

. Company Profile

1.1 Firm Establishment

PRIN International Consultancy and Research Services is an Ethiopian International Private Limited Company which has been growing very rapidly since its establishment in 2006. The Firm houses many experienced and talented national and international specialists in the areas of Education, Nutrition and Health, Agriculture, Economics, Statistics, Development Studies, Management, Human Resource Management, Organizational Development and Monitoring and Evaluation.



Its Head Quarter is based in Addis Ababa and has branch Offices in Bahir Dar, Gondar, Hawassa, Adama, and Dire Dawa in (Ethiopia) and Nairobi (Kenya).



The Firm provides high-quality research and consultancy services in multiple of areas which among others include education, health, business and development management, agricultural and rural development and environment and development.

Moreover, it also provides short-term trainings; project performance evaluation and socio-economic studies to public institutions, private enterprises, international organizations, and Non-Governmental Organizations (NGOs) by using up-to-date knowledge and state-of-art technologies. PRIN manages to develop a highly dynamic, vibrant, and learning organization which envisions becoming one of the leading consultancy and research firms in Africa.



Mission

PRIN provides high quality social, educational, health, management, and development consultancies, short-term trainings, and socio-economic studies to civil service institutions, public enterprises, private firms, and non-governmental organizations (NGOs) by using up-to-date knowledge and state-of-art technology. In delivering our services, we value the interests of our clients and we put our maximum effort to allow our customers to have maximum satisfaction from our high quality services.

Vision

PRIN envisions becoming an excellent education, health, management and development consultancy, training, and research firm in Africa.



1.2 Scope of Consultancy

PRIN consulting comprises sector specific consultancy services that deal with education and the labor market in general and the subject matter of this project, as well as aims at solving education and health management-related problems, developing strategic plans, facilitating policy development process, carrying out program evaluations, undertaking monitoring and evaluation, enhancing institutional capacity building, improving the teaching learning process (educational quality), and addressing socio-economic development and cross-cutting issues.

We apply process-based consultancy approach whereby our consultants work with clients to instill commitment to change and problem-solving process, bolster creative thinking, build the necessary capacity and design structured programs that move the organization/institution from its current state to the desired future state (i.e. fulfill its dream).

◆ Capacity Building





We provide varieties of trainings to complement and support our consulting services. We have unique competences in undertaking training need analyses, involve our partners/clients to examine their skill gaps, utilize our expertise to analyze the level of human performance, and pinpointing relevant trainings that fill the gap between what a job needs and what is actually possessed by the incumbent. We have also unique capabilities to design and provide demand-driven training courses/modules, to track new methods and techniques of enhancing organizational performance, and to align consulting interventions with relevant trainings.



◆ Embedded Research



PRIN is staffed with a team of highly qualified professionals who have advanced knowledge and competence in conducting rigorous qualitative and quantitative researches to solve pressing organizational and societal problems. We conduct practical/operational research that is directed towards solving the immediate and future problems of our client organizations. The major areas of research include:

Baseline Surveys, Satisfaction Survey, Mid-term Evaluation, Impact Evaluation

Capacity Gap Assessment and Capacity Mapping Surveys

Health and Demographic Surveys

Social Welfare studies

Action Research

Education Assessments: Educational Efficiency, Equity, and Quality & Relevance Studies

Program Evaluation

Project Feasibility Studies

Socio-economic studies (Development-related Studies)

Organizational Set-up and Capacity Assessment

Human Resources Management Survey



Tracer Studies/Impact Assessments

Good Governance

Corruption Surveys

Cross-cutting Issues and others



1.3 What sets us apart?



We are client-focused and aim for excellence, relevance and impact in all that we do. Drawing on the very best Ethiopian and international expertise, we proactively seek to understand and address each client's specific needs and strategic objectives, and align our consultancy services with national and international policies and agendas. This ensures that our consultancy services have maximum relevance, enabling our clients to enhance the impact of their work. Building on this, PRIN is currently expanding its operations to share our expertise and build alliances elsewhere in Africa (e.g. Kenya, Ghana, Rwanda, and Uganda).

