



CV Trond Norheim, PhD

Manager of Climate Change & Natural Resources, Scanteam and CEO of DIMES-Global.

E-mail: trondn@scanteam.no / trondn@dimes-global.com Tel/WhatsApp: +47-93654942. Nationality: Norwegian, Gender: Male, DOB: 05/15/1956

Main strength project design, implementation, M&E on environment, climate change and natural resources, for public and private sectors, the UN and development banks. 42 years experience in 84 countries on all continents, having evaluated 133 projects. Accredited UNFCCC Expert and CGIAR Evaluation Expert.

Education:

Academic institution	Date from	Date to	Degree(s) or Diploma(s) obtained
Norwegian University of Life Sciences	15/06/1989	04/02/1994	PhD Forest Ecology
Universidad Mayor de San Andres, Bolivia	01/01/1990	31/12/1990	Rural Sociology (support course to PhD study)
Norwegian University of Life Sciences	15/06/1989	15/06/1990	Post graduate Course Meteorology
Norwegian University of Life Sciences	01/08/1975	15/05/1981	MSc Forestry

Language proficiency levels (Common European framework of reference for languages):

Language	Reading	Spoken	Written
English	C2 - Mastery	C2 - Mastery	C2 - Mastery
Spanish	C2 - Mastery	C2 - Mastery	C2 - Mastery
Portuguese	B2 – Upper intermediate	A2 - Elementary	A2 - Elementary
Norwegian	C2 - Mastery	C2 - Mastery	C2 - Mastery

Membership of professional bodies: Board Member Scanteam AS 2018-; Member of International Development Evaluation Association (IDEAS); International Committee Latin America & Caribbean Environmental Funds (RedLAC) 2016-18; Caribbean Evaluators International (CEI); The Water Network; Royal Norwegian Society for Development 1985-; Norwegian Forestry Society 1985-; Bolivian Council for Voluntary Forest Certification CFV 1990-.

Awards: First Honorary Member of the Nicaraguan Farmers Union 1989; Special mention IDB Team Awards, **GEF** Team 2009; Leader of Winning Team IDB Carbon Emission Reduction Award 2011.

Skills:

- Project Management, including design, implementation, procurement, monitoring and evaluation
- Managing firms, regional offices, national representations, staff and project teams
- Maintaining fluent dialogue with Governments, and negotiating country strategies and programs
- Developing policies and strategies on Forestry, Climate Change, Environment, Indigenous Peoples, Gender, etc
- Building capacity and strengthening governance for the public and private sectors
- Inter-disciplinary experience on Climate Change Adaptation and Mitigation, Land Use Planning, Forestry, Biodiversity, Environment, Nature-based Solutions, Pollution control, Protected Areas, Disaster Risk Management; Sustainable Agriculture, Soil & Water Conservation, Watershed Management, Small Island Development States, Value Chains, Gender, and Indigenous Peoples.

Present position: Manager of Climate Change & Natural Resources, Scanteam AS, Norway and CEO of DIMES-Global AS, Norway since 2017. **Years within the firms:** 9.

Key qualifications (relevant to the assignment): PhD Forest Ecology with Postgrad in Meteorology and Rural Sociology. Extensive international experience on design, implementation and evaluation of projects and programs covering climate change mitigation and adaptation, and multiple environmental issues, for the World Bank, IDB, ADB, GEF-IEO, GCF, UNEP, UNDP, FAO, NGOs and bilateral agencies. 12 years as IDB staff and 4 years as IDB Focal Point for Climate Change. Has carried out 133 evaluations. Frequent senior evaluator for UNEP and long-term consultant for the GEF-IEO. Maintained UNDP framework contract for NDC Support for the Paris Agreement. UNFCCC accredited expert.

Professional experience (FTE = Full-time equivalent in workdays)

