for Christian Communication (WACC) 2005: networking, professional sharing of experiences and support.
* Fellowship of Christian Communicators in Africa and Madagascar (FOCCAM) 2002: networking, professional sharing of experiences and support.
* The Communication Initiative/Africa: Soul Beat and Drum Beat: networking, professional sharing of experiences and support, 2010.

1. **Other RELEVANT skills:**

* Social and Institutional Development (SID): policies, strategies, programme development and implementation, decentralisation, training/capacity building, networking and collaboration.
* Strategic Communication: Designing and implementing research-based, theory-driven, interactive communication strategies; training in strategic communication; development and production of Information, Communication and Outreach (ICO) materials including social media platforms.
* Excellent knowledge and skills in baseline studies/surveys, reviews, monitoring and evaluation and all stages of the project cycle. Also cross-cutting issues such as gender analysis and mainstreaming, conflict management and resolution, participatory processes, etc.
* Extensive experience of governments and civil society organisations operating in emergency/relief, post-conflict and long-term development.
* Working with Central, Local and Lower Local Governments in strategic communication, social and institutional building/strengthening for development projects/programmes.
* Extensive experience of rural/community development and project management working with pro-poor projects/programmes.
* Experience in most development sectors: agriculture and natural resources, education, health, water and sanitation, etc.
* Deep knowledge of the African Continent and its social, economic, political and other development challenges with over thirty years’ experience in NGO work and independent consultancy.
* Extensive NGO aid management experience: project management, staff capacity building, networking and partnership building, etc.
* Experience with several development partners and aid agencies and international NGOs including the WFP, World Bank, EU, UNDP, UNICEF, USAID, DFID, DANIDA, BTC, IRC, NCA/SP, AMREF, etc.
* Basic working knowledge of Social Media/New Media Platforms: World Wide Web, Blogs, E-mail, Face Book, Twits, Flicker, Google+, etc.

1. **Present positionS/ASSIGNMENTS:**

* Communications Consultant/Technical Advisor: Virus Resistant Cassava for Africa (VIRCA) Project being implemented in Kenya and Uganda funded by several donors including USAID, Bill and Melinda Gastes Foundation, Monsanto, etc.
* Principal Consultant/Executive Director: ***Change Masters Associates Limited***, Ugandan-registered Consultancy Firm.

1. **Years in the FULL-TIME CONSULTANCY:** 1999 – 2015
2. **Key Qualifications:**
3. **Social and Behaviour Change Communication for Health and Development.**
4. **Rural/Community Development/Project Management.**
5. **Training/Capacity Building.**
6. **Surveys, Monitoring and Evaluation.**
7. **Gender analysis and Mainstreaming.**
8. **WORK Experience in the Region:**

| **Country and Agency** | **Date from - Date to** | **Position and Tasks** |
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| **Kenya/Sudan:** Association of Christian Resources Organisations Serving Sudan (ACROSS), Nairobi, Kenya (An association of over ten international relief and development NGOs from Europe, Australia, USA, etc.) | 1996 – 1999 | **Projects Coordinator**   * General management, fund-raising, staff supervision and development. * Internal Communications Consultant. * Training/Capacity building. * Monitoring and evaluation. * Policy, strategy and work-plan development. * Coordination with development partners, NGOs, etc. Working in same area to share experiences and lessons learnt. * Technical proposal, narrative and financial report writing. |
| **Kenya/Sudan:** Sudan Literature Centre, Kenya (Department of ACROSS) | 1995 – 1996 | **Writer/Editor**   * Planning for, writing and editing school books and other literature. * Supervising contract writers. * Fast-track teacher training, South Sudan. |
| **Sudan:** Norwegian Church Aid/Sudan Programme | 1994-1995 | * Education Advisor, South Sudan. * Fast-track teacher training, networking and partnerships building. * Narrative and financial reporting. |
| **Sudan:** Combined Agencies Relief Team, Juba, South Sudan | 1990 – 1992 | **Project Manager:** **Therapeutic and Supplementary** **Feeding Programme** in Internally Displaced Persons’ camps (IDPs).   * Policy and strategy development, implementation, monitoring and evaluation. * Fund-raising, project implementation, monitoring and evaluation. * Coordination with central, other local governments and NGOs/local communities. * Training/institutional capacity building. * Narrative and financial reporting. |
| **Sudan:** Norwegian Church Aid/Sudan Programme (85% funded by NORAD) | 1981 – 1989 minus 3 years of studies in Britain | **Head of Communication for Development Department**   * General management, staff supervision and training. * Internal consultancies to several development sectors including agriculture to enhance food security reduce vulnerability and promote productivity. * Training of technical and management staff in outreach and social/community mobilisation skills. * Training of farmers, famer groups, and women groups in agricultural livelihoods skills. * Capacity assessment and training of contract farmers involved in seed multiplication. * Coordination and building partnerships with central and local governments as well as NGOs/ CBOs and local communities in project areas. * External communication consultancies to international NGOs and Government Ministries, Departments and Agencies. * Narrative and financial reporting. |