Motto: *PRIN is dedicated to work closely with its customers, clients and stakeholders thereof to undertake high quality research and study to identify the real challenges and seek some concrete solutions.*

1.4 Organizational Structure

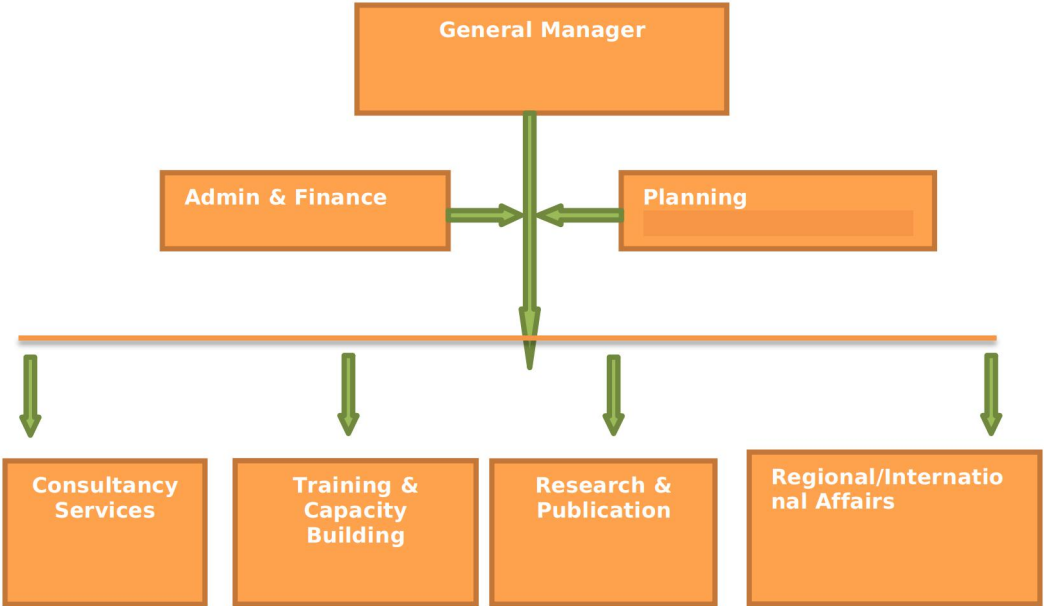
PRIN is structured as a two-tier organization that has three core business processes and two support business processes. The three core processes deal with activities directly related to the mission of the company, including consultancy, training & capacity building, and research and publication. The corresponding business processes are: (1) Consultancy business process, (2) Training and capacity building business process, (3) Research and publication business process, and (4) the



Regional and International Affairs business process. On the other hand, the two support business processes were designed to provide relevant support for the core businesses and create synergy for the company's effort of achieving its goals and/or accomplish its mission successfully. These business processes include: (1) Corporate Planning and Business Development process, and (2) Finance and Administration process. Each business process is led by a manager who is accountable to the General Manager of the company. The structure is found to be very suitable for PRIN to carry out its duties and realize its mission.



Figure 1: Organization structure of PRIN International Consultancy & Research Services



1.5 Managerial Capability of PRIN International

In its attempt to deliver quality service, PRIN International involves highly qualified and respected personalities for effective leadership of assignments. A brief bio-sketch of some of our key personnel is as follows:

- ◆ *Tilaye Kassahun (PhD, G/Manager):* Dr Tilaye Kassahun is a high caliber senior professional with Business Management, Human Resources Development, Educational Administration, and Pedagogical Science background and with rich experience in leading, consulting, advising, teaching, training, and researching in diverse areas. He is a certified Project Management Professional (PMP) from PMI (Greece) and Certified Management Consultant from EMI (Ethiopia). He had a proven track record in consulting local and international organizations, such as UNESCO (with International Consultant status),