From - To	FTEs	Location	Company & reference	Position	Description of the assignment
09/2026-08/2027	35	Timor-Leste	UNDP ermezinda.freitas@undp.org	International Consultant	Terminal Evaluation of the Green Climate Fund (GCF) - UNDP project 'Safeguarding Rural Communities and Their Physical Assets from Climate-Induced Disasters in Timor-Leste'. Mission to Timor-Leste.
08/2026-04/2027	34	Home and Nepal	Global Resilience Partnership gkarlsson@globalresiliencepartnership.org	Evaluator	Terminal Evaluation of Global Resilience Partnership 2024-26, assessing progress toward set goals, analysing the organisational context, relationship and interactions with GRP's partners and funders. Mission to Nepal.
2-4/2026	25	Home based	UNEP Evaluation Office, Su Jin Pak su.pak@un.org	Senior Evaluation Consultant	(i) Finalize last version of evaluation report for Terminal Evaluation of UNEP-GEF BCH-III Project for Sustainable Capacity Building for Effective Participation in the Biosafety Clearing House (2016-2025), considering comments from project team; (ii) Prepare Evaluation Brief based on the same evaluation.
08-11/2025	20	Tanzania	Scanteam for KPMG dmasaki@kpmg.co.tz for the Norway Embassy	Technical Capacity Assessor 1	Partner Assessment of National Carbon Monitoring Centre (NCMC), in charge of monitoring Energy, Transport, Waste Management, Forestry, Agriculture, Industrial Processes & Product Use, and Other Land Use. Norheim led the technical team, to review environmental systems, MRV capacity, and proposal for phase 2 of a project.
06-12/2025	59	Global	UNEP Evaluation Office, Su Jin Pak su.pak@un.org	Senior Evaluation Consultant	Terminal Evaluation of UNEP-GEF BCH-III Project for Sustainable Capacity Building for Effective Participation in the Biosafety Clearing House (2016-2025) focused on capacity-building in the use of the BCH, based on experience and lessons learned from the BCH I and II. Missions to Republic of Türkiye, Mongolia, South Africa.
07/2025	10	Bolivia	DIMES-Global contracted by El Poncho Ecotourism Centre marianela2407@hotmail.com	Program designer	Design new sustainable tourism packages for El Poncho Ecotourism Centre in Cochabamba, Bolivia.
06-10/2025	25	Brazil, China, Colombia	WWF Norway Lisa Demydenko ydemidenko@wwf.no	Team Leader	Scanteam contract for final evaluation of WWF Norway's global NICFI funded portfolio 'Sustaining tropical forests for Climate, Nature and People', focused on Brazil, China, Colombia and Norway.
12/2024-05/2025	35	Thailand	UNEP Asia, Kavita Sharma kavita.sharma@un.org	Senior Evaluator	Mid-Term Review of the UNEP-GEF project 'Inclusive Sustainable Rice Landscapes' (ISRL) in Thailand, including drought resistance, reduction of pesticides and waste water control. Mission to Thailand February 2025.
11/2024-06/2025	39	Samoa	UNDP MCO Pilisita Leota pilisita.leota@undp.org	Team Leader	Final Evaluation of the Green Climate Fund (GCF) - UNDP project 'Integrated Flood Management to Enhance Climate Resilience of the Vaisigano Catchment in Samoa'. Mission to Samoa Feb – March 2025.
07-10/2024	28	Global/ Norway	Scanteam contract with GRID-Arendal: Miles.Macmillan-Lawler@grida.no	Team Leader	Team leader for the evaluation 'A forward-looking end-term review of results achieved under GRID-Arendal's cooperation with Norad', which included an assessment of the institutional and financial options after the end of the Norad grant agreement, such as the ongoing partnership with UNEP, funding from Ministry of Environment and collaboration with other stakeholders. The analysis included assessment of partners in Africa and Asia.
07-10/2024	32	Uganda, Sudan	UNDP-GEF through GRP Chongguang Yu chongguang.yu@undp.org	Terminal Evaluation Consultant	Terminal Evaluation of the UNDP-GEF 'Resilience for Peace & Stability, Food and Water Security Innovation Grant Program' in Sudan and Uganda, implemented by Global Resilience Partnership. Mission to Uganda August 2024 to the partner Mountain Harvest that produces certified coffee and supports local coffee farmers on issues such as organization, gender participation, organic coffee production, and waste water control.
07-09/2024	27	Tanzania	Scanteam for KPMG jonrobertson@kpmg.co.tz for the Norway Embassy	Team Leader	End Review of 'National Carbon Monitoring Centre' (2015-2024) and Vice President's Office REDD+ Readiness Project (2020-2024) funded by NICFI through the Norwegian Embassy, focused on REDD+ Readiness, carbon emission monitoring (MRV/FREL) and the DAC evaluation criteria. Mission to Tanzania August 2024.
07/2024-12/2026	60	Caribbean region	GEF-IEO, contracted through World Bank Fabrizio Felloni ffelloni@thegef.org	Senior Evaluation Consultant	Consultant integrated in the GEF Evaluation Office's team for evaluations of GEF Programs and Regional projects in the Caribbean Small Island Developing States. The evaluations were especially focusing on relevance and design, coherence, effectiveness, and sustainability.
02-12/2024	57	Pacific region	GEF-IEO, contracted through World Bank Anna Viggh aviggh@thegef.org	Senior Evaluation Consultant	Consultant integrated in the GEF Evaluation Office's team for evaluation of integrated interventions in all the Pacific SIDS. The evaluation focused on relevance and design, coherence, and effectiveness. Mission to Fiji, Vanuatu and Tonga https://www.gefio.org/en/types/evaluations/pacific-sids .
10/2023-04/2024	n/a	Costa Rica, home based	Scanteam sub-contracted by IMAP Uta Giebel giebel@imap-institut.de	Task manager	Mid-Term Evaluation (MTE) of IKI project 'Transformative Low Carbon and Climate Resilient Pathways of Costa Rica' (TRANSFORMA)
09/2023-04/2024	5	Colombia, Indonesia	Scanteam contract for RFN, Øivind Fjeld-Solberg oivind@rainforest.no	Team member and Task manag	MTR of Women's rights and gender equality in the Rainforest Foundation Norway's 5-year program 'Forest for People – People for Forest', funded by Norway's international climate & forest initiative (NICFI). Mission to Indonesia.
09/2023-03/2024	35	Brazil, Peru, DRC, PNG	Scanteam contract for RFN, Øivind Fjeld-Solberg oivind@rainforest.no	Team Leader	MTE of Forest for People – People for Forest', a 5-year project implemented by Rainforest Foundation Norway funded by NICFI. Led a team of 6 consultants. The review covered Brazil, Peru, Democratic Republic of Congo and Papua New Guinea.
08/2023-03/2024	35	Central & SE Asia	Scanteam sub-contracted by IMAP Uta Giebel giebel@imap-institut.de	Team Leader	MTE of 'Orientation of infrastructure investments on the goals of the Paris Agreement and the 2030 Agenda in Central and Southeast Asia', covering Indonesia, Philippines, Kazakhstan and Uzbekistan, under ZUG-IMAP framework agreement for evaluation of IKI projects. Carried out mission to Indonesia and the Philippines.
04/2023-07/2023	2	Global, Home based	Scanteam contract for DIHR Mikkel Schmidt-Hansen mish@humanrights.dk	Quality Assurer	Final evaluation of Danish Institute of Human Rights' (DIHR) Sustainable Oceans Project financed by Sida, focused on human rights in the global fisheries sector.
03-06/2023	11	Philippines	WWF, Emeline Pluchon epluchon@wwf.no	Team Leader	End Review of 'Clean Ports, Clean Oceans: Improving Port Waste Management in the Philippines'. Mission to the Philippines.
03-06/2023	40	Global, Home based	UNDP, Monica Borrero monica.borrero@undp.org	Review Consultant	Mid-term review (MTR) of the AF-EU-UNDP Innovation Small Grant Aggregator Platform (ISGAP). The programme is managed from Thailand and projects reviewed were in Brazil, India, Micronesia.

