

BERNARD BROUGHTON - PROFESSIONAL RECORD

Background

I grew up on a wheat and sheep farm outside Mendooran (I was born in Dubbo hospital in 1953). Went to boarding school in Sydney from 1966 to 1971 (St Joseph's College, Hunters Hill). Did a year of Commerce-Law at the University of NSW in 1972 but did not receive enough credits and was discontinued. Bought a bogie drive tip truck and operated it through 1973, selling it to return to university in 1974, studying Arts-Law at Macquarie University. I graduated with a BA.LLB in 1979. Through those years I did casual work to pay the rent etc, including working as a builder's labourer on construction sites, pulling beer in the Auburn Hotel, working as a waiter at the Bourbon and Beefsteak restaurant in Kings Cross and driving Yellow Taxis out of their Surry Hills depot. In early 1980 after completing university, I initially worked on a tuna boat operating out of Eden in NSW and later Port Lincoln in South Australia. I then worked briefly as a research officer for the refugee agency AUSTCARE and then for a Select Committee of the NSW Parliament on Aboriginal land rights.

Professional summary

Working for NGOs

Practiced law as a solicitor from 1981 to 1983 but switched course and engaged in humanitarian and development assistance from early 1984, commencing as a volunteer with Save the Children UK at the outset of the famine in Ethiopia followed by paid field-level roles for Oxfam GB in Uganda, Somalia and Sudan; the International Federation of the Red Cross in Cambodia; and briefly Caritas Australia in Timor Leste. I also worked in an NGO headquarters role briefly, in Canberra for CARE Australia from 1989 to 1990.

Consulting

Returned to Australia with family in 1995. We lived initially in Sydney and then moving back to Canberra where we had lived when I worked for CARE. My field experience anchored my role for the next 30 years as an independent consultant undertaking design, monitoring, and evaluation work for both development and humanitarian programming. I concentrated mainly on leading independent evaluations. My most significant clients in terms of the number of assignments were DFAT, UN WFP and latterly the ADB. For the most part conducted my consulting through Project Design & Management Pty Ltd, a company I co-founded with others in 1991.

Consulting took me to many countries including (by region) Uganda, Sudan, South Sudan, Tanzania, Eritrea, Ethiopia, South Africa, Zimbabwe; Palestinian Territories, Lebanon, Iran, Afghanistan, Russian Federation, Nepal, Pakistan, China, Myanmar, Vietnam, Thailand, the Philippines, Indonesia, Timor-Leste, PNG, Solomon Islands, Fiji, Kiribati, Samoa, New Caledonia.

Post consulting

I completed my last consultancy in late 2024, an evaluation for DFAT that required extensive travel. I had to accept that it had become untenable continuing this kind of work now as a single parent with two teenage children at home. I undertook an eight-month certificate course at Wollongong TAFE, with the idea of working in personal care for a short period and then seeking work as an evaluator with the Aged Care Quality and Safety Commission. In early 2026 the Commission invited me to apply for such a position however I realised that even this would have required more time away from home than was in the interests of my children. In the end I settled on a job driving buses for Dion's in Wollongong. In the end my working life has been book-ended by driving a tip truck in the early 1970s and driving buses from 2026!

A. Law related activity and employment

Macquarie Legal Centre

Parramatta 1979 > Co-founder

Poverty legal centre established in Parramatta and run by volunteer students and staff from the Macquarie University Law School.

Australians Care for Refugees (AUSTCARE)

Sydney 1980 > Research Officer

Responsible for Austcare's monthly newsletter and special publications.

Select Committee of the NSW Legislative Assembly upon Aborigines

Sydney 1980 > Research Officer

Member of team working out of Parliament House in Sydney. Travelled widely in NSW conducting interviews to gain information and perspectives from indigenous communities on protecting culture.

Allen Allen & Helmsley

Sydney 1981-83 > Solicitor

Practiced as a solicitor admitted to the Supreme Court of NSW. General litigation practice and corporate legal advice.

Western Desert Puntukurnuparna Aboriginal Corporation (WDPAC)

Pilbara WA 1997 > Land rights advocacy

Surveyed Martu concerns and interests related to the proposed development of a uranium mine at Kityre and assisted the native title claimants develop a strategy for opposing it including designing a visual and verbal presentation of the impact of uranium mining at Kintyre on the Martu that elders presented to the WA Ministry of Mines in Perth.

Contracted by WDPAC to assist Martu native title claimants develop and present a strategy and rationale to the West Australian government for opposing uranium mining at Kintyre.

Ngaluma and Injibandi Native Title Claimants and Woodside Offshore Petroleum

Pilbara Western Australia 1997-98 > Design community development foundation

Together with another consultant undertook community consultations to design the Ngaluma-Injibandi Development Foundation to manage and monitor the use of compensation funds to be paid by Woodside for further development on the Burrup Peninsula. This consultancy was paid for by Woodside.

B. Employment with Humanitarian Organisations

Save the Children UK

Ethiopia 1984 > Volunteer

Helped conduct the first surveys and establish a child feeding centres in Korem, Wollo Region, Tigray during the early phase of the famine response.