1. **rofessional/Consultancy Experience**

| **Date** | **Location** | **Client** | **Position** | **Description** |
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| **STRATEGIC COMMUNICATION** | | | | |
| 2003-2013 On-going | Uganda | International Institute For Advanced Leadership | Lecturer /Consultant | **Lecturer and Consultant in strategic communication and development education.** |
| 2014 November – February 2015. | Republic of Sudan | World Food Programme | Consultant | **Developing Social and Behaviour Change Communication Strategy for Nutrition and Hygiene Programme (maternal care, exclusive breastfeeding, complementary feeding including micro-nutrients fortification and WASH). Also developing accompanying Implementation Guidelines Manual for Facilitators.** |
| 2014; June - September | United Republic of Tanzania | Pan African Institute for Sustainable Leadership and Development (The Uongozi Institute), Tanzania. | Effective Communication Training Consultant | **Designing, Development and Pilot Delivery of Training Modules on “Efficient and Effective Public Sector Management.” On a sub-contract with Public Administration International (PAI) of London, UK.** |
| September 2011 on-going | Uganda | Governments of Uganda and Kenya and the Donald Danforth Plant Sciences Center, USA | Communication Consultant/Technical Advisor | **Communication Consultant/Technical Advisor to the USAID and Bill and Melinda Gates Foundation-funded Virus Resistant Cassava for Africa (VIRCA) Project being implemented by the National Agricultural Research Organisation (NARO-Uganda) and the Kenya Agricultural Research Institute (KARI-Kenya).** |
| June 2011 | Juba, Sudan | World Bank Group, Juba Office | Communication Training Consultant | **Programme development and training delivery for the staff in Basic Communication Skills (emphasis on public relations and image-building) and Organisational Development (emphasis on team-building and team-work).** |
| November 2009 on-going | Uganda | Government of Uganda and DANIDA | Communications Consultant/Technical Advisor | **Advising on implementation of the Communication Strategy for the Directorate of Water Resources Management, Ministry of Water and Environment** |
| May – Nov. 2009 | Uganda | Government of Uganda and the Belgian Technical Cooperation | Team Leader/Communication Specialist | **Behaviour Change Communication Consultant to the Kampala Integrated Environmental Planning and Management Project sponsored by Belgium Technical Cooperation (BTC). Also stakeholder training in communication and community mobilisation.** |
| Sept.-Oct 2008 | Uganda | Government of Uganda and EU | Communication Consultant | **Designing Behaviour Change Communication Strategy on a sub-contract from COWI Uganda to address socio-economic, health and environmental impacts on reconstruction of sections of the Northern Corridor Route serving Kenya, Uganda, Rwanda, Burundi and DR Congo.:** |
| April – May 2007 | Uganda, Kenya, Tanzania | EU/Lake Victoria Fisheries Organisation | Communication Training Consultant | **Designing and delivering Information, Communication and Outreach Strategy and Materials Production Training Workshop for Technical and Management staff of the Lake Victoria Fisheries Organisation.** |
| 2007  (Aug) | Sudan | Food for the Hungry International and Government of South Sudan | Communication Training Consultant | **Communication and facilitation skills training for agricultural service providers (extension staff.)** |
| 2007 (Aug) | Sudan | Stromme Foundation (Norway)/UNICEF | Health Communication Advisor | **Developing HIV/AIDS Work-Place Policy and Implementation Plan for the Nuba Relief, Rehabilitation and Development Organisation (NRRDO), Sudan.** |
| 2007 (Jan) | Uganda | Stromme Foundation, Norway | Communication Training Consultant | **Communication and Facilitation Skills Training for East African Partners (Uganda, Kenya, Tanzania, Sudan, Rwanda) of the funding agency Stromme Foundation of Norway.** |