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03-07/2023	30	South-East Asia	WWF, Tora Toreng ttoreng@wwf.no Scanteam contract.	Team Leader	MTR of the Regional programme "An Ocean of Possibilities", focused on combat of plastic pollution in 9 SE Asian cities, with in-country review in the pilot countries Indonesia, Philippines, Thailand and Vietnam, financed by Norwegian TV Action and Norad.
06/2022-06/2023	42	Global, Home based	UNEP-PPD Janice Sarah Golding janice.golding@un.org	Project Review and Harmonization Expert	Harmonization of the project review process in UNEP: Main tasks to analyse the benefits and efficiencies of harmonizing the Project Review Committee (PRC) and prepare clear actionable recommendations for consolidation of the project design process to ensure coherent function. Alignment of processes and templates with GEF, GCF, AF, EU, IKI, etc. and harmonization to support cross-organizational synergies and learning.
11/2022-02/2023	45	Cambodia	UNEP Asia & Pacific Office, Ecosystems Div. Max Zieren zieren@un.org	Senior Evaluator	Terminal evaluation (TE) of the GEF project 'Strengthening national biodiversity and forest carbon stock conservation through landscape-based collaborative management of Cambodia's Protected Areas System as demonstrated in the Eastern Plain Landscape' (CAMPAS). Mission to Cambodia January 2023.
08-10/2022	30	Colombia	Norad – FCG through Scanteam. Sofia Kliukina sofia.kliukina@fcgsweden.se	Team Leader	Institutional assessments of two Colombian CSOs: Foundation for Conservation and Sustainable Development and Gaia Amazonas, funded by NICFI. Scanteam sub-contracted by FCG under a Norad framework agreement. Mission to Colombia.
07-12/2022	20	Colombia, Uruguay	World Bank-FCPF: Yu Huan yhuan@worldbank.org	TAP Review Expert	Technical Advisory Panel (TAP) Expert for two assignments: Review of the Colombia and the Uruguay REDD+ Readiness Packages to the Forest Carbon Partnership Facility (FCPF). Presented the Colombia report in FCPF seminar in Washington DC Oct 18, 2022.
04-05/2022	10	Ethiopia	Norad. Scanteam sub-contract with Niras Hanna.Mykkanen@niras.fi	Appraisal Consultant	Part of the team that did the appraisal of second phase of the national REDD+ program in Ethiopia (USD 70 million funded by NICFI). In charge of assessing the Results Framework, Monitoring and reporting system, Risk Matrix and Environmental and Social safeguards.
04-06/2022	19	Global/ Norway	Scanteam contract with GRID-Arendal: Miles Macmillan-Lawler Miles.Macmillan-Lawler@grida.no	Team Leader	Review of GRID-Arendal's cooperation with Norad and UNEP. Assess the programme as outlined in the Grant Agreement and any needs for adjusting the programme; possibilities for strengthening the modalities for programming, and reporting on results. Mid-term evaluation of projects in Nepal and West Africa and mission to GRID-Arendal's headquarters in Norway.
02-03/2022	6	East Africa, home based	Norad. Scanteam sub-contract with FCG. Per Bondevik per@scanteam.no	Co-Team Leader	Partner Assessment of Blue Planet / Samaki poa consortium applying for Norad grant support for the project "African fish farmers go digital". The review included capacity of Blue Planet and partners, financial management, and division of roles/responsibilities.
11/2021-02/2022	24	Vietnam	UNDP Vietnam office, Hoang Thu Thuy hoang.thu.thuy@undp.org	Team Leader	MTR of the GEF project Mainstreaming natural resource management and biodiversity conservation objectives into socio-economic development planning and management of biosphere reserves, (through UNDP framework contract: NDC Support for the Paris Agreement).
10-12/2021	35	Brazil	UNDP Brazil Office, Claudia Camara claudia.camara@undp.org	Senior Evaluator	Only evaluator for TE of GEF Project 'Production of sustainable, renewable biomass-based charcoal for the iron and steel industry in Brazil' (through UNDP framework contract: NDC Support for the Paris Agreement).
08/2021-06/2023	132	Philippines, Cambodia	ICEM for Asian Development Bank (ADB) Sugar M. Gonzales sgonzales@adb.org	International Forest and Landscape Restoration Specialist	ADB (ICEM-ICRAF) project implementation: 'Investing in Climate Change Adaptation through Agroecological Landscape Restoration - Climate Change Risk and Adaptation/Restoration Option Assessment': Review of land restoration; Knowledge management; Guide baseline studies on land use, forestry, agriculture, biodiversity; In charge of knowledge products on Climate/disaster risk, Sustainable business models, and Good practice manual for forestry and sustainable land management.
05-09/2021	6	Regional Africa, Latin America	German Int. Climate Initiative (BMU-IKI). M. Greib greib@arepo-consult.com	External International Expert	Arepo Consult contract for evaluation of 3 International Climate Initiative (IKI) project outlines for Conservation and restoration of ecosystems; Funding Priority Bonn Challenge; and Innovative approaches to regional seed supply
04-08/2021	54	India, Nepal, Bhutan	MFA Finland. Scanteam sub-contract with NIRAS. Petra Mikkolainen Petra.Mikkolainen@niras.fi	Senior Evaluator	Ex-post evaluation of International Cooperation Instrument (ICI) projects in Afghanistan, Bhutan, India and Nepal. Member of team that evaluated 5 ICI projects, in charge of 2 projects in India, 1 in Bhutan and 1 in Nepal, including supervision of local consultants.
04-06/2021	24	Colombia, home based	MFA/Norad. Scanteam sub-contract with Vista Analyse bjornar.kvinge@vista-analyse.no	Co-team leader	Appraisal and quality assurance of the Fish for Development Programme Document for institutional cooperation between Colombia and Norway. Under framework contract CICERO-NIVA-Vista Analyse with MFA.
10/2020-04/2021	35	Tuvalu	UNDP Pacific Office Emma Sale emma.sale@undp.org	Team Leader	MTR of the GEF project 'Facilitation of the Achievement of Sustainable National Energy Targets, Tuvalu (FASNETT), through framework contract: NDC Support for the Paris Agreement.
10/2020-02/2021	40	Myanmar/ Regional	UNEP Asia & Pacific Office, Ecosystems Div. Makiko Yashiro yashiro@un.org	Team Leader	MTR, Climate-Smart Rice project, Myanmar (Norad), the global "Sustainable Rice Platform" (SRP) and the regional initiative "Promoting Global Best Practices and Scaling of Low Emissions Technologies by Engaging the Private and Public Sector in the Paddy Rice sector", Pakistan and Thailand, including waste water control.
10/2020-01/2021	25	Ethiopia	Norwegian Forestry Group (NFG) oa@norskog.no	Team Leader	MTR, Forest Landscape Restoration Program in Amhara, Ethiopia. Project implemented by NFG under agreement with Norwegian Embassy (funded by NICFI).
09-12/2020	15	Global, home based	UNEP Programme Coherence and Quality Assurance Unit: Maria Elena Zuniga maria.zuniga@un.org	Consultant	Review of proposals to GEF: (i) Catalyzing Financing and Capacity for the Biodiversity Economy around Protected Areas, South Africa; (ii) Strengthening Thailand's capacities to comply with the Enhanced Transparency Framework of the Paris Agreement; (iii) Global: Assessment of emissions reduction from the coal sector toward implementation of the Minamata Convention on Mercury and Stockholm Convention on POPs; and (iv) Establish integral MRV/M&E system to enhance climate transparency, Paraguay.