Uganda 1984 > Logistician

Responsible for SCF's central stores and helped deliver emergency medical and other supplies to hospitals and clinics in the Luwero Triangle north of Kampala which was the epicenter of the 'bush war' between government forces and the rebel NRA that finally seized power in 1986.

OXFAM

Uganda 1984-88 > Karamoja Resettlement Project Manager

Tasked by Oxfam UK to initiate and manage the Lolelia Development Project in Karamoja to resettle conflict and drought affected Karamajong on productive land and seek livelihood security. After three years the number resettled in Lolelia had grown to 7,300 in 13 new villages.

Somalia 1988 > Galgaduud Region Project Manager

Tasked by Oxfam UK to leave Uganda for 3 months to establish and manage, in collaboration with UNICEF, an emergency supplementary feeding project for drought affected populations, from a base in Dhuusamareeb on the Ethiopian border.

Uganda 1988-89 > Relief and Rehabilitation Coordinator

Tasked by Oxfam UK to respond to emergencies which involved inter alia managing a large food relief and agricultural rehabilitation project in Kitgum District during the LRA insurgency; assessing relief needs in Soroti District also in the context of insecurity; and managing the reception of Sudanese refugees in Kaabong Sub-County.

South Sudan 1993-95 > Relief and Rehabilitation Coordinator

Tasked by Oxfam UK & Ireland to establish and manage a rehabilitation and development program in Bahr el Ghazal and Western Equatoria addressing primary health care, water supply and sanitation, veterinary services, and food security/livelihoods.

CARE Australia

Emergencies Director 1989-1990

Joined CARE Australia shortly after it was established, based in the head office in Canberra. Managed the humanitarian program project budgeted at \$6 million. Conducted field assessments and monitored projects in Vietnam, Thailand, Sri Lanka, Jordan, Angola, Mozambique, Malawi, Zimbabwe, Uganda and Sudan. Resigned after discovering that the organisation had been committing fraud on the Commonwealth, taking the matter to the Australian National Audit Office. Led to the establishment of a new Code of Conduct for Australian NGOs.

Internation Federation of the Red Cross

Development Delegate 1991

Assisted the Cambodian Red Cross establish capacity to assess food aid and rehabilitation needs. Included training in survey techniques, project design, monitoring and review.

Resettlement Coordinator 1992-93

In collaboration with UNHCR, managed the reception, resettlement and monitoring of refugees returning from camps in Thailand to zones controlled by the Khmer Rouge, KPNLAF and ANKI in north-western Cambodia. Role included stakeholder consultations; setting up three reception centres and overseeing return, registration and provisioning; implementing quick-impact projects; and monitoring respect for the human rights of returnees.

CARITAS

Emergencies Coordinator 1999-2000

Established Caritas Australia's emergency program in the Oecussi enclave at end of October 1999, leading the food aid operation and planning the housing reconstruction program. involved in country-wide planning/logistics and the importation of trucks, timber for shelter and seeds.

C. Assignments with Humanitarian Organisations

OXFAM

Ethiopia 1995 > Internal purchase / food security evaluation

Contracted to lead an evaluation of AusAID funded 'Agricultural Rehabilitation Project' implemented in Tigray by Oxfam Australia (at the time known as Community Aid Abroad) and an Ethiopian agency (REST). Involved 3 weeks fieldwork in highland and western Tigray and the use of PRA techniques.

Philippines 1997 > Integrated rural development evaluation

Contracted by OXFAM Australia to lead an evaluation of the AusAID funded 'Ifugao Northern Upland Communities Sustainable Development Project', an integrated area development project implemented by Community Aid Abroad and the Philippines Rural Reconstruction Movement. Three weeks field work and use of participatory rural appraisal (PRA) techniques.

South Sudan 1999 > Primary health care project evaluation

Contracted by Oxfam Australia to conduct an Independent Completion Evaluation of the three-year AusAID funded Rumbek County Primary Health Care Project implemented by Oxfam GB.

Horn of Africa 1999 > Regional programming review

Facilitated an internal review for Oxfam Australia of their Horn of Africa Program.

National Council of Churches of Australia

Eritrea 1995-96 > Internal purchase / food security evaluation

Evaluated the impact of the Food Security Working Group (consortium of Australian NGOs) on food security in Eritrea including the effectiveness and efficiency of the AusAID funded Agricultural Rehabilitation Project implemented by the FSWG and the Eritrean government. Involved 3 weeks field work in Eritrea and the use of Participatory Rural Appraisal techniques. Contracted through the National Council of Churches of Australia.

Australian Council for International Development (ACFID)¹

Sydney and Melbourne 1996 > Emergency response training

Contracted to design and facilitate two workshops for NGO emergency response managers on responding to complex humanitarian emergencies.

Sydney and Melbourne 1996 > Design and M&E for managers training

Contracted to design and facilitate two workshops for NGO project managers on project design, monitoring and evaluation. In collaboration with ANUTECH.

Canberra 1997 > Bridging the Gap - A Guide to Monitoring & Evaluating Development Projects

Contracted to write a book assisting NGOs establish management information systems and plan and manage reviews and evaluations. 170 pages, co-authored with Jonathan Hampshire.