USAID/IFESH, USAID/IQPEP, Development Bank of Ethiopia (DBE), Ministry of Education, Secretariat of the House of Federation, Civil Service Agency (now Ministry of Civil Service), Ethiopian Pharmaceuticals Manufacturing Share Company, Addis Ababa University, MESROY Ethiopia, World Vision, Concern World Wide, DH Geda, Ethiopian Chamber of Commerce & Sectoral Association, Addis Ababa Chamber of Commerce & Sectoral Association, MOENCO, OPQEEt, and many others. He has successfully led and delivered numerous large and complex engagements from inception through delivery in strategic human resources management, HR competency mapping, leadership development, results-based management, program review and evaluation, training policy development, tracer study, strategic plan development, organizational re-structuring, feasibility study, investment analysis, reform management (BPR, BSC), resource mobilization and event organization in government and non-government organizations. In the past three years alone, he had trained more than 1000 managers & leaders drawn from more than 60 organizations. He holds an academic rank of Associate Professor and has been teaching many education and management-related courses at postgraduate level (for Master's & Doctoral degree programs), conducted a dozen of researches on various problems, supervised more than 500 research projects at doctoral and master's degree levels, reviewed many scientific works, including for the most prestigious journal of HRM at University of Michigan (USA). He is the trainer of certified professional managers and certified project managers. He also serves as a Quality Auditor for Higher Education Relevance & Quality Agency (HERQA) in Ethiopia and carried out quality audit at St. Mary's University College, Rift Valley University College, Lincoln University (Ethiopian Satellite Branch), SRI SAI University College, Zemen Development Management Institute, and many others.



- ◆ *Dr Elias Assefa (M&E Advisor):* Dr Elias had earned his PhD in Health Economics, MSc in Health Monitoring and Evaluation, BSc in Economics and many international and national training certificates. He had worked as consultant and advisor for many multilateral organizations, international universities (including university of California, USA), and Ethiopian Food and Nutrition Research Institute. He has been working at PRIN International Consultancy & Research Services PLC as a Monitoring and Evaluation Advisor.

- ◆ *Ermias Kibreab (Program Manager):* Mr Earmias had earned his MA in Measurement and Evaluation from AAU, BSc in Chemistry from Dilla University, and many certificates from various institutions including SPSS from IBM. He is serving as a Program Manager at PRIN. He has rich experience in conducting research, training, and consulting.

- ◆ *Dereje Getahun (Capacity building adviser):* Mr Dereje had earned his MA in Regional and Local Development Studies from AAU, BA in Management and Public Administration from AAU, and many certificates from various institutions. He has rich experience in reform consultancy, capacity building, organizational structuring, and business development. He has been serving as capacity building adviser at PRIN International since 20.

- ◆ *Thomas Broadhurst (International Project Adviser):* Mr Thomas had earned his MA in Development Studies, BA in Human Geography, and many certificates. He is a British citizen and has rich experience in research and consultancy services offered in different countries of Africa, Asia, Europe, and Latin America. He has been working as International Project Adviser for PRIN in the last two years.



- ◆ ***Peter Mela (International Project Manager):*** Mr Peter is an Irish citizen and had earned MA in Development Studies, BA in Social Studies, and certificates in many areas. He has a wealth of expertise in education, health, and conflict management. He is working as International Project Manager for the Accelerated Learning Project at PRIN International.

- ◆ ***Wendewesson Damtie (Program Manager):*** Mr Wendewesson had earned his MA in Sociology and BA in Human Geography from Addis Ababa University. He had received many trainings in a number of areas including peace and security, managing human crisis, project management, gender mainstreaming, monitoring and evaluation, and many others. He has rich experience in research, teaching, training, and consultancy services. He served as project manager for international and local organizations. He is serving as program manager at PRIN International Consultancy and Research Service.

- ◆ ***Selome Mengistu (Finance and Administration Head):*** Mrs Selome had earned her BA degree in B.Com from University of Delhi and Diploma in Accounting from Unity University. She had served as Finance head for NGO and Private Sector, Currently; she is serving as Finance and Admin head at PRIN.







- ◆ ***Surafel Ayele (Business Development Expert):*** Surafel had earned his MA in Social Psychology and BA in English Language Teaching. He had received a good number of certificates by attending different trainings, including active learning methodologies, guidance and counseling, ICT, and others. He served as trainer and program coordinator for local and international organizations. He is currently serving as business development expert at PRIN.

1.6 Clients and Relevant Experience with the Current Assignment



1.6.1 Clients

Our firm PRIN International Consultancy and Research Service has been an outstanding consulting partner of GOs, NGOs, international and national institutions. The following table summarizes some of the recipients of our consulting service repeatedly. Please also see the appendix for the certificates earned from clients.