| June 2007 – October 2007 | Uganda | Government of Uganda/World Bank/EU | Strategic Communication Consultant and Conflict Management Advisor | **Developing Influx and Conflict (Grievances) Management and Communication Strategies for the Oil Palm Project, Kalangala, Uganda funded by the European Union. Included institutional capacity building for Local Governments.** |
| Sept. 2006 – February 2007 | Uganda | Government of Uganda/World Bank | Communication Specialist | **Developing and Implementing a Behaviour Change Communication Strategy for the national Poverty Eradication Action Plan (PEAP), Government of Uganda,** |
| October 2006 – December 2006 | Uganda | Association of Micro-finance Institutions of Uganda/DFID | Communication Consultant | **Revising and Up-Scaling a Consumer Education Communication Strategy for the Micro-Finance Institutions for the Financial Sector Deepening Project and the Association of Finance Institutions of Uganda funded by DFID.** |
| May 2006 – August 2006 | Uganda | Government of Uganda/DANIDA | Team Leader/ Communication Consultant | **Developing and implementing a Communication Strategy to create awareness on cross-cutting Issues in the Road Sub-Sector (Five thematic areas: Occupational Safety and Health, HIV/Aids, Environment, the Disabled and the Elderly and Gender), Ministry of Works and Transport, Government of Uganda, funded by DANIDA.** |
| March 2005 – February 2006 | Sudan | Government of South Sudan/USAID | Communication Training Consultant | **In-service coaching/mentoring of the Southern Sudan Agricultural Revitalisation Programme (SSARP) Communication Officer in communication strategy development and implementation, materials production including video, etc.** |
| 2005 Oct –April 2006 | Uganda | Government of Uganda/World Bank | Communication Training Consultant | **Communication and Facilitation Skills Training of 300 technical staff (agricultural service providers/agricultural extension staff for the National Agricultural Advisory Services (NAADS) Private Service Providers in 21 districts in Uganda, sponsored by the World Bank.** |
| 2005 (Sept) | Uganda | Government of Uganda/World Bank | Communication Consultant | **Designing One-year Communication Programme for the Plan for the Modernisation of Agriculture (PMA), Uganda, sponsored by the World Bank.** |
| 2005 (June) | Sudan | Catholic Relief Services/USAID | Communication Consultant | **Outreach Communication and Information Strategy Development Workshop for professional staff from six (6) cross-sectoral Training Centres (crop, forestry, agricultural technology, wildlife, fisheries and livestock) for the USAID-sponsored Southern Sudan Agricultural Revitalisation Programme (SSARP), sponsored by USAID.** |
| March 2004 – June 2004 | Sudan | Catholic Relief Services (USAID)) | Communication Consultant | **Editorial Consultant, *SSARP InfoLink,* a quarterly newsletter of the Southern Sudan Agricultural Revitalisation Programme sponsored by the USAID through the Catholic Relief Services. Video documentary produced.** |
| January 2004 – February | Sudan | Catholic Relief Services (USAID) | Communication Consultant | **Designing and implementing a Communication Strategy for the Southern Sudan Agricultural Revitalisation Programme (SSARP), sponsored by USAID.** |
| 2004 Oct-2004 Dec) | Uganda | Government of Uganda/World Bank | Consultant | **Information, Education and Communication (IEC) Strategy Design for the Capacity and Performance Enhancement Programme (CAPEP) in the Ministry of Public Service, Uganda.** |
| 2004 (Jan-Apr) | Uganda | Government of Uganda/DANIDA | Team Leader/Communication Training Consultant | **Developing a Training of Trainers’ Information and Communication Manual for Private Service Providers for the District Agricultural Training and Information Centres (DATICS) Component of the DANIDA-sponsored Agriculture Sector Programme Support. Training videos produced.** |
