

Curriculum Vitae for Proposed Personnel

Position	
Name and Citizenship	Noel Millison, Canadian

Education:

- M.A. Rural Development (Planning) - International Stream, University School of Rural Planning and Development, University of Guelph, Guelph, Canada (1986)
- Honors B.Sc, Genetics, University of Western Ontario, London, Canada (1978)

Selected Professional Development:

- Strategic Institutional Planning and Evaluation, University of Guelph, Guelph, Canada (1994)
- Object Oriented Planning, Sulawesi Regional Development Project, CIDA/University of Guelph, Canada (1992)
- Incorporation of Gender Sensitive Indicators in Development Planning, Sulawesi Regional Development Project, CIDA/University of Guelph, Canada (1993)
- Popular (Adult) Education and Group Facilitation, CUSO (1984 – 1988)
- Unclassified Studies in Agricultural Science, Ontario Agricultural College, University of Guelph, Canada (1983)

Present Employer and Position: Independent Consultant

Language Requirement: 5 native proficiency, 4 advanced, 3 general, 2 limited working ability, 1 basic skills

Language	Speaking	Reading	Writing
English	5	5	5
Indonesian Language	4	4	3

Experience:

Employment/Assignment	
Position:	Field Director
Employment:	July 2016 – December 2017 (1 year, 5 months)
Location:	Jakarta, Indonesia
Project	
Title:	National Support for Local Investment Climate / National Support for Enhancing Local and Regional Economic Development
Donor/Client:	GAC) / Cowater International Inc.
Values:	CAD 17,299,313
Project Duration:	7 years
Brief Description	<p>This Project focused on local economic development by:</p> <ul style="list-style-type: none"> • Identifying obstacles within the regulatory framework affecting investment in local and regional economies and private sector/business development and making recommendations to alleviate obstacles; • Enhancing the role of Governmental Stakeholders in stimulating local and regional economic development; and • Providing funds for capacity development at the local level and responsive funds for economic development pilot project activities.
Pertinent Experience	
<p>As The Canadian Field Project Manager (April 2012 – June 2015):</p> <ul style="list-style-type: none"> • Acted as the in-country Project Director based in Jakarta managing project activities including: activities to identify and address regulatory road-blocks affecting regional investment and business development; coordination between governmental agencies for regional economic development; engagement of National stakeholders in local economic development; application of responsive funds for economic development pilot projects; capacity building for business development; • Prepared Performance Measurement Framework (PMF), Annual Work Plans and Annual Progress Reports; • Liaised and coordinated with counterparts at the National (BAPPENAS), Provincial (BAPPEDA) and District (BAPPEDA) Levels • Responsible for Project Management including: <ul style="list-style-type: none"> ○ Applying standard operating procedures; ○ Ensuring implementation of project technical activities at the National, Provincial and Districts Levels and performance with respect to desired outputs and outcomes; ○ Managing the work of 1 central office in Jakarta (9 staff), 2 field offices (5 staff each); and 10 community facilitators; ○ Liaising with Project stakeholders including: Ministry of Villages, Ministry of Cooperatives and SME, Ministry of Home Affairs, Ministry of Women's Empowerment, Coordinating Ministry for Economic Development; the Coordinating Agency for Regional Investment and other technical agencies (e.g. Agriculture; Fisheries, Tourism) at 	

<p>the National level; Provincial and District BAPPEDA Offices in Southeast Sulawesi and Gorontalo</p> <ul style="list-style-type: none"> o Recruiting and managing local technical specialists; o Financial Management including: Field program budgeting according to WBS and PMF; Approval of field activity budgets; Approval of financial disbursements; Review of monthly financial reports of field activities; Preparation of monthly financial summaries and reconciliation reports of field activities, office and staff expenses; Preparation of request for funds; and Annual financial reconciliation using Project budget tables o Project reporting including: Annual Investment Progress Reporting applying Project Management Framework; Annual Progress Reporting and Financial Reporting to the Project Steering Committee (PSC – BAPPENAS and GAC) 	
Reference	<i>Wilson Pearce, Vice President Local Governance and Economic Development, Cowater International Inc., wpearce@cowatersogema.com</i>

