

PROFESSIONAL PROFILE

LEADERSHIP & MANAGEMENT

- Provided wide-ranging organizational development and program design/implementation consulting to local NGOs and CBOs in 15 African countries.
- Directed a comprehensive community development and HIV/AIDS initiative that supported the creation of new and/or scale-up of existing HIV/AIDS programming implemented by local NGO partners throughout Sub-Saharan Africa.
- Led nation-wide resource development campaigns and managed relationships with major donors through public speaking engagements, marketing/PR initiatives, and networking.
- Directed a program reform initiative in East Africa that included increasing assistance to local organizations/host-country government agencies; and harnessing innovation and technology to further program impact.
- Served as Acting Director, of an 11-member team that advised East African and country-specific program teams in program planning, budget management, monitoring/reporting, and liaison with government and donor partners.

TEACHING, TRAINING & LEARNING FACILITATION

- Work as Assistant Professor teaching graduate courses in social and economic development and nonprofit management.
- Developed and facilitated training workshops and professional development seminars for local NGOs, CBOs and other social service agencies throughout Sub-Saharan Africa.
- Developed and conducted in-service training sessions regarding the adoption of agency programming policies and procedures.
- Designed and facilitated Community Development courses and HIV/AIDS awareness/prevention training modules in 6 African countries.
- Taught associate's-level courses at four college extension sites in South Africa.

RESEARCH, EVALUATION & PERFORMANCE MANAGEMENT

- Served as primary investigator for a participatory action research project identifying the context-specific determinants of organizational sustainability/ effectiveness in Kenya and assessing the contribution of local fundraising to the sustainability of local NGOs and CBOs.
- Functioned as investigator, associate investigator, or research associate for multiple research/evaluation projects including *Refund2Savings* - the largest study of savings practices in the US to date; as well as a global study of the evolution of culture and religion funded by the Government of Canada.
- Coordinated completion and submission of comprehensive program plans/reports to the U.S. Congress four times per year over a 5-year period.

- Led program portfolio reviews to assess implementation progress, development impact and identify opportunities for improvement.

STRATEGIC THINKING & PLANNING

- Managed the development of a regional strategy for agency programming totaling over \$75 million USD per year throughout East and Central Africa.
- Conceived a comprehensive HIV/AIDS response strategy based on field-partner strengths and opportunities for influence throughout Sub-Saharan Africa.
- Advised domestic and international leadership teams regarding strategic best practice in HIV/AIDS response & integrated community development.

EMPLOYMENT HISTORY

Assistant Professor July 2017 - Present
Case Western Reserve University - Cleveland, OH

Foreign Service Officer May 2008 - June 2013
United States Agency for International Development (USAID)

- Director, *USAID Forward* Unit, USAID/East Africa - Nairobi
- Deputy Director, Program Development & Implementation, USAID/East Africa - Nairobi
- Acting Director, Program Development & Implementation, USAID/East Africa - Nairobi
- Program/Project Development Officer, USAID - Jakarta, Indonesia & Washington, DC

Administrator December 2002 - May 2008
Cry Africa - Springfield, MO

Employment history prior to December 2002 available on request.

EDUCATION

Doctor of Philosophy (PhD) August 2013 - June 2017
Washington University in St. Louis, Brown School of Social Work
Non-Profit Organizational Development, Sustainability & Effectiveness
Dissertation: A Context & Stakeholder Focused Exploration of the Sustainability of Local Organizations in Development (Nairobi, Kenya)

MSW in International Social & Economic Development August 1999 - May 2001
Washington University in St. Louis, Brown School of Social Work

BSFS in International Relations, Law & Organization August 1989 - May 1993
Certificate in African Studies (Awarded Africa Prize for Academic Excellence)
Georgetown University, School of Foreign Service, Washington, DC