

Nationality	Australian, British dual
Date of Birth	14th May, 1953
Qualifications	1990, Graduate Diploma in Systems Agriculture, University of Western Sydney
Home Address	16 Wildman St., Clayfield, Queensland 4011, Australia
Country Experience	Australia, East Timor, Cambodia, China, India, Indonesia, Malaysia, Papua New Guinea, Philippines, Singapore, Solomon Islands, Sri Lanka, Thailand, United Kingdom.
Agency Experience	AusAID, ASEAN Secretariat, APEC, UNDP, UNICEF, Government of PNG, IFAD, World Bank (FIAS), Care Australia, Voluntary Service Overseas
Languages	English – mother tongue Bahasa Indonesia – fluent Tok Pisin – good
Employment History	<p>1991- Project Design & Management Pty Ltd Director</p> <p>1991- Mike Freeman & Associates Pty Ltd Director</p> <p>1999- 2003 Coffey MPW Institutional Development & Training Coordinator (and Deputy Team Leader), Bapedal Regional Institutional Strengthening Project, Indonesia (Indonesian Ministry of EnvironmentAusAID)</p> <p>1993-95: PDM/ANUTECH Team Leader, Kandrian Gloucester Integrated Development Project (AusAID)</p> <p>1989-91: CARE Australia Implementation Co-ordinator</p> <p>1986-89: Government of Papua New Guinea Staff Development and Training Advisor, South Simbu Rural Development Project (GOPNG/AusAID/IFAD)</p> <p>1984-85: Voluntary Service Overseas, Papua New Guinea Field Officer, Highlands Region</p> <p>1982-83: Voluntary Service Overseas (VSO), Indonesia Assistant Field Officer</p> <p>1980-82: Department of Public Works, Indonesia Editorial Advisor and English Language Teacher (through VSO)</p> <p>1978-80: Mercury House Publications, UK Editor “Electrical Equipment” magazine</p> <p>1976-78: IPC Publications, UK Technical Correspondent “Electrical Times” magazine</p>

Consultancies

Programme development, design, appraisal, evaluation

Indonesia November 09 – Current	Costings Expert –Australia Indonesia Justice Program. Working from Australia to develop comprehensive costings, budget estimate, scope of services and basis of payment that will be part of the design document of the AIJP being developed by AusAID. (AusAID)
Sri Lanka August 09 – Current	Project Design Specialist – Australian Community Rehabilitation Program Phase 3. Working with a team of specialists under the direction of AusAID Sri Lanka to design the third phase of a program to assist local groups and communities to initiate and participate in conflict transformation activities in the immediate post-war context and thus to improve social cohesion. This design work is still being undertaken. (AusAID).
APEC December 08 – June 09	Consultant - Study of Ranking and Categorisation of APEC’s Projects. Worked with APEC Secretariat and AusAID officials on a study that looked at enhancing APEC’s system of ranking and appraisal for projects supported under various streams of APEC work. (APEC with AusAID support).
ASEAN	Interim Program Coordinator – ASEAN Australia Development Cooperation

