

## CURRICULUM VITAE - PEARSON MARASHA

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### Résumé Summary

#### Relevant Qualifications:

- Master of Development Studies (*University of the Free State, South Africa*),
- Post-graduate Diploma in Project Planning & Management (*University of Zimbabwe*),
- Bachelor of Arts (*University of Zimbabwe*)

### Professional Experience

#### *Project Management, Monitoring and Evaluation*

- 10+ years' experience in programme development, project/programme design & management, particularly humanitarian responses and livelihoods/early recovery work;
- Experience with WFP Urban Feeding Programmes (Harare institutional and peri-urban communities using both food and cash transfers to cover missing food components), preparation of WFP, IOM and UNHCR situation reports (SitRep);
- Experience with Sphere standards in humanitarian response,
- Experience in M&E, qualitative and quantitative data analysis, conducting and managing baseline and feasibility studies;
- Extensive experience in project planning and management, including use of the LFA and framework of planned results (Results Based Management) and UNHCR standard operating procedures (SOPs), M&E of food aid and protection programmes;
- Experience developing and updating project-based Results-based M&E Frameworks (Framework of Planned Results) and Annual Work Plans, proposals and donor partner reports;
- Experience with developing WASH, protection and food aid Rapid Assessment tools and conducting baseline studies;
- Experience with coordination of humanitarian response, including participation in UN Clusters and Working Groups.

#### *Protection/Emergency relief/Humanitarian response coordination*

- Experience conducting training quality and accountability in humanitarian response, particularly on Sphere humanitarian standards (Sphere Focal Point, have conducted several trainings, and participate in the Core Humanitarian Standard discourse/process);
- Lead Internally Displaced Persons (IDP) Protection (projects funded by UNHCR and IOM) and Child Protection programmes in Zimbabwe at both field and management level.
- Managed partnerships with UN agencies and other international agencies, including UNHCR, IOM, UNICEF, UNFPA, WFP, Save the Children, Caritas, Canadian Food Grains Bank, etc.

- Particular experience managing Vulnerable Group Feeding (VGF), Seasonal Targeted Assistance (STA) and Urban Feeding programmes (WFP) – Harare peri-urban areas;

*Early recovery, Food and Income security & Livelihoods*

- Experience with monitoring of livelihoods projects under the Productive Assets Creation (PAC) of WFP – solar-powered gardens, dam rehab/small irrigation projects and small public works;
- Experience implementing and monitoring small household and community gardens and input support projects for UNHCR in Matobo, Plumtree, UMP and Buhera districts;
- Experience monitoring Health & Nutrition projects (WFP), involving a combination of food aid and livelihoods support, in particular, developing nutrition gardens and working with clinic and hospital authorities to select and discharge beneficiaries from the project based on various indices;
- Experience monitoring Food Security projects, particularly conservation farming (EED and CFGB) and establishment of demo plots by farmers in Midlands under the FAO Conservation Agriculture Upscaling programme;
- Experience coordinating with other players in the food security sector, including participation in the Agriculture Working Group;
- Experience linking relief and development by using quality and accountability tools in humanitarian response, particularly on Sphere humanitarian standards;
- Development and implementation of CCARE-UNHCR's (M&E) Framework of Planned Results and other internal project control tools,
- Livelihoods & Food Security Proposals development – inc. CCARE/Johanniter livelihoods programme (Chipinge); CCARE/ORAP and CCARE/AFRICARE/CRS consortia proposals; American Friends Service Committee/Japanese Embassy Skills Training Centre & Factory Shell proposal
- Experience with Livelihoods restoration, livelihoods and income security projects for women and youth;
- Experience with Internal Savings and Lending Schemes (ISALs) and Savings and Credit Cooperatives (SACCOs);
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## Previous Work and Assignments

Executive Director, Centre for Livelihoods & Humanitarian Support [CLHS]  
August 2018 – Present

As Executive Director and Principal Trainer at the Centre for Livelihoods & Humanitarian Support, I have been involved in training of staff of various agencies, including Save the Children, International Federation of Red Cross, World Food Programme, UNICEF, IOM, CRS, CAFOD, CARITAS, Mercy Corps, Tearfund and many others who have received training in humanitarian work and Sphere Standards specifically in Zimbabwe. CLHS hosted the first Cash Learning Partnership training on the use of cash transfers in 2010 in Zimbabwe and has partnered the University of Zimbabwe and National University of Science and Technology over the years to develop and deliver training to humanitarian workers in Zimbabwe. In fact, the first such formal training in Zimbabwe was a Certificate Course in Humanitarian Work developed by CLHS in collaboration with the UZ School of Social Work.