Sydney and Melbourne 1999 > Monitoring & reporting training

Contracted to design and facilitate a series of two-day workshops in Sydney and Melbourne for NGO staff on monitoring and reporting to AusAID.

Canberra 2007 > Emergency stores supply chain review

Specialist supporting desk review by Oxfam, Australian Red Cross and World Vision of emergency response supply chain arrangements for disasters in the Asia-Pacific.

Landcare NSW

¹ Prior to March 2004, known as the Australian Council for Overseas Aid (ACFOA)

Coffs Harbour 1997 > Community development

Presented a workshop session entitled 'The relevance of community development as practiced in less developed countries to Landcare in Australia'.

The Fred Hollows Foundation

Zimbabwe, Kenya and Ethiopia 1998

Contracted to review the AusAID and community funded 'Cataract Microsurgical and Intraocular Lens Training Project' implemented in Zimbabwe, Kenya and Ethiopia. The project introduced advanced surgical techniques for implanting interocular lenses.

Vietnam 1999 > Cataract blindness program evaluation

Contracted to conduct an Independent Completion Evaluation of 4-year Fred Hollows Foundation AusAID funded Cataract Blindness Eradication Program.

Pakistan 2000 > Cataract blindness program design

Contracted to conduct in-country consultations with eye care specialists and stakeholders to design a five-year cataract surgery program. Secured AusAID funding.

Canberra 2007 > Eye care program design

Contracted to prepare the design, scope of service and basis of payment for the Pakistan-Australia Pediatric and Diabetes Related Eye Care Program 2008-12. Secured AusAID funding.

World Vision International

Indonesia 1998-99 > Social safety net evaluation

Evaluated WVI's 'Social Safety Net Program - emergency food security and health intervention in Eastern Indonesia' (East Sumba and Roti Island NTT) funded by AusAID and CIDA.

AngliCOR Australia

Tanzania 2008 > Rural development and conservation evaluation

Evaluated the effectiveness of a rural development and environmental conservation foundation (the JITUME Foundation) in Mpwapwa. Participatory rural appraisal (PRA)

Transparency International

Canberra 2009 > Strategic planning training

Developed and facilitated a short course on strategic planning for Transparency International's Asia Pacific national representatives.

Land and Equity Movement Uganda

Uganda, 2010 > Planning and monitoring training

Developed and delivered training to strengthen Land and Equity Movement's planning, monitoring and evaluation systems.

Cardno Australia

Pacific 2019 > Review of Infrastructure Partnerships in the Pacific 2019 > Team leader of a review of the localised development impact of Cardno's partnerships with infrastructure firms in Pacific Island Countries. Case studies were conducted in PNG (including Bougainville) and the Solomon Islands.

Goal Global

Uganda 2011-12 > Food security evaluation

Peer reviewed an independent evaluation of GOAL Uganda's Household Food Security Project in post-conflict north and north-west Uganda.

D. Assignments with United Nations agencies

UN World Food Program (WFP)

China 1999 > Food response to floods evaluation

Member of team evaluating WFP's response to 1998 floods in Hunan, Hubei, Jiangxi and Anhui Provinces.

Uganda 2001 > Food security evaluation

Team leader of evaluation of WFP's Protracted Relief and Recovery Operations in Uganda - PRRO 6176 'Assistance to Refugees and IDPs'. For WFP Office of Evaluation (OEV), Rome
<http://documents.wfp.org/stellent/groups/public/documents/reports/wfp065633.pdf>

Timor-Leste 2001 > Emergency food operation evaluation

Team leader of evaluation of WFP's Emergency Operations in East Timor, in particular EMOP 6177 'Emergency Food Assistance to Victims of Civil Strife'. For WFP OEV Rome

Canberra 2002 > M&E guidelines design

Peer reviewer and contributor of material for WFP's then new Monitoring & Evaluation Guidelines.

Iran 2002 > Evaluation of protracted food aid support for refugees

Team leader of evaluation of WFP's Protracted Relief and Recovery Operations in Iran - PRRO 6126 'Food Assistance and support for repatriation of Iraqi and Afghan refugees'. For WFP OEV Rome
<http://documents.wfp.org/stellent/groups/public/documents/reports/wfp022479.pdf>

Sudan 2004 > Food aid evaluation

Team leader of evaluation of WFP's Emergency Operations in Sudan – EMOP 10048 2001-2004 'Assistance to War and Drought Affected Populations'. For WFP OEV Rome
<http://documents.wfp.org/stellent/groups/public/documents/reports/wfp065383.pdf>

Uganda 2012 > Food assistance to refugees & IDPs evaluation

Team leader of evaluation of WFP's Protracted Relief and Recovery Operation in Uganda- PRRO 101213 'Assistance to Refugees and Internally Displaced Persons' April 2009 to March 2012. For WFP Regional Office, Nairobi

Uganda 2013 > Workshop design and delivery

Designed and facilitated two-day workshop reviewing nutrition programs in Karamoja for UN agencies, NGO partners, and government health authorities.

Canberra 2018 > Evaluation quality assurance

Team member of the UN World Food Programme (WFP) Decentralised Evaluation Quality Assurance System (DEQAS) managed by IOD PARC UK to provide desk-based QA upon request for terms of reference, inception reports and/or draft reports (for me tasking relating to evaluations in Guinea-Bissau, Laos, Pakistan and Nepal).