Client		Contact Person and Address
1.UNICEF		Mrs Yetayish Maru, Nutrition Specialist, UNICEF Ethiopia Tel: +251 911157593; Email ID: yamaru@unicef.org
2.Federal Ministry of Education, Ethiopia		Mr Eshetu Asfaw, Planning and Resource Mobilization Directorate Director Tel. 0911409175; Email ID: esheshe_2010@yahoo.com
3.CSA, Ethiopia		Mrs Alemtsehay Adem, WB Procurement Expert Tel: +251 911677084; alemtsehayadem@yahoo.com
4.USAID, Ethiopia		Mr Befekadu Gebretsadik, Ex-Project Expert; Tel. +251 911199933; E-mail: bgebretsadik@usaid.gov , USAID/E, US Embassy, Addis Ababa
5.CSSP, Ethiopia		Mrs Sosena Lemma, Capacity Development Programme Manager E-mail: sosena.lemma@cssp-et.com
6.VSO, Ethiopia		Dr Tesfaw Mohammed , Education Programme Manager Tel: 0911176938; E-mail: Tesfaw.Mohammed@vsoint.org
7.SNV, Ethiopia		Mr Paulos Desalegn, Tel. +251 911621661; E-mail: pdesalnge@snvworld.org , SNV (The Netherlands Development Organization), Addis Ababa
8.SAVE the Children International		Mr Alene Yenew, Mob.: +251 911602215; E-mail: ayenewkassa@gmail.com
9.UNESCO		Mr Samuel Asnake, Education Program Coordinator, UNESCO Addis Ababa Tel. 0919912011 e-mail: s.asnake@unesco.org



10. Ethiopian Red Cross Society		Mr Zekarias Assesfa, Quality Assurance and Learning Unit Officer Mob. 0920664202
11. British Council		Tigist Teferra, QESSP Program Maanger, Mob. +251 911669320 E-mail: tigist.tefera@et.britishcouncil.org
12. EPMES/SI		Abdu Ebrahim. Learning and Knowledge Management Manager, Mob. 0911430034, E-mail: aebrahim@socialimpact.com
13. Fhi360 A&T Ethiopia 3.0		Ato Ayele Agedo, Finance and Procurment Manager, Mobile: 0988144591; E-mail: aagedo@fhi360.org
14. Federal Ethics and Anti-Corruption Commission (FEACC)		Ato Tesfaye, Mobile: 0911677988

1.6.2 Relevant Experience

Our organization, PRIN has been closely working with MOE since 2010 and successfully accomplished a number of projects. Some of the most important education-related projects that PRIN accomplished have been briefly summarized as under:

- 1. Conducting National Study of Assessing the Textbook Development, Distribution (student: textbook ratio) and Utilization in Ethiopia (Client: MoE, World Bank, GEQIP) (February-June 2018).** The study is being conducted with the World Bank fund as part of GEQIP II Project execution outcome evaluation. The study was conducted throughout the country in more than 1400 primary and secondary schools. The participants of the study were parents, students, teachers, principals, and education officials at various levels. Mixed research design is being applied for the study.
- 2. Conducting School Improvement Program/School Grant Evaluation and Its Impact in Ethiopia (Client: MoE, World Bank,**



GEQIP). The study was conducted in all regions, in more than 1200 schools) (May -June 2016).

3. **Conducted research on Promising policies for the effective management of teachers in refugee contexts in collaboration with UNESCO-IIEP, UNICEF, and Education Development Trust (October 22-Nov. 10, 2018).** The study was in conducted in the three refugee hosting regions of Ethiopia (viz., Benshangul-Gumuz, Gamabella, and Tigray) and relevant federal government offices in Addis Ababa.

This research project seeks to answer the following overarching main question and sub-questions:

What promising policies exist for the effective management of teachers in refugee contexts of Ethiopia?

What are the current **policies** that influence teacher management in refugee contexts?

How do these policies impact on **practice** of the management of teachers of refugees?

What are the main **challenges** and what **promising policy solutions** are there for addressing these? What trade-offs and synergies need to be considered?