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08-12/2020	30	Colombia, Peru, Korea, Indonesia	Norad. Scanteam sub-contract for LTSL. B. Howard Brendan-Howard@ltsi.co.uk	Team Leader	Appraisal of Global Green Growth Institute (GGGI), to assess if its systems deliver results based on plans, strategies, partner countries' needs, core funding in HQ, and MTR of the national programs and projects in Indonesia, Peru, and Colombia, and compatibility with NICFI.
07/2020-04/2021	20	Global, home based	Ministry of Foreign Affairs through Scanteam: Arne Disch ardi@scanteam.no	Team Leader	Study on Consequences of the corona pandemic on value chains in agriculture, ocean-based industries, finance and energy in developing countries (Colombia, Myanmar, Ethiopia, Ghana, Kenya, Malawi, Mozambique, Tanzania, and Uganda).
04/2020-11/2021	60	Sri Lanka	UNEP Evaluation Office, Janet Wildish janet.wildish@un.org	Team Leader	TE of the UNEP/GEF project 'Mainstreaming agrobiodiversity conservation and use in Sri Lankan agro-ecosystems for livelihoods and adaptation to climate change'.
04-08/2020	20	Colombia	Norad through Scanteam: Hans Petter Buvollen hans.petter.buvollen@norad.no	Team Leader	Review of the Organization of Indigenous Peoples of the Colombian Amazon (OPIAC) and its financial management, cost efficiency, governance, results management, achievement of reported results, and civil society strengthening. Mid-term review of OPIAC's Norad funded project to assess possible continued funding.
03/2020-03/2024	Open	Global	Maria Kokotkova maria.kokotkova@undp.org	International Expert	UNDP Crisis Bureau – UNOPS - UNFPA. Framework contract for Nationally Determined Contributions (NDC) Support for the Paris Agreement.
01-02/2020	15	Jordan	FAO, Abdel Hamied Hamid AbdelHamied.Hamid@fao.org	Project Design Expert	Project design: Prepare the GEF Project Identification Form (PIF) to apply for financing of project 'Reversing Land Degradation and Improving Livelihoods in Northern Jordan' (USD 4 Million GEF funds).
12/2019-03/2020	n/a	Global, home based	IDEAS / GEF-IEO Juha Uitto JUitto@TheGEF.org	Co-author	Wrote chapter https://link.springer.com/chapter/10.1007/978-3-030-78853-7_6 in book Transformational Change for People and the Planet: Evaluating Environment and Development based on GEF-IEO evaluation (see below).
10/2019-02/2020	38	Cuba, Haiti, Dominican Republic	UNEP Regional Office Monica Borrero monica.borrero@un.org	Senior Evaluator	Mid-Term Evaluation 'Strengthening the Caribbean Biological Corridor', financed by EU, covering Biodiversity conservation, and Climate Change Mitigation and Adaptation. Missions to Cuba and Dominican Republic. The report got highest possible score (6/6) from the UNEP Evaluation Office.
10-11/2019	9	Global, home based	BMU-IKI. Martina Greib: greib@arepo-consult.com	International Expert	Arepo Consult contract with the German government for review of 6 International Climate Initiative (IKI) project outlines on forestry (REDD+, Bonn Challenge, Carbon sequestration, etc.).
08/2019-11/2020	58	Pacific Region	EU through Cardno – Particip Sarah Worley-Hill Sarah.Worley-Hill@opml.co.uk	Team Leader	Evaluation of 'Support to the Global Climate Change Alliance (GCCA) through Capacity Building, Community Engagement and Applied Research in the Pacific', Phases I and II, implemented by the University of the South Pacific (USP) in Fiji, Kiribati, Marshall Islands, Micronesia, Nauru, Palau, PNG, Samoa, Solomon Islands, Timor-Leste, Tonga, Tuvalu, Vanuatu, and Cook Islands. Missions to Fiji, Samoa, Solomon Islands, Vanuatu.