| 2003 (Dec) | Uganda | Government of Uganda/World Bank | Communication Training Consultant | **Trained Board Members, other Senior Staff and Service Providers in Communication Skills for Customer Care in two workshops in Jinja and Kampala, sponsored by World Bank.** |
| 2003 (Nov) | Uganda | Government of Uganda/DANIDA | Team Leader/Communication Training consultant | **Training of Trainers for DATIC – NAADS Collaboration: Training Consultancy in Communication Strategy Development and the Production of Information and Communication Materials for the DANIDA-sponsored DATICS Component of the Agricultural Sector Programme Support. Trained alongside staff from the International Support Group (ISG) from Britain and Malaysia.** |
| March – June 2003 | Uganda | Government of Uganda/DFID) | Team Leader/Communication Training Consultant | **Four Interactive and Experiential Communication and Materials Production Training Workshops for agricultural scientists (agronomy, fisheries, forestry, horticulture, agric. technology, etc.) for the NARO Client-Oriented Agricultural Research and Dissemination, Uganda. Training videos produced. Sponsored by DANIDA.** |
| 2003 (Mar) | Uganda | USAID | Behaviour change Communication Consultant | **Behaviour Change Communication Consultant for the project appraisal phase of the Uganda Programme for Human and Holistic Development (UPHOLD) in support of health and education projects funded by USAID.** |
| 2003 (June) | Sudan | Carter Centre/UNICEF | Communication Consultant | **Developing and launching a Communication Strategy for the Eradication of Guinea Worm in Sudan for the Carter Centre/Global 2000 and World Health Organisation. Adopted country-wide by UNICEF for other parts of Africa.** |
| **PROJECT MANAGEMENT AND CROSS-CUTTING ISSSUES** | | | | |
| September – October 2011 | Uganda | International Rescue Committee | Consultant | **Gender and Conflict Analysis for the** Women Building Peace Project**, Karamoja Sub-Region, Uganda, funded by the USAID.** |
| January – February 2010 | Northern Upper Nile - Sudan | EU /Stromme Foundation (Norway) | Lead Consultant | **End-of-Term Evaluation of the Community-Based Education Initiative and Community-Managed Micro-Finance in three Counties of Renk, Mabaan and Melut, South Sudan, funded by the EU and the Multi Donor Trust Fund. Worked with State and Lower Local Government Authorities as strategy for institutional capacity building.** |
| Sept. – Oct. 2010 | Uganda | EU and UNDP | Consultant | **Final Evaluation of the Agricultural Livelihoods Recovery Project (ALREP) in Northern Uganda funded by the European Union and FAO on a sub-contract from CARDNO Emerging Markes (CARDNO Agrisystems) of UK:** |
| October 2009 | Southern Sudan | EU /UNDP | Lead Consultant | **Mid-Term Evaluation of the Jonglei Socio-Economic Support Project, Southern Sudan on a sub-contract from** Stromme Foundation (Norway)**. Worked with Local Government Authorities:** |
| May 2009 | Sudan | EU/UNDP | Consultant | **Baseline Study for the Jonglei Socio-Economic Support Project under the Sudan Recovery Fund for Southern Sudan, funded by EU and UNDP on subcontract from Stromme Foundation. Worked with Local Government Authorities.** |
| Feb. – March 2008 | Sudan | Government of Sudan/EU/UNDP | Team member | **Mid-Term Review of the Sudan Post-Conflict Community-Based Recovery and Rehabilitation Programme (RRP) for COWI Brussels Consortium under sub-contract with Atkins Global, UK. Worked with Central and Local Government Authorities:** |
| 2007 (Aug) | Sudan | Stromme Foundation, Norway | Programme Evaluator | **Terminal Evaluation of Stromme Foundation Support to the Nuba Relief, Rehabilitation and Development Organisation (NRRDO) Education Project, Sudan, sponsored by Norwegian Ministry of Foreign Affairs.** |

**Publications:**

1. Communication and Facilitation Skills Manual for Agricultural Service Providers.
2. Christian Education Teachers’ Guide for Southern Sudan.
3. HIV/AIDS Education Teachers’ Guide for Southern Sudan.