4. **Conducted a Study of Factors Affecting the Success of Teachers and Education Personnel in Implementing Educational Reforms in Ethiopian Schools** (clients: MoE & USAID/IQPEP). This is a large scale survey that was conducted in 2013 across all regions and city administrations of Ethiopia. Students, teachers, parents, and education officers at various echelons had participated in the study.
5. **Launched Accelerating Learning through a Blended Learning Program (Clients: Addis Ababa Education Bureau, Oromia Education Bureau, Schools).**

This is PRIN's self-initiative program in order to contribute its share towards enhancement of quality of education in Ethiopia. The program tries to boost learning gain by training teachers in interactive (student centered) teaching by providing video- and audio- supported learning experiences, coaching and mentoring teachers on active learning methods, developing a robust student learning experience management system, and introducing continuous assessment and feedback mechanisms. The program has been on trial (pilot test) stage in selected schools of Addis Ababa and Adama since October 2016. So far 10 schools (nine private & one public schools) have been the beneficiaries of the intervention program. The intervention has targeted 365 teachers and many students. PRIN has dedicated two foreigners and four local staff for the program.



6. **Conducting a National Study of In-School Factors Affecting the Students' Achievement in Addis Ababa City Administration and Harari People's Regional State** (Client: Addis Ababa Education Bureau, Harari Region Education Bureau, British Council, QESSP/DFID)

The study was intended to assess the major school-related factors that affected the performances of students at primary and secondary level. To this end, the study had applied rigorous scientific analysis based on experimental research design and considerable number of factors was pinpointed. Two separate reports were submitted to the respective client along with the intervention plan and validation workshops were carried in each region in May 2017.

7. **Conducting a Baseline Survey for Advancing Mobile/Technology Assisted Literacy Program in Ethiopia** (Client: MoE, UNESCO)

This is a UNESCO-Microsoft Corporation Pilot project Ethiopia. It was conducted in Amhara, Oromia, & SNNPR. The main objective of the baseline survey was to obtain evidence based information on the current status of technology-assisted literacy-cum-numeracy learning for youth and adults and on how to effectively use mobile technology to serve the learners and communities toward better livelihoods and lifelong learning. The specific objectives were the following:

To assess the performances of adult learners in order to assert their level of competencies in literacy, numeracy, and digital skills;

To identify the availability and relevance of hands-on mobile/IT based learning materials developed to enhance “Anytime , Anywhere Learning” at the grassroots;

To assess the existing practices on technology-assisted literacy learning provided to target learners by key actors mainly Ministry of Agriculture, Health, Microfinance, Mines etc.(services , challenges and opportunities).

To explore the existing conceptions and capacities of key literacy personnel (facilitators, curriculum designers /developers, supervisors, coordinators, on linking technology into FAL learning;

To analyze opportunities and challenges on multi-stakeholder partnership on technology-assisted FAL learning systems and services; and

To suggest feasible points on how to effectively use technology to serve the learners and communities toward better livelihoods and lifelong learning.



8. **Conducted a Baseline Study for VSO Ethiopia Quality Education Program** (Client: VSO-E). This is a large scale survey that was conducted in 2015 in 7 Regional States (viz., Afar, Amhara, Benshangul-Gumuz, Gambella, Harari, Oromia, & SNNPR). Students, teachers, parents, and education officers at various echelons had participated in the study.
9. **Carried out Final Performance Evaluation of Quality Extended Basic Education and Community-Based Child Protection Program in Ethiopia** (Clients: MoE & Save the Children International). The Survey was conducted in 2014 across 4 target regions (viz., Tigray, Amhara, Oromia, & SNNPR). School principals, teachers, students, parents (guardians), education officers at various echelons, and community leaders had participated in the study.
10. **Provided Technical Assistance to Support Module Development for Training of Teachers, School Leaders, and Supervisors in Ethiopian Higher Learning Institutions** (Clients: MOE, the World Bank, DFID). This assignment was executed in two phases and PRIN acted as quality controller for the development of 103 modules. It was responsible for customizing module standards, training module writers and reviewers, coaching and supporting the writers who are drawn from five public universities.
11. **Evaluation of the Progress towards Achievement of Education for All (EFA) Goals in Ethiopia** (2001/02-2011/12) (Clients: MOE, UNESCO). The survey was conducted in 2014 and had covered assessing the journey of the Ethiopian Education System over 11 years span. It intended to investigate the achievements and challenges of the system in the specified period. The survey was made across all regions. The participants of the study included: school principals, teachers, students, parents (guardians), education officers at various echelons, and community leaders.
12. **Final Performance Evaluation of School-Community Partnership Serving HIV/AIDS Affected Orphans and Vulnerable Children at Primary Schools of Ethiopia** (SCOPSO project) (Clients: MoE, USAID, & World Learning). The survey was conducted in 2013 across 6 sample regions (viz., Amhara, Afar, Oromiya, Tigray, SNNPR, & Harari). Students, teachers, parents (guardians), and education officers at various echelons had participated in the study.