12/2018-12/2019	127	Pacific, Caribbean, Indian Ocean	GEF-IEO (contracted through World Bank): Geeta Batra gbatra@worldbank.org	Senior Evaluation Consultant	1. Strategic country cluster evaluation of the GEF portfolio of 286 projects in 39 Small Island Development States (SIDS). In-country review of 45 projects in 7 SIDS (Kiribati, Vanuatu, Mauritius, Maldives, Guinea-Bissau, Comoros, Jamaica, focused on sustainability, relevance, gender, resilience, private sector. Main areas: Climate Change Adaptation/Mitigation, DRM, Biodiversity. 2. Lead consultant: Report to GEF Council based on the evaluation.
12/2018-03/2019	13	Ghana/ Norway	Norwegian Embassy ardi@scanteam.no	Environment Expert	Near-end Review of the Oil for Development (OfD) Program in Ghana, considering sustainability and possible continued OfD support.
11/2018-02/2019	15	Colombia/ Norway	German Int. Climate Initiative (BMU-IKI). M. Greib greib@arepo-consult.com	External International Expert	Arepo Consult contract for evaluation of 10 International Climate Initiative (IKI) country-specific project outlines on Climate change mitigation and adaptation, in charge of Colombia.
10/2018-02/2019	12	East Africa/ Norway	Norad-Scanteam: Arne Disch ardi@scanteam.no	Environment expert	Mid-Term Review, Strengthening Environment Component of Oil for Development Program (OfD), through agreement OfD-UNEP. Pilot countries: Ghana, Iraq, Mozambique, Uganda.
06-11/2018	45	China, India, Sri Lanka, Vietnam	UNEP Evaluation Office, Director Michael Spilsbury Michael.Spilsbury@unep.org	Senior Evaluation Consultant	Only Evaluator for Terminal Evaluation of UNEP/GEF regional project "Mainstreaming sustainable management of tea production landscapes in Asia" executed by Rainforest Alliance.
03-10/2018	30	Seychelles	UNDP Roland Alcindor roland.alcindor@undp.org	Forestry & Agroforestry Expert	Co-Team Leader: Project design of GEF project 'A Ridge-to-Reef Approach for the Integrated Management of Marine, Coastal and Terrestrial Ecosystems in the Seychelles', based on review of ongoing UN and Adaptation Fund projects. Design of forestry and agroforestry component, incl. carbon estimations with FAO EX-ACT in Agriculture, Forestry and other land use (AFOLU).
02-06/2018	25	Samoa	UNDP Yvette Kerslake, yvette.kerslake@undp.org	Consultant (Evaluator)	Only Evaluator for TE of GEF project "Capacity for Implementing the Rio Conventions in Samoa", covering UNFCCC, UNCCD and CBD.
02-04/2018	24	Regional Asia	Norad-Scanteam, Astrid Tveteraas astrid.tveteraas@norad.no	Team Leader	Scanteam contract for End Review of Asia Disaster Prevention Centre (ADPC) programme "Disaster risk reduction initiatives on national and regional level in Asia" (mainly Climate related), with missions to Thailand, Bangladesh, Myanmar and Vietnam.
12/2017-07/2018	40	St Vincent & the Grenadines	UNDP Zuzana Tollrianová Zuzana.tollrianova@undp.org	Biodiversity & Protected Areas Expert	Project design of GEF 'Conserving Biodiversity and Reducing Land Degradation Using a Ridge-to-Reef Approach', on Ecosystems management, Climate change related Disaster Risk Mitigation and prevention of water contamination; budgeting and procurement analysis.
09/2017-06/2018	30	Eritrea	UNDP Phemo Kgomotso phemo.kgomotso@undp.org	Landscape & Carbon Expert	Project design of GEF 'Restoring degraded forest landscapes and promoting community based, sustainable and integrated natural resource management', incl. forestry/land use planning, and carbon estimations in forestry, agriculture, agroforestry and husbandry with FAO EX-ACT; assessment of REDD+ and other financing options.
08-11/2017	25	Samoa	UNDP Yvette Kerslake, yvette.kerslake@undp.org	Evaluation Consultant	Only Evaluator for MTR of GEF project 'Economy-wide Integration of Climate Change Adaptation and Disaster Risk Management to Climate Vulnerability of Communities in Samoa'.