Employment/Assignment	
Position:	Rural and Regional Development Specialist
Employment:	April – May 2016 (2 months)
Location:	West Sulawesi
Project	
Title:	Forest Programme IV South and West Sulawesi: Feasibility Study for the Preparation of a Reforestation and Integrated Watershed Management Component within the Indonesian – German Forest Programme
Donor/Client:	Government of Germany
Values:	USD 250,000
Project Duration:	6 months
Brief Description	This was a Feasibility Study completed in preparation for the Forest Programme IV – South and West Sulawesi Project to be funded by the Government of Germany
Pertinent Experience	
<p>As the Rural and Regional Development Specialist (April-May 2016)</p> <ul style="list-style-type: none"> o Member of a multi-disciplinary team to conduct a strategic assessment of opportunities and constraints to guide the development of the Indonesia-German Forest Program; o Responsible for the preparation of the component of the feasibility study covering: regional economic development opportunities; institutional assessment of governmental and non-governmental stakeholders; and community engagement, traditional knowledge, perceived priorities (livelihoods) and programming needs (e.g. programming components, training, extension services). 	
Reference	<i>Bambang Tri Sosongko Adi, President P.T. Hatfield Indonesia, bambangtsa@hatfieldgroup.com</i>

Employment/Assignment	
Position:	Senior Participatory Natural Resource Management Specialist / Canadian Field Project Manager
Employment:	January 2008 – September 2015 (7 years, 6 months)
Location:	Southeast Sulawesi and Gorontalo, Indonesia (Bone-Bolango and Konaweha Watersheds)
Project	
Title:	Environmental Governance for Sustainable Livelihoods Project (EGSLP)
Donor/Client:	DFATD (now GAC) / SNC-Lavalin
Values:	CAD 14,770,000
Project Duration:	7 years, 6 months
Brief Description	This project worked at two levels: (i) Development of community sustainable livelihoods of rural peoples at the Village Level within selected watersheds through the application of responsive funds for community-based sustainable management of natural resources; and (ii) Development and implementation of integrated watershed management plans emphasizing environmental governance for conservation of water, soil and forests in accordance with GOI Regulations regarding watershed management planning in partnership with Provincial and District BAPPEDA, BPDAS (Ministry of Forests), Forum DAS (local CSO of forest management stakeholders) and selected Line Agencies.
Pertinent Experience	
<p>As the Senior Participatory Natural Resource Management Specialist (January 2008 – June 2015):</p> <ul style="list-style-type: none"> • Conducted an assessment of current livelihoods and natural resource management conditions within the focus watershed areas; Developed Watershed Management Plans; Identified alternative livelihood strategies based on the sustainable management of local natural resources for sustainable livelihoods (emphasizing social forestry, estate crops, sustainable agriculture management practices); Engaged resource user groups, cooperatives, CBO's and SME's; Developed an environmental management regulatory framework and application of agriculture zones (based on bio-physical parameters) at the Provincial Level for the conservation of soil, water and forest resources and; preparation of a National White Paper on conservation of water resources. 	

As The Canadian Field Project Manager (April 2012 – June 2015):

- Worked in-country (Indonesia) supervising (managing) and contributing the implementation of project activities, within the Performance Management Framework (PMF), for this CAD 14M+, 7 year project that contributed to local economic development through the development of community sustainable livelihoods, including: integrated agro-pasture-silviculture; freshwater aquaculture; coconut husk processing; palm sugar production; agro-forestry; estate crop production; small-scale bakery development; certified rice seed production; livestock husbandry; and agricultural produce processing
- Identified program priorities and prepared the project annual work plans
- Managed Responsive Funds for Village and Watershed Activity implementation
- Liaised and coordinated with counterparts at the National (BAPPENAS), Provincial (BAPPEDA, BPDAS) and District (BAPPEDA) Levels
- Responsible for Project Administration and management of this multi-year, complex international development projects within Indonesia's decentralized context with complex policy/regulatory environments, responsibilities included:
 - Applying standard operating procedures
 - Managing the work of 2 field office managers; 6 administrative staff; 15 community facilitators; and 8 support staff
 - Liaising with Project stakeholders including: BAPPENAS but also the Ministries of Finance; Agriculture; Forestry; and Home Affairs at the National level; Regional Leader Offices and BAPPEDA at the Provincial and District Levels in Southeast Sulawesi and Gorontalo
 - Recruiting and managing 2 Canadian technical specialists (performance management, and environmental governance) and 2 Indonesian Experts (integrated water resource conservation)
 - Financial Management including: Annual work planning and field program budgeting according to WBS and PMF; Approval of field activity budgets; Approval of financial disbursements; Review of monthly financial reports of field activities; Preparation of monthly financial summaries and reconciliation reports of field activities, office and staff expenses; Preparation of request for funds; and Annual financial reconciliation using Project budget tables
 - Office Management
 - Project reporting including: Annual Investment Progress Reporting applying Project Management Framework; Annual and biannual financial and progress reports to the Canadian Government; Technical Progress Reporting to DFATD (Canada) and the Project Steering Committee (PSC); and Quarterly Financial Reporting to DFATD and PSC