CLHS is the Sphere Standards Country Focal Point for Zimbabwe and coordinates the work of Sphere trainers and works to promote the adoption Sphere standards and other quality and accountability tools, including Minimum Standards for Child Protection, Minimum standards of Education in Emergencies, Livestock in Emergencies Guidelines, Minimum Standards in Economic Recovery, and other Sphere companion standards.

Head of Programme Development (PDO) – American Friends Service Committee (AFSC) May 2015 – July 2018

*As the head of the Programme Unit, key responsibilities include:*

- Work alongside the Country Representative (as deputy CR) to establish and strengthen AFSC's programs in Zimbabwe in alignment with the mission of the organisation and the Strategic Plan for Africa.
- Managing all aspects of the Livelihoods and Income Security programme (targeted at IDP settlements in peri-urban communities in Harare - Hopley, Hatcliffe Extension and Enyandeni in Matabeleland) and coordinating with partners to plan, mobilise and support the successful delivery of this project. This includes guiding, and overseeing the monitoring, evaluation and reporting process and using the lessons to improve learning and programming.
- Providing start-up capital/kits for vulnerable communities to start income generating projects
- Providing assistance to integrate gender and youth dimensions in all projects and striving to ensure that women are equally represented in decision making.
- Facilitating efforts to enhance community based organisations and leadership to strengthen their ability to advocate for better service delivery and pro-poor policy formulation and implementation.
- Writing high quality narrative and financial reports and new proposals to donors and stakeholders. Supporting institutional partners to produce high standard reports.
- Representing the Livelihoods and Income Security Program to communities, NGOs, Government, donors and other agencies and bodies in Zimbabwe and accompanying partners on field visits regularly.
- Producing monthly reports to the Country Representative outlining the major progresses, plans and concerns.

Protection Coordinator & Emergencies Focal Person – Christian Care (UNHCR, IOM & WFP Programmes) 2008 – 2014

*As the head of the Protection Unit, key responsibilities included:*

- Leading programme planning, implementation and quality control (M&E ) in order to ensure programming is in line with the UN and international best practice in protection;
- Training of staff on Protection and directly supervise and guide a team of 10 Legal Experts, 7 Psychosocial Support Experts, 2 Conflict Resolution Experts, 1 Livelihoods Expert and 7 Project Assistants as well as consultants,
- Managing all programme resourcing (inc. budgeting and budget control), activities and communications between Christian Care and UNHCR on Persons of Concern to UNHCR;
- Developing funding proposals and network with UN protection cluster partners.

*As Emergencies Focal Person, my key responsibilities included:*

- Developing food distribution plans (both actual food rations and cash for missing food entitlements)
- Monitoring and Evaluation of WFP food aid programmes in 4 provinces in Zimbabwe
- Developing proposals, budgets and reports and monitoring expenditures
- Developing M & E tools for pre and post distribution monitoring (PDMs)
- Coordinating all of the organisation's emergency responses across sectors including conducting rapid assessments and developing appeals and proposals as well as reporting.