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07-09/2017	25	Samoa/ Regional	UNDP Yvette Kerslake, yvette.kerslake@undp.org	Evaluation Consultant	Only Evaluator for Terminal Evaluation of GEF project 'Enhancing Capacity to Develop Global Environment Projects in the Pacific': Fiji, Kiribati, Marshall Islands, Micronesia, Nauru, Palau, PNG, Samoa, Solomon Islands, Timor-Leste, Tonga, Tuvalu, Vanuatu, Cook Islands. The project was managed through SPREP.
05-09/2017	35	Chile, Nepal, Indonesia, Vietnam	UNEP Evaluation Office, Director Michael Spilsbury Michael.Spilsbury@unep.org	Senior Evaluation Consultant	Only Evaluator for TE of UNEP-GEF global project 'Expanding Forest Stewardship Council (FSC) certification at landscape level through incorporating additional ecosystem services' (incl. forest's impacts on climate change mitigation/REDD+ and adaptation).
05/2017	10	Home based	International Journal of Climatology	Expert Reviewer	Research Review of "Climate Change and Variability Impacts on the Forests of Bangladesh: A diagnostic discussion based on CMIP5 GCMs and El Niño Southern Oscillation-ENSO".
08/2014- 04/2017	693 (full- time)	Bolivia	Ministry of Foreign Affairs of Denmark/Danida, Rikke Zeuner rikzeu@um.dk +4561979064	Forestry and Climate Change Advisor	Implemented Forestry & Climate Change Program; Building institutional set-up on CC, Joint Mechanism on Mitigation & Adaptation; Development of INDCs and elaboration of 3 rd Communication to UNFCCC; M&E of environmental data and deforestation; Design of 4 CC programs (1 for IDB). Inter-institutional collaboration (WB, UN, GEF, GCF). Knowledge products on CC finance, incl. comparative analysis of REDD+, GCF, other finance sources.
07/2014	10	Caribbean, home based	AGRER, Director Frank Feys agrer@agrer.com	Consultant	Wrote technical proposal to European Investment Bank: "Technical Assistance for Climate Action Support to the Caribbean Development Bank" for the consortium TYPASA-AGRER-CIAT.
03-07/2014	28	Regional (8 countries), missions to Peru, Brazil	Norwegian Ministry of Foreign Affairs - Scanteam vbye@scanteam.no	Climate change and forestry specialist	In charge of forestry/REDD+, Formative MTR of the Rainforest Foundation Norway regional programme "Rights-Based Sustainable Management of Large Contiguous Territories in the Amazon", financed through the Norwegian International Climate and Forest Initiative (NICFI). Based on evaluation wrote articles in Norad magazine/ scientific bulletins (+interview).
09/2013- 02/2014	25	Samoa	UNDP, Marta Moneo Marta.moneo@unep.org	Evaluation Consultant	Only Evaluator for MTR of GEF project 'Integration of Climate Change Risks and Resilience into Forestry Management of Samoa'.
06/2013- 03/2014	120	Bolivia	EU through GITEC gitec@gitec-consult.de	Technical Supervisor	Supervision and quality control of the team 'Develop Lake Poopó Watershed Master Plan' in Oruro, Bolivia, incl. climate change mitigation and adaptation, soil and water conservation, and water pollution control.
04-10/2013	30	Central America	UNDP, Andrew Bovarnick andrew.bovarnick@undp.org	Project Design Expert	Developed Concept document for 2 nd phase of "Central American Markets for Biodiversity", incl. Climate financing in agroforestry commodities (CABEI/GEF).
03-06/2013	60	Regional Latin America	IDB-MIF through Rainforest Alliance: Beatriz Avalos bavalos@ra.org	Evaluation Consultant	MTE of IDB/Multilateral Investment Fund - Rainforest Alliance Regional program 'Forestry conservation through certification, marketing and strengthening of forestry SMEs' in Mexico, Honduras, Guatemala, Nicaragua, Peru.
01-03/2013	40	Bolivia	SIDA-Orgut. J. Maluenda Jorge.maluenda@fcgsweden.se	Team Leader	MTE, Baba Carapa Forestry and Forest Industry Program, Bolivia (incl. carbon calculations and options for REDD+ and other climate financing).
02/2012- 12/2013	30	Nicaragua	Karl Thunes, NIBIO Karl.Thunes@nibio.no	Team member	Design of REDD+ project for Norwegian Forestry Group and National Partners in Southern Atlantic Autonomous Region, Nicaragua.
08-11/2012	30	Central America	Norad – NRV, José Ramos Jose.Ramos@norgesvel.no	Team Leader	Final Evaluation of 'Regional Mesoamerican Agro-Environmental Programme', MAP (7 countries) and Assessment of Proposal for MAP II focused on climate-smart territories.
05-12/2012	25	Peru, Brazil, Bolivia	Cobodes: Mariana Hidalgo marianela2407@hotmail.com	Team Leader	NIBIO/CATIE/COBODES - Design of REDD+ research project for the Central Amazon MAP region: Madre de Dios (Brazil), Acre (Peru) and Pando (Bolivia).
01/2012- 07/2014	250	Bolivia	Cobodes: Mariana Hidalgo (President of the Board) marianela2407@hotmail.com	CEO	Led quality enhancement of operations and strategic alliances. Duties: management, budgeting, recruitment, procurement, staff management, marketing, negotiations, preparing technical/economic proposals; and design, planning, supervision, monitoring & evaluation and knowledge products based on this.
11/2010- 01/2012	305 (full- time)	Suriname	Inter-American Development Bank (IDB), Adriana La Valley, Chief of Operations adrianalv@iadb.org	Senior Sector Specialist	A) Focal Point for Climate Change; B) Team Leader for project design: National Forestry Program. C) Team Leader for implementation: (i) Improving integrated disaster risk management for climate-resilient development; (ii) Quality improvement of the wood processing industry; (iii) Sustainable development of the interior; (iv) Integrated Coastal Zone Management. D) Team member: (i) Sector framework for sustainable energy; (ii) Support to the energy sector: renewable energy and bio-energy; (iii) Renewable energy, energy efficiency and rural electrification (GEF); (iv) Food safety and income security in small-scale farming. E) Team Member for IDB Country Strategy 2011-15; F) Resident Representative a. i. two months in 2011.
06/2008- 10/2010	610 (full- time)	Bolivia	IDB, Hector Malarin, Chief of Environment Division hectormal@iadb.org	Senior Sector Specialist	A) IDB Focal Point for Climate Change and Coordinator of the Inter-agency group on Climate Change. B) Team Leader for design and implementation: (i) Pilot Program for Climate Resilience, PPCR; (ii) Pilot projects for adaptation to climate change in the hydrology sector; (iii) National irrigation program with watershed approach; (iv) Institutional strengthening of 'National Service of Agricultural Health and Food Safety'; (v) Conservation and Sustainable Use of Biodiversity & Land in Andean Vertical Ecosystems (GEF); (vi) Disaster risk mitigation in roads & infrastructure investments. C) Technical Cooperation: (i) Support to mainstream climate change into the planning process; (ii) Regional study on the economy of climate change; (iii) Developing investment opportunities in Land Use, Land Use Change and Forestry (LULUCF) in Latin America & Caribbean (FCPF); (iv) Building resilience in the Gran Chaco Americano. Regional: Argentina, Bolivia, Paraguay; (v) Genetic diversity of potatoes to confront climate change; (vi) Study on agriculture and climate change adaptation; (vii) Strengthening Bolivia's Capacity to Evaluate Seismic Risks; (viii) Regional program 'Living Lakes of the Americas', Bolivia, Colombia, Costa Rica, Mexico. D) Support to Government's REDD+ Unit. E) Developed IDB's National Environment Strategy for Bolivia.