UN Food and Agriculture Organisation (FAO)

Afghanistan 2004 > Food security evaluation

Team member of evaluation of WFP's Protracted Relief and Recovery Operation – PRRO 10233 2003-2004 'Food Assistance to Re-establish Livelihoods and Household Food Security in Afghanistan'. Contracted through FAO.

Myanmar 2014 > Animal health project design

Assisted FAO technical experts and other stakeholders to critique and reframe a proposed Animal Health and Production Project. Included preparing a LogFrame and M&E Framework.

UN Children's Fund (UNICEF)

Nepal 1999 > UNICEF human rights approach review

In-country Mid-Term Review of the progress of the HMG Nepal-UNICEF Country Program in instituting a human rights approach. Team Member. Led by Human Rights Council of Australia

Russian Federation 2003 > Review of assistance to Chechnyan refugees

In-region review of UNICEF's Emergency Program for Chechnyan refugees in the Northern Caucasus (primarily in the Republic of Ingushetia), for the period November 1999 to December 2002.

Indonesia 2006 > WASH cluster response review

In-country review of the effectiveness of the Water, Sanitation and Hygiene (WASH) cluster agencies response to the May 27 Central Java Earthquake.

UN Office for the Coordination of Humanitarian Affairs (OCHA)

UN HQ New York 2002 > Senior Evaluator

Assisted OCHA's Evaluation and Studies Unit in New York prepare and manage a portfolio of evaluations of humanitarian operations in Afghanistan and elsewhere (3 months).

Sudan 2004-05 > Real time evaluation of the international response to the Darfur crisis

Team leader of the 'Inter-Agency Real Time Evaluation of the International Humanitarian Response to the Crisis in Darfur' conducted over 18 months and involving three missions to Sudan, three reports, and briefings to senior UN representatives in New York and Geneva. Commissioned by the UN Emergency Relief Coordinator and Under-Secretary General for Humanitarian Affairs

<http://documents.wfp.org/stellent/groups/public/documents/reports/wfp092382.pdf>

UN Capital Development Fund (UNCDF)

Uganda 1998 > Budget decentralisation pilot review

Led a review of a pilot UN Capital Development Fund project designed to test systems for the devolution of the national development budget to Districts and Sub-Counties. Involved field work in five districts and two national workshops.

Uganda 1998 > Budget decentralisation M&E design

Designed M&E system for pilot District Development Project for the decentralisation of the national budget to Districts and Sub-Counties.

UN Development Program (UNDP)

Uganda 2011 and 2012 UNDAF reviews

In 2011 undertook the Annual Review of the UN Development Assistance Framework (UNDAF) 2010-2014 and in 2012 led the Mid Term Review of the same which involved assessing all UN activities in Uganda, identifying risks and framing recommendations for the UN Country Team for 2013-2014.

E. Assignments with Department of Foreign Affairs & Trade (DFAT)²

Canberra 1990 > Indonesia country program review

Researcher /author of background briefings, discussion papers and financial analysis for the review of the effectiveness of the Indonesia country program.

Mozambique, Sri Lanka, Bangladesh 1991 > Bilateral food aid review

NGO specialist on team reviewing Australia's bilateral development food aid programme. Included field visits to Mozambique and Sri Lanka.

² Prior to November 2013 AusAID and prior to 1995 AIDAB

Canberra 1991 Lessons Learned Data Base

Designed and populating the data base, including defining the categories/index, researching past reviews and evaluations, and drafting and framing the first 300 lessons.

Canberra 1991 > Oceanography research project

Designed the South Pacific Oceanographic Study Project to be funded by AIDAB and implemented by CSIRO/AMSAT.

Melbourne 1995 > Malaria research project design

Co-designed the Indonesia Malaria Research Project for the Walter and Eliza Hall Institute in Melbourne which was subsequently funded by AusAID.

Vietnam 1996 > Language training project design

Design specialist on team assisting the Ministry of Justice in Vietnam develop the English Language and Technical Courses Project to be funded by Australia.

Canberra 1997 > Bilateral food aid review

Author of 5 papers for review of Australian government food aid incl. 'Recent Evaluations of Humanitarian Food Aid', 'When should Food Aid be the Priority Relief Response', 'Needs Assessments and Targeting', 'The Role of Food-for-Work in Transition from Relief to Rehabilitation and Development'; 'Funding Channels – WFP and/or Australian NGOs'.

Canberra 1997-2002 > Training AusAID staff:

- Design and M&E in rural development > Co-designed and facilitated 2 four-week courses in 1997 on design, M&E for AusAID program managers. In collaboration with ANUTECH.
- M&E in development > Co-designed and co-facilitated 4-week M&E course in 1999 for AusAID Program Managers from Indonesia, Palestine and Australia. In collaboration with ANUTECH.
- M&E in development > Co-designed and co-facilitated 4-week M&E course in 2000 for Program Managers from Indonesia, Philippines, South Africa & Mozambique.
- M&E training of trainers > Designed and delivered training in 2000 to assist Humanitarian and Emergency Section (HES) and other staff plan/manage humanitarian M&E exercises.
- Evaluation > Designed and delivered the 'evaluation in practice' module for design, monitoring and evaluation courses in 2001-02 for three successive groups of AusAID Program Support Staff. In collaboration with ANUTECH.