Reference	<i>Veronique Doyon, Project Director – EGSLP, ve.doyon@gmail.com</i>
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Employment/Assignment

Position:	Environment Specialist
Employment:	October 2008 – December 2008 (3 months); and October 2010 – December 2010 (3 months)
Location:	North and South Sulawesi, Indonesia

Project

Title:	Better Approaches to Service Provision through Increased Capacities in Sulawesi (BASICS)
Donor/Client:	DFATD (now GAC) / Cowater International Inc.
Value:	CAD 19,427,922
Project Duration:	7 years
Brief Description:	This was a DFATD funded bilateral aid project to be implemented in North and Southeast Sulawesi emphasizing Minimum Service Standards for Public Services (health, education) by focusing on Millennium Development Goals.

Pertinent Experience

- Participated in the preparation of a Project Implementation Plan (PIP) associated with the BASICS Project by providing an assessment of the current state of regional environmental governance and environmental management in North and Southeast Sulawesi
- Prepared Environmental Assessment Guidelines conforming to both Indonesian and Canadian Environmental Assessment Guidelines. The EA Guidelines are to be used by BASICS to screen activities funded by BASICS Responsive Fund Mechanism for potential serious negative environmental impacts and prescribe mitigation measures

Reference	<i>Bill Duggan, Cowater International, +1 613 722 6434; bill.duggan@gmail.com</i>
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Employment/Assignment

Position:	Senior Environmental Governance Specialist
Employment:	October 2005 – December 2007 (2 years, 3 months)
Location:	Aceh Darussalam, Indonesia

Project

Title:	Strengthening Good Governance in Aceh through Improved Environmental Management and Spatial
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	Planning Project (a.k.a. Improved Environmental Governance in Aceh Project – EGAP)
Donor/Client:	CIDA (now GAC) / Hatfield Consultant Partnerships Ltd
Values:	CAD 821,625
Project Duration:	2 years
Brief Description:	Build capacity for governance for sustainable natural resource management to revitalize the fisheries sector as a core source of livelihoods through Integrated Coastal Zone Management.
Pertinent Experience	
<ul style="list-style-type: none"> • Undertook a Strategic Environmental Assessment of three areas: Lambaro Skep Sub-District within the City of Banda Aceh, Teupah Selatan Sub-District and Alafan Sub-District within Simeulue District of Aceh Darussalam. • Developed coastal zone program plans alternatives for consideration by District Governments and Technical Line Agencies (BAPPEDA, Forestry, and Fisheries Departments); and CARE International Indonesia • Identified strategies for local economic development engaging SMEs based on sustainable use of local natural resources for rural livelihoods 	
Reference	Garth Taylor, Hatfield Consultants, +1 604 926 3261, gtaylor@hatfieldgroup.com

Employment/Assignment	
Position:	Community Environmental Management Advisor / Field Team Leader
Employment:	November 1999 – March 2003 (3 years, 5 months)
Location:	North and South Sulawesi, Indonesia
Project	
Title:	Collaborative Environmental Project in Indonesia (CEPI)
Donor/Client:	CIDA (now GAC) / CANORA Asia Inc.
Value:	CAD 19,497,259
Project Duration:	5 years
Brief Description:	Increase the capacity of the National Environmental Impact Management Agency (BAPEDAL) and the State Ministry of Environment.
Pertinent Experience	
As the Community Environmental Management Advisor (November 1999 – March 2003) :	
<ul style="list-style-type: none"> • Worked collaboratively with community groups and NGOs to identify environmental priorities and provide capacity development services to empower communities and local governments to plan and implement activities to address the environmental management issues (included coastal zone rehabilitation through replanting mangrove and solid waste management). 	
As the Field Team Leader (April 2001 – March 2003) :	
<ul style="list-style-type: none"> • Worked in-country (Indonesia) and was responsible for the overall field program technical coordination and project administration/management of this this CAD 19M+, 5 year project that contributed to local economic by empowering communities within Indonesia's decentralized context with complex policy/regulatory environment, responsibilities included: <ul style="list-style-type: none"> ○ Annual Program Work Planning of field activities using a WBS ○ Financial Management: Budgeting of technical and field activities according to WBS; Preparation of request for funds; Reviewing and approving field activity expense reports; and Preparing monthly field financial reports, financial summaries and reconciliations of field activity, office, and staff expenses ○ Managing and overseeing the technical financial management of the entire field operation including technical activities, administrative tasks, meetings and workshops. ○ Project financial reporting including: Quarterly financial reconciliation and reporting using project budget tables ○ Technical progress reporting and preparation of annual investment progress reports ○ Human resource management including managing and overseeing 2 Canadian experts (gender, fisheries) and 2 Indonesian experts (community development, gender), 2 administrative staff, and 4 activity coordinators; ○ Liaising with Indonesian NGOs, CSOs and counterpart agencies ○ Coordinating program activities and managing implementation activities ○ Managing disbursement and application of Responsive Funds ○ Recruiting and managing local and international specialists 	
Reference	Kent Wiley, Management Consultant, kcw0905@hotmail.com