From - To	FTEs	Location	Company & reference	Position	Description of the assignment
07/1999-05/2008	2236 full-time	Central America (residency DC)	IDB, Robert Kaplan, Chief of Environment Division bobk@iadb.org	Natural Resources Specialist	A) Team Leader for design, feasibility studies and implementation: (i) Sustainable Agriculture, Costa Rica; (ii) Sustainable tourism in protected areas, Costa Rica; (iii) Sustainable Forestry Program, Honduras; (iv) National Watershed program, Honduras; (v) Socio-environmental and Forestry Program, Nicaragua; (vi) Integrated Ecosystems Management in Indigenous Communities (Regional GEF, with World Bank). B) Team leader for TC projects (examples): National Land Use Planning Programs in Nicaragua and Honduras; Regional indigenous consultation, Mesoamerican Biological Corridor (7 countries). C) Member of Bank teams for new policies, strategies, safeguards and guidelines on Environment, Indigenous peoples, Gender, Forestry and Rural development. D) Coordinator of the Rural Economy Group 1 year 2005. F) Gender Focal Point in the environment division. G) Coordination with World Bank, UNDP, FAO, KfW, Sida, NDF, NGO's. H) Peer reviewer for IDB and World Bank forest projects. I) In charge of study on IDB's support to forestry 1998-2005; Coordinator of IDB Regional Forestry Strategy.
06/1998-07/1999	270 full-time	Bolivia / regional LAC	Nordic-Latin American Resource Group (NORLAT) Vegard Bye, President of the Board vbye@norlat.no	Director General	Established Regional Office in Latin America and contracted national representatives in Argentina, Brazil, Chile, Colombia, El Salvador, Guatemala, Honduras, Peru; implemented contracts in Bolivia, Chile (Study: introduction of energy-efficient wood stoves), Colombia (World Bank: Monitoring of air quality in Baranquilla), Colombia (IDB: Cadaster program), Peru (National Park). Established Nordic-Latin American consortia with NORLAT representatives.
12/1989-06/1998	2150 full-time	Bolivia / regional LAC	Swedforest International/ Scandiaconsult Natura (current name NIRAS Sweden) Jerker Thunberg jerker.thunberg@sida.se	Regional Director and Resident Repr.	A) Managed Regional Office and staff; backstopping of 13 res.rep's. B) Dialogue with ministries, prepared bidding docs and negotiated contracts with World Bank, IDB, EU, NDF, bilateral agencies. C) Bolivia, Team leader: (i) National Forest Industry Program, Sida, 5 years (private sector); (ii) National Forest Inventory Program, Sida, 5 years; (iii) Evaluation of "Fomento Lechero", Danida, (iv) ITTO expert on forestry in indigenous territories (6 Months); (iv) ITTO consultant, Evaluation of Chimanes forestry project. D) Argentina: Representative of SCC Natura in management committee for World Bank project "Desertification in the Patagonia". E) Argentina, Bolivia, Paraguay: Feasibility study, Integrated management of the Dry Chaco Region, UNDP; F) Paraguay: Study and advice on agroforestry and land use in a Guaraní indigenous territory, and study tour with indigenous leaders to Ecuador, Noragric; G) Central America: (i) Evaluation of 1 st phase of the CATIE/IUCN Program "Conservation for sustainable development in Central America" and design of 2 nd phase, Sida; (ii) Evaluation of IUCN Regional Office & Program for Central America, IUCN. F) Colombia: Coordinator, Inventory of Forestry and Natural Resources, 2 years, IDB. G) Ecuador: (i) Feasibility study for the Upper Pastaza Watershed Management Program, Sida; (ii) Evaluation of rural development project in Cuenca, Norad. H) President of the National EIA Service in alliance with NGOs.
01/1988-11/1989	470 full-time	Norway and Nicaragua	Royal Norwegian Society for Development, José Ramos Jose.Ramos@norgesvel.no	Chief Latin America/ Res. Rep.	A) Coordinated co-operative and rural development projects: Nicaragua: (i) Strengthening of the National Union for Agricultural and Husbandry Producers (UNAG); (ii) Relief aid due to climate related disasters: the drought situation and after Hurricane Joan; (iii) Evaluated 2 regional programs for Central America & Caribbean on cooperatives and gender.
12/1985-12/1987	500 full-time	Bolivia	FAO, Coordinator Fernando Del Carpio ferdelcar@yahoo.com.ar	Associate Expert	Reforestation and soil rehabilitation in the Upper Guadalquivir Watershed, Tarija: In charge of seedling production in city nursery and 6 community nurseries and >600 ha forest plantations. In charge of community organization and 40% increase of women participation in social forestry. Prepared knowledge management and training products.
09/1985	20	Bolivia	FAO, Project Director Fernando Del Carpio ferdelcar@yahoo.com.ar	Consultant, Mid-term Review	Member of Evaluation Team for the project 'Reforestation and soil rehabilitation in the Upper Guadalquivir Watershed' in Tarija, led by the FAO headquarters.
05/1982-12/1985	880 full-time	Norway	Royal Norwegian Society for Development, José Ramos Jose.Ramos@norgesvel.no	Specialist/ Senior Specialist	(i) Design, M&E of rural development projects in Africa and Asia; (ii) Coordinated information and training in the Norwegian co-operative organizations, and knowledge products based on baseline studies and evaluations; (iii) In charge of 1-year Norad research study on aid from communities to communities, Bolivia, Peru, Nicaragua, Kenya and Norway, and review of local projects; (iv) Baseline study on rural development in Nepal, incl. 1 month mission 1984.
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Other information: 25 courses in IDB 1999-2012; **Other agencies:** GEF Familiarization Seminar; Designing and building results frameworks for GEF projects; Economic evaluation of environmental goods and services, CATIE Costa Rica; Disaster risk management, GIZ Ecuador; Economic evaluation of environmental degradation, CIDIAT Venezuela; Gender equality, Danida 2014; Ecosystem-based Disaster-risk management, IUCN Hawaii 2016; Norad-GEF-GCF Workshop on evaluation in forestry, Norway 2017; Evaluation of the SDGs, Mexico 2017; GEF/GEF-7 course; Many BSAFE courses.