Papua New Guinea 1998 > Highland drought response evaluation

Humanitarian relief specialist on team evaluating Australian assistance to the drought in PNG, which included the provision of food relief with assistance from the Australian Defence Force. Extensive field work in the Highlands engaging with affected communities.

Philippines 1999 > Mindanao peace and development program

Appraised the proposed cooperation between the UN Development Program and the Government of Australia in the third phase Multi-donor Programme for Peace and Development in the Special Zone of Peace and Development, Southern Philippines. The partners included UNDP, UNICEF and ILO.

Indonesia 2000 > Design of HIV/AIDS program

Led design mission to Indonesia to undertake consultations with government and those directly affected by HIV to design the Indonesia-Australia HIV/AIDS Program Phase II 2002-2008, including the Project Design Document, Scope of Services and Basis of Payment.

Tanzania, Zimbabwe & South Africa 2000 > Cluster evaluation of funded NGO projects

Led Cluster Evaluation of Australian-funded NGO projects in Africa. Sample included three

countries and eight NGO projects (mostly HIV/AIDS related). Focus was on monitoring systems, achievement of objectives, impact.

Canberra 2000-2007 > Appraisal, design and review tasks for several AusAID Sections:

- **International Refugee Fund 2000** > Designed M&E framework for the fund, which led to broader recommendations for the Humanitarian & Emergencies Section.
- **Emergency Response Cooperation Agreement 2002** > Technical assessment panel member assessing and scoring NGO bids under the AusAID/NGO Emergency Response Cooperation Agreement.
- **Conflict and disasters study 2003** > Desk study to conceptualise the integration of conflict and disaster response related activities in country/regional programs and corporate management information systems.
- **MEL design advice** > Provided advice on the design of the Vietnam-Australia Monitoring and Evaluation Strengthening Project Phase II 2004-2007.
- **Illicit drugs initiative design 2005** > Assisted Asia Transboundary Section with the concept submission and design note for the Illicit Drugs Initiative, 2005-07.
- **Trafficking design appraisal 2005** > Desk appraisal of Design Document of Asia Regional Trafficking Project to ensure adherence to design standards & basis for contracting.
- **M&E frameworks review 2006** > Desk review of the quality of M&E Frameworks of South Asia and Africa funded initiatives designed by UN agencies and NGOs funded by Australia.
- **Sexual health project appraisal 2007** > Appraised PNG-Australia Sexual Health Improvement Project (PASHIP). Desk appraisal of project design/funding submissions from seven NGOs.

Canberra 2001-2002 > Disaster stocks and response arrangements review

Reviewed Australia's disaster response arrangements for the Asia-Pacific, focusing on Australia's disaster stores for natural disasters and complex emergencies held in ADF stores in Moorebank, arrangements with the ADF and support for OCHA and UNDAC.

Indonesia 2002 > Appraisal of Red Cross proposal

Consultations in Indonesia to appraise a proposal to AusAID for strengthening the disaster preparedness and response capacity of its Red Cross Society.

Occupied Palestinian Territories and Lebanon 2003 > Humanitarian strategy review and redesign

Led a review of Australian funded humanitarian assistance to Palestinians in the OPT and Lebanon and developed a revised humanitarian strategy for the Australian Government's ongoing program. Field work in the West Bank, Gaza and refugee camps in Lebanon.

Myanmar/Burma 2003 > Humanitarian strategy review and design

Led review of Australian funded humanitarian activities in Myanmar and on the Thai-Myanmar border and developed a humanitarian strategy for the Australian Government's aid program. Field work in Myanmar and Thailand.

Thailand 2006 > Review of Asian Disaster Preparedness Centre

Led the Mid-term Review of Asian Disaster Preparedness Center (ADPC) 'Mainstreaming Disaster Risk Management and Institutional Development Projects' funded by Australia. Reviewed Phase 1 and advised if should proceed to Phase 2. Consultations with ADPC, Post and others in Bangkok.

Canberra 2006-07 > Emergency response capacity review

Led review of AusAID's emergency response capacity in emergency shelter and water supply. Made recommendations for improved specification of holdings and wrote guidelines for assessing requests for the release of stocks for an emergency response.

Canberra 2006-2009 > Various taskings by the Humanitarian and Emergencies Section (HES):

- Indian Ocean Tsunami response > Peer review an evaluation of Australia's response to the December 2004 Indian Ocean Tsunami
- Refugee fund design > Design the M&E Framework for the International Refugee Fund.
- M&E system design > Assist an external team develop a fully reworked comprehensive M&E system for HES
- Peace, conflict and development design input > Advise on the design of an evaluation of Peace, Conflict and Development Policy
- Disaster risk management appraisal > As panel member appraise and score NGO bids under NGO periodic funding agreement for disaster risk management
- Emergency response procedures training > Design and facilitate a training course on emergency response procedures for HES Emergency Officers
- M&E guidance and SOPs 2007 > Design guidance notes for Humanitarian and Emergency Section staff appraising emergency response plans & proposals and assist with developing emergency response SOPs
- Australian Civilian Corp design 2009 > Develop an integrated planning and monitoring frameworks for the Deployable Civilian Capacity.