13. **Carried out End-line Evaluation of Integrated Women Empowerment Program in Ethiopia** (Clients: MOE, *dvv International* Eastern/Horn of Africa Regional Office). The project was designed to integrate Functional Adult Literacy with Business Development Support and Life Skills. The Survey was conducted in 2013 across 6 sample regions (viz., Afar, Amhara, Oromia, SNNPR, Tigray, Addis Ababa).
14. **Impact Evaluation of the USAID/Ethiopia funded International Foundation for Education and Self-Help (IFESH) Capacity Building in Teacher Education Program** (Clients: MoE, USAID). The assessment was carried out in 2012 across 6 sample regions. Instructors, Deans, Department heads, school principals, school teachers, IFESH volunteers, and Education officials had participated in the study.
15. **Enhancing the Quality of Alternative Basic Education through Improving the Capacities of ABE Facilitators and Supervisors in Benshangul-Gumuz and Gambella Regional States** (Clients: MoE & UNESCO). The assignment was executed from 2010 to 2011. It involved reviewing the ABE curriculum, assessing the capacity gaps of ABE facilitators and supervisors, developing training modules, and training the facilitators and supervisors. Accordingly, more than 70 ABE facilitators and 20 supervisors were trained by the program.
16. **Development of Amharic (as a 2nd Language) Textbooks and Teacher Guides for Primary Schools (Grades 3-8) of Ethiopia** (Clients: MOE & UNICEF). This assignment has been executed from 2014-2015.
17. **Development of Ethiopian Sign Language Textbooks and Teacher Guides for Grades 1-4** (for the first time in Ethiopia) (Client: MoE). This assignment was executed in 2014.
18. **Development of Ethiopian Sign Language Textbooks and Teacher Guides for Grades 5-8** (Client: MOE). The draft books have been submitted to MOE and feedback provided to PRIN. Currently, the final drafts are being finalized.
19. **Development of Supplementary Reading Materials in Civics and Ethical Education for Grades 5-8** (Clients: MoE, Pact Ethiopia). This was executed in 2013.
20. **Developing Teacher Manual for Developing Behavioral Disobedience of Students** (Client: MoE). This was executed in 2013.
21. **Building the Capacities of Education Officials and Experts at Federal and Regional Level in Various Areas** (Clients: MOE,



Regional Education Bureaus, UNESCO, USAID/IQPEP). PRIN had trained more than 500 education officers and experts drawn from MOE, RSEBs, and Teacher Education Colleges from 2012-2014. The trainings were conducted in Sector Analysis, Planning and Projection Techniques, Project Management, Monitoring and Evaluation, Strategic Leadership and Management, Leadership Skills, Functional Adult Education, and Gender Mainstreaming and Budgeting



List of references for recent projects of PRIN

Name of Client	Project	Contact	Contact details
MoE/ CDC Printers india pvt	Served as a Publisher (Developer) for many books, which are printed and distributed in Ethiopia through GEQIP fund <ol style="list-style-type: none"> 1. Grades 7-10 Mathematics Supplementary Materials (2017) 2. Grade 7-8 Amharic as a Second language Textbooks and Teacher Guides for Oromia Regional State (2018) 	Mr Tanmay Basu (Vice President, CDC Printers Pvt)	+971 918240291064, Calcutta
EMPDE	Development of Business Plan for Educational Materials Production and Distribution Enterprise (EMPDE) The assignment involves development of 5 years plan for the printing and furniture manufacturing businesses.	Planning Office, Procurement Office	0116479516 Gurd Sholla
MESROY Ethiopia	Conducted Business Feasibility Study for New Products of MESROY Ethiopia The assignment involved conducting comprehensive business feasibility study in Ethiopia and identified best businesses among 120 sectors.	Ato Mesfin/ W/ro Etenesh	Sarbet, opposite to Oromia Regional State Sectoral Bureaus
The House of Federation of Ethiopia	Developed a Five Years Strategic Plan (2011/12-2015/16) for the House of Federation of Ethiopia using the Results Based Management Framework	Secretary General	Office of the Secretary General, the House of Federation, Addis Ababa
Development Bank of Ethiopia	Carried out Competency Mapping & HR Strategy for the Development Bank of Ethiopia	Ato Markos, HR Manager	0911008317 Kazanchis
Ministry of Education/ GEQIP	Technical Assistance for the development of 103 modules of teacher education in Teacher Education Colleges of Ethiopia	Ato Eshetu Asfaw	TELDD Mob. 0911409175
USAID/ EPMES	Facilitator for the development of USAID/Ethiopia Country Development Cooperation Strategy (2018-2022) (collected data and prepared seven regional and one national stakeholders' analyses reports). The study had assessed all development issues including CBHI, primary health care, education, PSNP, AGP, water, etc.	Ato Abdu Mohammed (Learning Advisor)	USAID/ EPMES, Addis Ababa 0911430034/ 0911679886