January 09 – June 09	Program Phase II. Undertook a five month assignment in the ASEAN Secretariat (ASEC) in Jakarta to assist ASEC and AusAID to prepare plans and supporting documentation for this 7 year assistance program related to the establishment of the ASEAN Economic Community. Duties also involved assisting the AusAID Program Director and counterparts with day to day management of the program while a permanent coordinator was being recruited. (AusAID)
ASEAN August 08 – December 08	Team member – Implementation Support Team for the ASEAN Australia Development Cooperation Program Phase 2. Working with AusAID Canberra and AusAID's AADCP2 Program Director in Jakarta on moving AADCP2 to implementation. This was in the light of structural change at the ASEAN Secretariat and its work on establishing the ASEAN Economic Community by 2015. (AusAID)
Indonesia Aug – Dec 08	Team Leader/Project Design Specialist for the facility design for the Indonesia Australia Forest Carbon Partnership. Team leader of three person team designing a facility to deliver the IAFCP. The IAFCP is focusing on reducing emissions from forest degradation and deforestation and establishing this as part of future carbon trading systems within the context of the UNFCCC dialogue. (AusAID/Australian Department of Climate Change)
ASEAN – Oct 07 – June 08	Team Leader/Project Design Specialist – Design Support Team for ASEAN Australia New Zealand Free Trade Agreement. Responsible for developing the first stage documentation for a program of support to the Free Trade Agreement to assist Parties to maximise benefit in the future. (AusAID)
ASEAN – Sep 07 – Apr 08	Design Specialist/Facilitator – ASEAN + 3 Emerging Infectious Diseases Programme – AusAID/ASEAN Secretariat. Responsible for delivering a series of four workshops for ASEAN Member Country officials who are working to combat emerging infectious diseases. The workshops were designed to: a) assist proponents of small-scale projects to refine proposals to a standard that will enable projects to be implemented; and b) to assist to develop capacity for project design within the ASEAN + 3 EID Programme Facilitation Section of ASEAN Secretariat and within proponent ministries of Member Countries. Interest is also being shown by Japan, China and the Republic of Korea (the Plus 3 countries). (AusAID and AusReady)
Indonesia Aug 07 – Nov 07	Team Leader – Yogyakarta Central Java Community Assistance Program Mid Term Review. Leading a team looking at progress of the YCJCAP which commenced in the second half of 2006 as a response to the severe earthquake of May 2006. The program is providing school, health centre and community housing construction support along with support for re-establishment of livelihoods. Reviewed documentation and met with program teams, sub-contractor staff, government agencies, NGOs and beneficiary communities to discuss progress and prepared a report for AusAID detailing issues to date and recommendations for the remainder of the Program. (AusAID)
ASEAN (Indonesia – Philippines) Sep 06 – Aug 07	Design Specialist – East ASEAN Initiative – AusAID Asian Economics Section in conjunction with ASEAN Secretariat. Undertook work on designing a suite of pilot projects for Eastern Indonesia and Southern Philippines based on 24 concepts submitted by regional experts aiming at local economic development (investment, infrastructure and security aspects). Original concepts were presented and peer prioritised by proponents at a series of regional workshops. Responsible for: a) assisting AusAID to source regional experts as proponents; b) assisting to facilitate workshops; and c) working individually with proponents to prepare 5 prioritised full project designs in preparation for tendering. (AusAID)
Indonesia March – Nov 06	Design Specialist – Project Design & Management was contracted through Cardno ACIL to provide design and M&E services to the ANTARA Program in Eastern Indonesia. Work on formulation of a Program Strategic Framework for ANTARA to assist in the development of local capacity in the context of regional autonomy. (Through Cardno ACIL for AusAID).
Indonesia Dec 05 – Apr 06 & throughout 06 and 07	Design Specialist – for formulation of a Strategic Implementation Plan for the AusAID supported Learning Assistance Program for Islamic Schools (LAPIS). This program aims to support madrasah in selected locations in Indonesia to attain educational quality goals. Work undertaken was to a) work with LAPIS staff to define lessons from the program's first

Timor Leste Nov 05 – May 06	<p>18 months of operation, with a view to informing strategic planning for the future; and b) work on the production of an updated Strategic Implementation Plan. Further work has also been undertaken during 2006 and 2007 advising LAPIS on design aspects for various sub-programs. (Through Cardno ACIL for AusAID).</p> <p>Design Consultant/Independent Reviewer – Working with AusAID to review achievements of the Community Water Supply and Sanitation Program in Timor Leste, in order to produce an independent completion report for the program. Also engaged to assist in the preparation of a Scope of Services for the successor RWSSP program for the next ten years. (AusAID)</p>
Indonesia July 05 – March 06	<p>Evaluation Team Member –The mission looked at effectiveness, efficiency and appropriateness of AusAID’s immediate response (26/12/05 to mid February 2005) to the Indian Ocean tsunami disaster and recommended measures that can help to improve response in the future. Undertook field visits to Banda Aceh and Jakarta to interview international NGO, UN and GOI recipients of AusAID support. Also interviewed AusAID and AIPRD staff members, members of the Australian Defence Force and staff from other donor organisations. (AusAID)</p>
PNG May- Dec 05	<p>Team Leader/Program Design Specialist – for a Concept Design Study for AusAID’s Transport Infrastructure Support Program (TSSP) for Papua New Guinea. It is anticipated that TSSP will run for 5-10 years. It is a sector program based approach for Australian assistance bringing together line, central and provincial agencies to work on prioritised maintenance of land, maritime and aviation infrastructure. It is anticipated that TSSP will utilise a partnership framework that assists in bringing public sector reforms, improving coordination between institutional players as well as providing substantial AusAID support for infrastructure maintenance. The program has significant potential to move towards donor harmonisation in the sector. (AusAID).</p>
Indonesia Jan 05	<p>Temporary assignment - Aceh tsunami emergency - for UNDP to Banda Aceh to assist in assessment of disaster in early January 2005. Worked on interviews with survivors regarding their experiences and their immediate requirements and assisted in preparation of materials on livelihoods for Consultative Group on Indonesia assessment as coordinated by the World Bank in Jakarta (UNDP).</p>
Indonesia Oct 04 – Mar 05	<p>Programme Design Consultant for UNDP’s Crisis Prevention and Recovery Unit (CPRU) in Indonesia, assisting the unit to formulate a 5 year area focused Peace Through Development program of assistance for Maluku, North Maluku and Central Sulawesi Provinces. Responsible for working with CPRU staff to formulate the program and to assist them to negotiate with Government of Indonesia at national and local level. Conducted field visits to discuss program concepts and operational methods with local stakeholders. Facilitated development of the program focusing on local governance, social cohesion and local economic development capacities for long-term peace. (UNDP).</p>
Indonesia Feb – Jun 04	<p>Design Specialist for AusAID’s scoping mission for an Area Focused Approach to development support for Nusa Tenggara Timur Province (ANTARA). Part of a 5 person AusAID led team visiting 5 local government areas to assess feasibility of adopting a demand driven, local area, multi-sectoral approach to poverty alleviation that grasps the opportunities of regional autonomy. (AusAID).</p>
99-03 Indonesia/ Australia Jul 97 – Jun 99	<p>Long-term assignment in Indonesia (see below)</p> <p>Consultant. As part of a Program Planning Mission Team for AusAID’s Indonesia Desk, took part in the mission to Indonesia and drafted a country strategy document. The mission visited selected locations in Eastern Indonesia, including East Timor. Undertook analysis of sectoral issues and prospects for development cooperation. Further work resulting from the mission included a pre-feasibility study/examination of options of AusAID’s Small Activity Scheme (now ACCESS), a review of the Government Sector Linkages Program, and the preparation of terms of reference, scopes of service and bases of payment for a range of pre-feasibility and feasibility/design missions. Also undertook redrafting of a World Bank proposal for AusAID co-financing assistance in the field of water and sanitation policy (WASPOLA), and research for a technical assistance facility for Indonesia to be funded by</p>