Indonesia 2007 > Design and proposal writing training for Dept of Trade

Conducted project design and donor proposal preparation training in Bali for members of Indonesia's Department of Trade, through the Indonesia Australia Specialised Training Project 2005-2008 (AISTP III).

Sri Lanka 2008 > Review of deployment of protection officers to UN agencies

Reviewed Australia's funding for deployment of protection officers with UN agencies (most notably UNHCR) through Austcare and RedR Australia. Field study in Sri Lanka.

Canberra 2008 > AusReady

Reviewed Australian Government emerging infectious diseases facility AusReady. Determined relevance and effectiveness and advised whether to continue to fund the facility.

Indonesia 2008 > Emergency response and preparedness evaluation

Evaluated Australian Government disaster and emergency response interventions in Indonesia over the period 2006-2007 and Australia's preparedness to respond in future.

Indonesia 2008 > Animal health program review

As M&E specialist supported the Mid Term Review in Indonesia of the Australian funded 'Animal Health Emerging Infectious Diseases Program'.

Indonesia 2008 > Aceh rehabilitation evaluation

Led multi-disciplinary team conducting the Independent Completion Report of the Infrastructure Component of the Aceh Rehabilitation Program. Fieldwork in Aceh, consultations in Jakarta, and debrief in Canberra.

Fiji, Samoa and Kiribati 2009 > Climate change monitoring and prediction projects review

Led multi-disciplinary team to three countries in the Pacific to conduct combined review of the 'Pacific Islands Climate Prediction Project Phase 2' and 'South Pacific Sea Level and Climate Monitoring Project Phase 4'.

Strategic 2009 > Pandemics and emerging infectious diseases strategy review

Reviewed 15 programs totalling \$95 million funded under Australia's 'Pandemics and Emerging Infectious Diseases Strategy (2006-2010)' and advised on a new Strategy.

Fiji, Samoa, New Caledonia and Solomon Islands 2010 > Pandemic preparedness evaluation

Led multi-disciplinary team to four Pacific countries to conduct an Independent Completion Report of the 'Pacific Influenza Pandemic Preparedness Project (PRIPP) 2006-2010'.

Papua New Guinea 2013 > Disaster risk management review

Conducted Independent Progress Review of Australian funded ‘PNG Disaster Risk Management Program 2010-2014’, strengthening preparedness, response and disaster risk reduction. Field visits East & West New Britain.

Canberra 2013-2014 > Humanitarian advisor for ADF training exercise

Presented humanitarian imperatives and perspectives in scenarios for annual post-conflict assistance planning and training exercises at the ADF’s Australian Command and Staff College, Canberra. Contracted as a member of the Australian Civilian Corp.

Conveyed humanitarian principles and perspectives in scenarios used for annual training exercises at the Australian Command and Staff College, Canberra.

Papua New Guinea 2015 > Policing partnership review

Led the Mid-Term Review in PNG of the ‘Australia–PNG Policing Partnership (PNG-APP) Phase IV 2013-2017’, implemented by the Australian Federal Police (contracted directly to the AFP).

Pacific 2016 > Design of joint NZ-Australia Humanitarian Monitoring & Evaluation Framework

Led the development of the Joint New Zealand – Australia Humanitarian Monitoring and Evaluation Framework for the Pacific, designed for disaster response and supporting real time remedial action and providing the evidence-base for results (contracted through NZ Ministry of Foreign Affairs and Trade). <https://reliefweb.int/report/world/mfat-dfat-humanitarian-monitoring-and-evaluation-framework-pacific>

Canberra 2014-2017 > Humanitarian M&E Adviser to Humanitarian and Emergencies Section
Tasks included designing:

- DFAT’s Humanitarian Aid Quality Check template and rating matrix
- An internal workshop on Humanitarian M&E
- Due Diligence Baseline Assessment Report for NGO seeking funding
- Theory of change, program logic and M&E framework for a civilian deployment program
- M&E plan and templates for assessing the utility of Australian Humanitarian Supplies.

Papua New Guinea 2017 > Meta evaluation of the quality of past evaluations

Conducted desk review of the quality of 17 evaluations of PNG development projects/programs conducted from 2015 to 2017, identifying lessons for improving DFAT’s approach to evaluation in PNG and synthesizing key findings for improving program management, quality and impact.

Papua New Guinea 2017 > Evaluation of drought and frosts disaster response

Sole evaluator assessing if Australia’s response to the El Niño drought and frosts in PNG 2015-2016 was appropriate, timely, effective and efficient and to inform future responses to El Niño events and risk reduction programs. <http://dfat.gov.au/about-us/publications/Pages/evaluation-of-australias-response-to-png-el-nino-drought-2015-2017.aspx>

Canberra 2017-18 > Design of Australia Assists MEL framework

Assisted DFAT develop the program logic and monitoring, evaluation, accountability and learning framework for Australia Assists that deploys Australian specialists to work with governments, multilateral agencies and communities to prepare for, respond to, and recover from natural disasters and conflict. Subsequently contracted directly by Registered Engineers Australia (RedR), which manages Australia Assists, to support the development of key MEL templates and processes.