USAID/ EPMES	Developing Hostcountry M&E Capacity Strengthening Strategy and Roadmap in Ethiopia	Ato Dereje Getahun (M&E Head)	USAID/EPMES, Addis Ababa 0911239662
USAID/ EPMES	Strengthening the Capacities of Local M&E Service Providers (M&E-LSPs) in Ethiopia	Ato Dereje Getahun (M&E Head)	USAID/EPMES, Addis Ababa 0911239662
Fhi-360 (Allive & Thrive Ethiopia 3.0)	Undertaking Regional Nutrition Capacity Assessment and Strategy Development in Regional Health and Agriculture Bureaus of the Six Selected Regions in Ethiopia: Afar, Amhara, Tigray, Oromiya, SNNPR, & Somali	Ato Ayele (Finance & Procurement Head)	A&T Ethiopia 3.0 0988144591
USAID/ IQPEP	Building the Capacities of Senior Officials and Experts (432) of Ministry of Education, Regional Education Bureaus, & Woreda Officers in 7 areas: Strategic and Transformational Leadership Policy Making & Analysis Advanced Leadership Skills Planning & Projection Techniques Management of Integrated Adult Functional Literacy Project Preparation & Proposal Development Gender Mainstreaming & Budgeting	Ato Tesfai G/michael	Former Training Coordinator, USAID/IQPEP Mob.: 0911438872
OXFAM GB	Developed Gender Policy Development and Gender Mainstreaming Guidelines for Local Humanitarian NGOs (Pastoralist Welfare Organization, Ogaden Welfare & Development Association, Gayo Pastoralist Development Action, Organization for Development in Action, & Action for Development)	Ato Nebiyu/Melike Dendir	Addis Ababa Mob. 0911005302
Civil Society Support Program of the British Council	Building the Capacities of CSOs (including preparation of Action Plans, establishing systems & structure for more than 20 CSOs whose members are vulnerable groups) in 4 regions-Tigray, Amhara, Gambella, & AA (for CSSP/BC)	Mrs Sossena Lemma	Addis Ababa Mob. 0911 468145 E-mail: sosena.lemma@cssp-et.com
Save the Children International	Conducted Gender Audit, Gender and Nutrition Analysis, and Developing Gender Strategy for USAID/ENGINE Program of Save the Children International	Ms. Tarik	Head Office, Addis Ababa Tel. 0113728455
OPQEEt	Developed the Strategic Plan for Organization for Promoting Quality Education in Ethiopia (OPQEEt) using the Results Based Management (RBM) Framework (project sponsored by SIDA & Initiative Africa)	Ato Alemu	Addis Ababa Mob. 0911470830
UNESCO	Developed UNDAF (Education) Strategy	Mr Samuel	Addis Ababa



	(2011—2015) and Cap EFA (2012—2014) Plan using the Result Based Management Framework for UNESCO (UNESCO sponsored project) (the General Manager of PRIN was involved in the assignment)	Asnake	Mob. 0919912011
Abt Associates, Inc.	Building the capacities of HANSHEP Health Sector Enterprises Fund Grantees (7 Organizations) including strategic and action planning	Patricia Griffin	Mob. 0911815059 Patricia_Griffin@shopproject.com
HelpAge International Ethiopia & MoLSA	Developing Corporate Social Responsibility (CSR) Guideline for Social Protection	W/ro Sofia	Head Office, 22, Addis Ababa