	AusAID (TAMF). (AusAID).
Indonesia Feb – Jun 99	Consultant. Part of a three-person team examining the prospects for establishment of an Investor Assistance Centre for Eastern Indonesia. Responsible for examining and advising on institutional development aspects. Responsible with other team members for preparing a document recommending a future program for presentation to the Government of Indonesia by the Foreign Investment Advisory Service (FIAS) of the World Bank and International Finance Corporation. (FIAS)
Australia Jun 98 – Mar 99	Consultant. Preparation of updated project cycle management guidelines for AusAID (AusGUIDE). Responsible for writing chapter on project preparation and for guidelines on the preparation of project design documents, pre-feasibility study documents, project schedules (implementation, resource and cost schedules), terms of reference and scopes of service. Also revised existing guidelines on risk management. (AusAID).
Indonesia Jul –Aug 98	Institutional Development Consultant. Part of a two person team undertaking a field appraisal of the design of the BAPEDAL Wilayah Denpasar Institutional Strengthening Project (later renamed Bapedal Regional Institutional Strengthening Project) in eastern Indonesia. (AusAID through CMPS&F).
Indonesia May – Nov 98	External Consultant responsible for participating in an evaluation of area based planning & budgeting processes used by the Government of Indonesia and UNICEF. (UNICEF).
China Mar 98	Consultant. Part of a team looking at programming possibilities for AusAID in China for the 1998/1999 period. Responsible for preparing and refining all mission documentation, including aide memoire, terms of reference for future missions and activity preparation briefs for potential projects. (AusAID).
Indonesia Oct 97 – Feb 98	Consultant, Eastern Islands Lessons Learned Study. Researched and wrote a study identifying lessons learned from the experience of AusAID and other donors in the implementation of development cooperation programs in the eastern islands of Indonesia. (AusAID).
Malaysia/ Thailand/ Philippines May – Sep 97	Team Leader for the production of a final design document for the Energy Policy & Systems Analysis Project run under the ASEAN Australia Economic Cooperation Program. Responsible for coordinating the final project design document including the preparation of a logical framework, risk analysis and a revised project narrative. (AusAID).
Papua New Guinea Feb – Jun 97	Team Leader and Institutional Specialist for the Heavy Vehicle Management Study. Responsible for managing a two-person design study team for a project to strengthen systems to control overloading on heavy vehicles on the Lae City and Highlands Highway road networks. (AusAID through Coffey MPW).
Australia/ Solomon Islands Dec 96 – Sep 97	NGO Accreditation Consultant, AusAID/CDC NGO Accreditation Exercise. Responsible as one of two AusAID appointed representatives in a four person AusAID/CDC team for the conduct of a desk review of non-governmental organisation submissions for accreditation to AusAID. Also included reviews of NGO organisations in Australia and the Solomon Islands. (AusAID).
Australia Aug – Nov 96	Consultant and project designer for the Mindanao Community Health Project, Philippines. Responsible for preparing a redesign of the project based on previous AusAID and ADB materials, including an earlier project design document. All work undertaken in Australia. (AusAID).
Cambodia Jan – Jun 96	Team Leader for the Project Design Mission for the Criminal Justice Assistance Project (Phase 1). Leader of a team consisting of senior corrective institutions, police, legal and engineering consultants, tasked with determining the feasibility of Australian assistance to Cambodia's criminal justice system. Responsible for supervising design preparation and leading team consultations. Responsible for the preparation and editing of a four volume design document to AusAID requirements. (AusAID).
Indonesia Nov 95 – Feb 97	Team Leader of a Technical Advisory Group for the Nusa Tenggara Timur Watershed Management Planning Project. Responsible for examining, analysing and reporting on project progress and for recommending changes for the latter stages of the project. (AusAID).