Presentations: Subject: Forest certification, Brazil Forestry Congress 1995; Subject: Forestry in a regional context, Dialogue for Central American Environmental Vice-ministers, Costa Rica 2005; Subject: REDD+, IDB Forestry & Climate Change Seminar, USA 2010; Subject: Sustainable Forest Management and Climate Change, UNFCCC-COP20 Peru 2014; Subject: Certification of cocoa products, Bolivia 2015; Subject: Climate Change & Carbon financing in forestry, CBD-COP13 Science Forum Mexico 2016; Subject: Sustainability & relevance of GEF projects in SIDS, IDEAS World Evaluation Congress Czech Republic 2019. **Recognition:** 1st Honorary Member, Nicaraguan Farmers Union 1989; Special mention IDB Team Awards 2009; Leader of Winning Team IDB Carbon Emission Reduction Award 2011.

Boards: Board Member Scanteam AS (www.scanteam.no) 2018-; International Committee - Latin America & Caribbean Environmental Funds (RedLAC) 2016-18; Steering Committees for Joint Mechanism for Mitigation and Adaptation for Sustainable Forest Management, DANIDA Civil Society Fund, and DANIDA Innovation Fund, Bolivia 2014-16; Board of Directors IDB Staff Association 2010-2012; Coordinator of Bolivia Inter-agency Group on Climate Change 2009-2010; Coordinator of the National EIA Service, Bolivia 1992-99.

Resource person: (i) Expert Reviewer: International Journal of Climatology (ISSN 1097-088). ISI ranking 2015: 14/84; Review of "Climate Change and Variability Impacts on the Forests of Bangladesh: A diagnostic discussion based on CMIP5 GCMs and ENSO" (2017); (ii) Resource person for GEF-IEO on Small Island Development States (2018); (iii) UNDP International Expert (framework contract) on Nationally Determined Contributions (NDC) Support for the Paris Agreement (2020-); (iv) Accredited UNFCCC technical expert (from 2020).

Representation: GEF Council meeting 2006; First meeting of PPCR Pilot Countries 2009; FCPF Annual Meeting 2009; FIP Annual Meeting 2009; UNFCCC-COP20 Peru 2014; IUCN World Conservation Congress Hawaii 2016; Congress of Latin America & Caribbean Environmental Funds (RedLAC) Brazil 2016; CBD-COP13 Mexico 2016; Oslo REDD Exchange Norway 2016 and 2018; IDEAS World Evaluation Congress Mexico 2017 and Czech Republic 2019.

Certificates: Board Member Authorization from Norwegian Board Association 2022; Certificate of accreditation: Sustainability Analysis, Norwegian Board Association 2023; UN Basic Security in the Field 2018; UN Advanced Security in the Field 2018; UN BSAFE 2020; GEF-7 Course 2020; UNICEF Prevention of sexual exploitation and abuse PSEA 2020; UN BSAFE for WFP 2022; WB BSAFE 2022.

Professional country experience: Algeria, Argentina, Bangladesh, Barbados, Belgium, Belize, Bhutan, Bolivia, Brazil, Cambodia, Chile, China, Colombia, Comoros, Costa Rica, Cuba, Democratic Republic of Congo, Denmark, Dominican Republic, Ecuador, El Salvador, Eritrea, Fiji, Finland, Germany, Ghana, Guatemala, Guinea-Bissau, Guyana, Haiti, Honduras, India, Indonesia, Italy, Ivory Coast, Jamaica, Jordan, Kazakhstan, Kenya, Kiribati, Korea, Maldives, Mauritius, Mexico, Micronesia, Mongolia, Mozambique, Myanmar, Nepal, Nicaragua, Norway, Pakistan, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Republic of Türkiye, Russia, Samoa, Seychelles, Sierra Leone, Slovenia, Solomon Islands, South Africa, Sri Lanka, St Kitts & Nevis, St. Vincent & the Grenadines, Sudan, Suriname, Sweden, Tanzania, Thailand, Timor-Leste, Tonga, Trinidad & Tobago, Tunisia, Tuvalu, Uganda, Ukraine, Uruguay, USA, Uzbekistan, Vanuatu, Venezuela, Vietnam.