Tonga 2018 > Review of vocational training program

Evaluation specialist on team conducting a mid-term review assessing the progress and management of ‘Tonga Skills for Inclusive Economic Growth Program’ funded by DFAT,

including identifying gaps and analysing solutions. <https://dfat.gov.au/about-us/publications/Pages/tonga-skills-for-inclusive-economic-growth-mid-term-review.aspx>

Pacific 2018 > Evaluation of protection in disaster response

Led an independent evaluation assessing the extent to which Australia's responses to disasters in the Pacific over the period 2013 to 2018 had been timely, effective and appropriate in relation to protection needs and risks with reference to commitments Australia has made and to global normative standards. <https://dfat.gov.au/about-us/publications/Pages/evaluation-of-protection-in-australias-disaster-responses-in-the-pacific.aspx>

Myanmar, Bangladesh, Thailand 2024 > Evaluation of Australia's package of humanitarian assistance

Led an independent evaluation of the relevance, coherence, effectiveness and efficiency of Australia's package of humanitarian investments in response to complex and protracted crises in Myanmar and across borders in Bangladesh and Thailand from August 2017 to June 2024. Included recommendations for a further package of assistance from 2026.

F. Assignments with other Bilateral Donors

United Kingdom, Department for International Development (DFID)³

Uganda 2013 > Nutrition program evaluation

Completion Review of UNICEF and WFP's 'Sustaining Nutritional Assistance in Karamoja' addressing acute malnutrition through supplementary and therapeutic feeding, health interventions, nutrition surveillance and water sanitation and hygiene promotion (WASH).

Uganda 2013 and 2015 > Review and evaluation of Red Cross DRM program

In 2013 reviewed the Ugandan/British Red Cross disaster risk management (DRM) program 'Reducing Community Risk and Strengthening Disaster Response 2011-2014' and in 2015 returned to undertake the completion evaluation of the program.

Geneva, Rome, New York 2015-2016 > Multilateral core funding evaluation

Member of team evaluating DFID's Pilot 'Unified' Approach to Multilateral Core Funding designed to improve the coordination and effectiveness of humanitarian assistance. Interviewed UNHCR, UNICEF, WFP, OCHA, CERF, IOM, ICRC and IFRC.

Uganda 2016 > Pastoralists Resilience Evaluation

Team leader of a final evaluation of a development program in Karamoja funded by DFID and implemented by the UN Food and Agriculture Organisation (FAO) known as 'Strengthening Resilience and Adaptive Capacity of Agro-Pastoral communities and the Local Government to Reduce Impacts of Climate Risk on Livelihoods in Karamoja'.

Myanmar 2019 > Review of national village loans program

Team leader of a review of the Department for Rural Development's Mya Sein Yaung or Evergreen Village Development Programme (focused on micro-finance) operating in over 11,000 villages across Myanmar. Qualitative focus. Field work included visits to sixteen randomly selected village units across four randomly selected Townships: Zigon (Bago Region); Katha (Sagaing Region); Tangyan (Shan North State); and Loikaw (Kayah State). Supported in the field by the Enlightened Myanmar Research Foundation. Contracted through Cardno UK for the Centre for Good Governance funded by the UK Government.

³ From September 2020, the Foreign, Commonwealth, and Development Office (FCDO)

European Union (EU)

Uganda 2014 > Farmer Field Schools evaluation

Evaluated the Farmer Field School Components of two EU funded post-conflict rural recovery and development projects (ALREP and KALIP) implemented by UN FAO in northern Uganda and Karamoja. http://www.opm.nulep.org/documents/alrep-partner-documents/item/download/1317_93ae3080232a69f68b10c3dafb2fa76b

United States Agency for International Development (USAID)

Uganda 2014 > Coffee sector development design

Facilitated the design of the Uganda National Coffee Strategy 2015-2040 and assisted the Uganda Coffee Development Authority draft a national 25-year coffee development strategy. Contracted through Chemonics

Uganda 2014 > Coffee production campaign evaluation

Evaluated the impact of the national Coffee Production Campaign 2006-2015 and the effectiveness and efficiency of the Uganda Coffee Platform, which brings together private & public sector stakeholders. Through Chemonics

Netherlands, Ministry of Foreign Affairs

Sudan 2005 > Food aid evaluation

Conducted the Sudan case study (with field work in Darfur focused on support provided to WFP) for the Evaluation of Dutch Humanitarian Assistance 2000-2004.

G. Assignments with Multilateral Development Banks

Asian Development Bank, Independent Evaluation Department (IED)

Asia and Pacific 2020-2021 > Real Time Evaluation of ADB's COVID-19 Response

Real Time Evaluation Advisor for IED's first real time evaluation, conducted over 18 months in 2020-2021, presenting evidence as it emerged of ADB's performance in helping members respond to COVID-19 and identifying and articulating corrective action that needed to be taken by ADB's Board. The methodology included interviewing the 26 recipient ministries of finance or equivalent receiving grants or loans. Special case study countries anchoring the RTE included Mongolia, Bangladesh, Cambodia, the Philippines and Papua New Guinea.

