

**CONTACT INFORMATION**

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**ACADEMIC AND PROFESSIONAL QUALIFICATIONS**

Graduate of Cambridge University, United Kingdom, BA 1961 MA 1966  
Sidney Sussex College 1958-1961  
Department of Economics, Economics Tripos Part II  
Department of Engineering, Mechanical Sciences Tripos Part I  
Fellow of the Institute of Chartered Accountants, England and Wales, ACA 1965 FCA 1975  
Articled with Coopers and Lybrand, London 1962-1965  
Continuing Professional Education  
Focus on management analysis, information technology, development economics, systems and process analysis, strategic planning and change management

**PROFESSIONAL EXPERIENCE**

Experienced in management of change. In depth knowledge of recent developments in change methodologies. Broad experience working in public and private sector and at all levels from global to single process. More than ten years of practical experience with Government reform, accounting, management, planning, resource mobilization and aid-coordination systems, including advising in the emergency, development and reform environment and at all levels of the public sector institutional framework. In addition more than ten years of highly successful pro-active profit improving professional and line management experience in both financial and operations areas. Experienced working in different cultural environments

**Global view**

Global strategy analysis for corporate planning and intelligence:

- \* looking at global fishing resources, global markets and the international organization required to achieve highest corporate productivity.
- \* preparing (more than 50) directions intelligence reports on the strategic direction of major international corporations.

**Regional / multi-country**

Regional cooperation:

- \* work on trade rules and regulations for LOME agreement,
- \* work on regional fisheries resource management in West Africa through CECAF
- \* work on regional economic development through SADCC,
- \* work on regional refugee support through UNHCR,
- \* work on regional planning through ECOWAS.

**National**

National level needs analysis, planning and resource mobilization:

- \* Worked on the needs arising from the civil war in Mozambique.
- \* Worked on the reconstruction needs resulting from the civil war in Afghanistan.

National level planning and budgeting:

- \* Coordinated programme level proposals for first development plan for Namibia and generated documentation for UN aid conference for Namibia

Aid coordination and resource mobilization:

- \* Work with aid coordination units in Namibia, Mozambique, Lesotho, Nigeria

Central statistics

- \* Work on the reorganization of central statistics in Mauritius

Privatization

- \* Development of privatization programme for Laos and development of oversight system for tracking privatization performance.

### **Area and multi-sector**

Worked on needs assessment, planning and resource mobilization at the area and multi-sector level:

- \* In regions affected by emergency and war in Malawi, South Sudan, Ogaden of Ethiopia
- \* Community development in various areas of rural Africa

### **Single sector**

Planning, analysis work or employment associated with the following sectors:

- \* Service sectors including government, tourism, banking, leasing, insurance, offshore financial services.
- \* Production sectors including agriculture, fisheries, forestry, agri-industry, mining, iron and steel, pulp and paper, textiles, consumer products and electronics
- \* Energy sectors including electricity, coal, nuclear.
- \* Transport sectors including rail, road, sea and air.
- \* Trade sectors including food and beverages, textiles, general merchandise, electronics, etc.
- \* Social sectors including education, health, community development.

Development of sector policy in connection with privatization in Laos

### **Organizations**

Consulting and line management experience with corporate organizations:

- \* Employment in professional and corporate organizations as accountant and line manager: financial audit and consultancy, budget manager, corporate controller, manufacturing manager.
- \* Budget manager and internal consultant on corporate reorganization working from head office to restructure operating units.
- \* Senior manager within subsidiary unit planning and implementing reorganization.
- \* VP in international company planning and implementing global reorganization and reallocation of corporate resources.
- \* External consultant advising on reorganization, acquisitions, international growth plans and financing.

Consulting and advisory experience with government and public sector institutions:

- \* National planning organizations, budgets and planning, project monitoring units, aid coordination units, ministry of finance, accountant general's office and treasury, regional development banks

Project level experience

- \* Large scale project management and systems: steel mill, chemical plant and pulp and paper plant construction projects.
- \* Development project planning, appraisal, accounting and management systems for various size projects in the development environment.

Privatization experience

- \* Experience in valuation of enterprises to be privatized in Laos, Madagascar, West Africa

### **Systems and processes**

Knowledge of both accounting and business processes and computer technology. Familiar with database software and CASE tools. Experienced with government and corporate systems and processes including:

- \* Support systems for corporate operations including budgeting, cost accounting, general accounting, human resources, payroll, incentive systems, order entry and sales admin.
- \* Systems for corporate production including materials requirement planning and inventory control, quality assurance, industrial engineering and design
- \* Systems for government financial management including budgeting, budget execution accounting, fixed asset accounting, cash management, debt management, aid coordination, project monitoring
- \* Systems for government planning including needs assessment, resource mobilization, HR management.
- \* Systems for training needs assessment, formal training and on the job training.
- \* Project level database solutions to provide accountability and manage and report on key project performance data

Experience with corporate reorganization and planning systems including cost accounting, industrial engineering and quality assurance as well as business process reengineering (BPR) and concept of total quality management (TQM).

#### **EMPLOYMENT HISTORY**

1997 to present	Change Institute Senior advisor
1995 to 1997	Barents Group LLC Specialist in Government Accounting and Information Technology
1994 to 1995	Change Institute Senior advisor
1978 to 1994	Burgess Management Associates International financial and management consultant
1974 to 1978	Continental Seafoods Inc. Vice President Finance and International Controller
1970 to 1974	Gulton Industries Inc. Budget Manager, Gulton Corporate. Division Vice President and Controller, Southern States Inc. Manufacturing Vice President, Southern States Inc.
1967 to 1970	Aerosol Techniques Inc. Corporate budget officer, acquisition analyst, Division controller, subsidiary vice president
1966 to 1967	H.A.Simons Ltd. Project budget analyst Field accountant, project implementation team
1962 to 1966	Coopers and Lybrand Articled clerk. Audit and financial analysis
1961 to 1962	Davy Ashmore Group Project engineering, production management, cost analyst