93-95	Long-term assignment in Papua New Guinea (see below)
Indonesia Throughout 1992	Author and Institutional Specialist. Preparation of “Pemerintahan Indonesia” publication describing structures, roles, planning and funding mechanisms, relevant regulations and programs of Indonesian Government organisations with which AusAID was cooperating. (AusAID).
Indonesia Oct – Dec 92	Team Leader and Institutional Specialist for a project feasibility/design mission for the Kabupaten (District) Bridge Management System Project Feasibility/Design Study. Supervised and participated in the production of a design document to AusAID format. Undertook institutional analysis through detailed discussion with provincial and district public works and planning authorities. (Snowy Mountains Engineering Corporation - SMEC).
India Jun - Jul 92	Project Design Specialist for the feasibility design study for the Telecommunications Network Management System Project for India. Prepared all materials to AusAID format. (Australian Overseas Telecommunications Corporation now Telstra).
Indonesia Apr - May 92	Project Design and Institutional Specialist for a pre-feasibility study for an institutional assistance program for Directorate-General of Rural Development of the Department of Home Affairs. Produced a draft document detailing assistance in corporate planning, development and management information systems, training needs analysis and training systems, job definition and manpower development, computerisation, library systems and publications development. (AusAID).
Papua New Guinea Oct – Dec 91	Management Systems Consultant for the Interim Support Program of the Kandrian Gloucester Integrated Development Project. Worked with GOPNG staff to design a spreadsheet-based system for project budgeting, accounting and resource management in GOPNG format. (AusAID).
Australia Oct 91	Project Design Specialist for Population Research Project of the Australian National University and the Indonesian Institute of Sciences. Responsible for preparation of all materials to AusAID format. Desk work in Australia. (ANU).
Indonesia May – Jul 91	Institutional Development and Training Consultant for the mid-term review of the Inter-Urban Bridge Management System Project. Responsible for examining progress of the project in attaining its institutional and human resource development goals. (AusAID).
Australia Apr 91	Project Design Specialist contracted by Radio Australia (RA). Assisted RA in the design of a project to commence the broadcasting of English Language Courses to Vietnam. (Radio Australia, Melbourne).
Indonesia May-Jul 1990	Government Institutional Analyst, Nusa Tenggara Barat Environmental Sanitation & Water Supply Project Feasibility/Design Study. Examined the Government of Indonesia institutional framework for project activities and determined linkages for the project at national. (AusAID).
Papua New Guinea Nov 89 – May 90	Staff Development & Training Specialist, Kandrian Gloucester Integrated Development Project Feasibility Design Study. Prepared institutional inventory, sector paper on human resource development, sector logical framework, and indicative training plan and duty statements for project staff. (AusAID).

Long-term assignments

Project management and implementation

Indonesia Jul 99 – Dec 03	Institutional Development & Training Coordinator and Deputy Team Leader for Bapedal Regional Institutional Strengthening Project, working with the Indonesian Ministry of Environment to develop local action learning oriented training programs targeting environmental management problems in Bali, East and West Nusa Tenggara. (Consultant to AusAID through Coffey MPW).
Papua New Guinea Apr 93 – Jun 95	Australian Team Leader, Kandrian Gloucester Integrated Development Project, West New Britain, PNG. Responsible for field management of the project including 25 full-time staff members and short-term consultancy inputs. (AusAID).
Australia/China	Australia based Project Manager for the Duan Yao Minorities project in South-West China. Provided project and contract management services including contract negotiation

1990-91	and input management from Australia. Undertook supervision mission to Duan County. (AusAID through CARE Australia).
Papua New Guinea Jul 86 - Jun 89	Staff Development & Training Advisor , South Simbu Rural Development Project. Responsible for needs analysis, program design, implementation and evaluation for project related training activities. (GOPNG/IFAD).