Asia and the Pacific 2022 > Evaluation of Asia Pacific Disaster Response Fund (APDRF)

Principal consultant evaluating the relevance, effectiveness, efficiency and sustainability of the APDRF over the period 2009-2021. <https://www.adb.org/documents/asia-pacific-disaster-response-fund-2009-2024>

Asia and the Pacific 2023 > Completion Report Validations

Contracted by IED to draft Project Validation Reports validating Project Completion Reports of COVID-19 related grants and loans to Tajikistan, Royal Marshall Islands, Bhutan, Pakistan, Kazakhstan, Nepal, Bangladesh, Solomon Islands, Cambodia, Papua New Guinea, Samoa, Azerbaijan, Vanuatu (13 in all).

Asia and the Pacific 2023 > Evaluation of ADB's Asian Development Fund 2020-2023

Contributed as Humanitarian to IED. The ADF is the bank's grant window. The scope of my work included assessing ADF funding: for (i) essential services in Afghanistan (\$405 million delivered through four UN agencies), and (ii) road, water and other infrastructure in Cox's Bazar (\$100 million through the Bangladesh Government).

Asia and the Pacific 2023 > Capstone Report of IED's first Real Time Evaluation (RTE)

Conducted an independent evaluation of IED's real time evaluation of ADB's response to the COVID-19 pandemic entitled 'Evaluation in a crisis: How useful was IED's Real-time

evaluation of ADB's COVID-19 support?' The methodology included interviewing ADB Board members and ADB management to illicit their views on the RTE's usefulness, and presenting lessons learned about the potential role of RTE for ADB in future emergency settings.

World Bank, Independent Evaluation Group (IEG)

Papua New Guinea 2021 > Country Programs evaluation design

Assisted IEG evaluation team design and plan an evaluation of World Bank support to PNG over successive country programs over the period 2008 to 2020, including: Researching and commenting on rural service delivery in previous country program strategies; assisting the team develop the Approach Paper including the 'virtual mission' piece and the design of the evaluation 'pillars'; and contributing to online mission planning.

H. Education and Training

Bachelor of Arts and Laws (BA.LLB)

Macquarie University Sydney, 1979

Masters in International Law

University of Dar Es Salaam, Tanzania (incomplete), 1980

Masters in Development Studies

Deakin University online (incomplete), 1992-1993

Training for Advanced Facilitators

Staufen, Germany, 1997

UNICEF corporate M&E systems

Trainer-of-trainers course, New York, 2003

UN Disaster Assessment and Coordination (UNDAC)

Team training in Switzerland, Singapore, New Zealand, 2003-2009

Australian Civilian Corp

Induction training, AFP Training Centre, Canberra, 2012

Certificate IV Compliance & Risk Management

Australian Compliance Institute, 2023

Certificate III Independent Support (Aged Care & Disability)

Technical and Further Education institution (TAFE), Wollongong, 2025

Understanding Dementia online course

Wicking Dementia Research and Education Centre, Tasmania, 2025

I. Publications and Papers

The Claim on Behalf of a New International Order and International Law

Research paper, Macquarie University, 1979 (30 pages)

The Vietnamese Refugee Crisis and International Law

Major research paper, Macquarie University, 1979 (77 pages)

Cultural Issues

Research paper and recommendations, Select Committee of the Legislative Assembly of the Parliament of NSW upon Aborigines, 1979 (72 pages)

Technology Transfer Policy Options in Southeast and East Asia

Internal paper, Allen Allen & Hemsley (solicitors), 1981 (20 pages)

Oil and Gas Law in Australia

Internal guidance, Allen Allen & Hemsley (solicitors), 1982 (22 pages)

HIV/AIDS in Uganda and Africa

National Aids Bulletin, Australian Federation of AIDS Organisations Inc., Vol 5 Number 5, 1991

Humanitarian Aid and War: Dilemmas and Challenges in Sudan

Oxfam United Kingdom & Ireland, 1995

Charity or Rights? A Human Rights Framework for Complex Emergencies

Briefing Paper No 44, Australian Development Studies Network, ANU, 1996 (20 pages)

Bridging the Gap - A Guide to Monitoring & Evaluating Development Projects

The guide assists NGOs establish management information systems and plan and manage reviews and evaluations. Co-authored with Jonathan Hampshire. Australian Council for Overseas Aid, 1997 (170 pages)

Guide to HIV/AIDS and Development

The guide seeks to improve the quality of Australian funded activities by documenting lessons, revising key principles and providing guidelines for different project types. AusAID, 1999 (62 pages).

Safe Sex or Healthy Sex?

Development Bulletin, Australian Development Studies Network, Australian National University 2000

Conceptual Framework and Terms of Reference for a Pilot Real-Time Evaluation

OEDE/WFP Rome, 24 December 2001 (20 pages)

Planning and Management of Humanitarian Operations

OEDE/WFP Rome, 2001 (26 page)

Coordination Tools for OCHA

UN Office for the Coordination of Humanitarian Affairs, New York, 2002

When fraud on the Commonwealth is an inconvenient truth - a Whistleblower's journey

Crawford School of Public Policy, Australian National University, forthcoming in 2026