### Other related previous work assignments

The experience detailed below provided critical skills in M & E of projects implemented in partnership with UN and other international agencies:

- Compliance Officer/Field Monitor: (CCARE/UN-WFP Urban Feeding Programme: 2007/8 - *Key responsibilities*: planning, program improvement & compliance: This intervention was based in Harare and involved developing both a selection criteria and a discharge criteria for food-insecure households. I worked both as the Project Officer and later M & E officer)
- Reports Officer (CCARE/WFP/ECHO IP Capacity Building Programme: 2006 – *Key responsibilities*: quality control of reporting, research and training staff)
- Project Officer: (CCARE/UN-WFP Urban Feeding Programme: 2005/6 - *Key responsibilities*: planning, implementation, supervision of staff, training, community mobilisation and stakeholder coordination, including consultation with District Administrators, community leadership, police and other community-based organisations (CBOs);
- Senior Program Officer – (Zimbabwe Foundation for All Youth Associations: 2000/4 – *Key responsibilities*: Fundraise for and manage youth advocacy projects supported by W K Kellogg Foundation and other partners, advocacy with government and Parliament of Zimbabwe, preparation of policy briefs, etc.

SOS Feasibility study for the FS Project and One-Child Policy – SOS Harare: August – October 2015

I was the Lead Consultant, working with a team of 3 researchers and SOS field staff.

Assignment: In August 2015, the Waterfalls SOS CV commissioned the Centre for Livelihoods and Humanitarian Support to conduct a feasibility study which was meant to provide in-depth information on the situation of children in the SOS Children's Village facilities and FSP locations (Budiriro, Glen Norah and Glen View), and to establish the best ways and methods of implementing the SOSCVPP in the best interests of the targeted children, their families and communities. The study was also mandated to identify the new location for FSP and recommend the appropriate structure to drive the SOSCVPP strategy. The findings from the study would be used to review project policy, implementation plans and strategy as well as inform targeting of participants, including broadening the target group to include children who are differently abled and those whose parents are in conflict with the law as well as geographic targeting (i.e., providing direction on new operational areas).

Baseline Study for the Hopley Livelihoods & Income Security Project – American Friends Service Committee/Silveira House – May-August 2015

I was the coordinator and focal point for this baseline study, supervising research staff from Silveira House.

*Assignment:* American Friends Services Committee and its partners are implementing a program on Livelihoods and Income Security for Vulnerable Women and Youth.

In order to understand the situation before this program intervention the agency commissioned a baseline, market and stakeholder survey. This survey specifically sought to provide benchmark information against which change resulting from the intervention can clearly be tracked and accounted through effective monitoring and evaluation of the program. It also was meant to provide basic market information that informs the choice of and the thrust of program. Lastly the baseline was meant to assess stakeholders who might have interest or threat; power and/or influence on the program and recommend the best ways to engage with these stakeholders.

### Other Professional Competencies/On-the-job Trainings

- Cash Transfers in Humanitarian Response – Cash Learning Partnership/Centre for Livelihoods & Humanitarian Support training convenor in Harare (2010),
- Humanitarian Charter & Sphere Standards (2011 Edition) – trained trainer 'accredited' by Sphere and am currently the Sphere Focal Point for Zimbabwe,
- UNICEF WASH in Emergencies (WiE) training – June 2014
- Keeping Children Safe (KCS) Child Safeguarding/Protection Training (2012)
- UN Guiding Principles on Internal Displacement - trainer
- Use of Nvivo for Qualitative data analysis; SPSS Level 1 and competence in common Office Packages (MS-Word, Excel, PowerPoint)
- Familiarity with at least 3 Learning Management Systems (LMS)

### Detailed Academic Profile

Master of Development Studies (University of the Free State, South Africa: 2009 -2010)

The comprehensive structured studies involved the following modules, all of which were passed:

- Project Management for Development
- Applied Development Research
- Gender & Development
- Development, Underdevelopment and Poverty
- Development and the Natural Environment
- Governance and Development
- HIV/Aids & Development
- Research Dissertation on: *Accountability between elections: a study of how voters interact with their elected councillors in Harare, Zimbabwe*

Post-Graduate Diploma in Project Planning & Management (University of Zimbabwe: 10.2007 – 6.2009)

The practical and theoretical studies included the following courses: Project Appraisal, Project Planning & Design, Project Management, Development Planning, Rural & Urban Environments, and a Project Paper.

Bachelor of Arts (University of Zimbabwe: 1995-1997 : Degree Class: 2.1)

GCE Ordinary & Advanced Levels (Nov. 1992 & Nov. 1994)  
Thirteen (13) A' level points were obtained and six (6) O' level passes were obtained.

## References

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