Employment/Assignment	
Position:	Technical Coordinator / Red Tide Program Manager
Employment:	April 1996 – June 1999 (3 years, 3 months)
Location:	7 Countries of ASEAN (Brunei Darussalam, Indonesia, Malaysia, Philippines, Singapore, Thailand, and Viet Nam)
Project	

Title:	ASEAN-Canada Cooperative Program on Marine Science Phase II (CPMS-II)
Donor/Client:	CIDA (now GAC) / EVS Environment Consultants
Value:	Approx. CAD 17,000,000
Project Duration:	6 years
Brief Description:	This was a CIDA funded ASEAN Regional Project meant to develop capacity and environmental standards for the marine environment.

Pertinent Experience

- Worked in-country (based in Indonesia), within decentralized contexts with complex policy/regulatory environments, and coordinating (managing) project activities for this CAD 17M, 6 year development project, related to the creation of marine environmental standards and regulations, marine pollution control and red tide research and public alerts, including:
 - Work planning and activity budgeting
 - Technical coordination and oversight of project implementation activities
 - Preparation of Project Annual Work Plans by WBS and coordination of field technical activities
 - Financial Management: Coordination with activity managers and consolidation of activity budgets to produce annual Project budget; Arrangement of financial disbursements, Review of expense reports; Preparation of monthly financial summaries and reconciliations for all field activities, office, and staff expenses; Annual financial reconciliation using Project budget tables
 - Coordination with of 4 Canadian Activity Managers, several Canadian short-term experts, and 1 Field Office Manager
 - Recruitment of Canadian specialists/experts as required
 - Coordination of biennial ASEAN Marine Science conferences and study tours to Canadian Institutions
 - Liaison with 7 Country Committees for Marine Science, Pollution Control and Red Tide (local experts) as well as all counterpart agencies and stakeholders throughout ASEAN.
- Coordinated and managed the Canadian funded ASEAN research into the occurrence of red tides and the effects of red tide on human health; the issuance of red tide alerts within the ASEAN region; and raising awareness among the public regarding the human health effects of red tide

Reference Gary Vigers, *Environmental Services Consultant*, gary@vigers.ca

Employment/Assignment

Position:	Rural Development Advisor / Project Manager
Employment:	December 1988 – June 1993 (4 years, 7 months)
Location:	Buton District and Kendari District, Sulawesi Tenggara, Indonesia

Project

Title:	Sulawesi Regional Development Project (SRDP)
Donor/Client:	CIDA (now GAC) / University of Guelph
Value:	Approx. CAD 40,000,000
Project Duration:	8 years
Brief Description:	SRDP developed the capacity of the Regional Development Planning Board (BAPPEDA) in sustainable regional economic development planning at the Provincial and District Levels.

Pertinent Experience

- Developed capacity of BAPPEDA in: assessing regional potential within the framework of Indonesia's Bottom-Up Planning process; writing annual Provincial and District Development Plans; selection of projects emphasizing rural development goals based on budgetary constraints, project feasibility, sustainability and cost-effectiveness criteria, supervision and monitoring of implementation performance and evaluation of development impacts; and institutional planning and human resource development
- Worked in-country (Indonesia), within Indonesia's decentralized context and complex policy/regulatory environment, and managed the GULAMAS IAD Project and the Kolono IAD Project, under this 8 year, CAD 40M program:
 - Managed and planned regional assessment; coordination of community participation in development planning, coordination of project implementation, performance monitoring and impact evaluation of activities implemented by Governmental Line Agencies
 - Worked, in collaboration with implementing Indonesian Line Agencies, for the achievement of desired results. Involved Indonesian Line Agencies included: Village Development; Agriculture; Estate Crops; Animal Husbandry; Forestry; Fisheries; Education; Health and Public Works
 - Responsible for Annual IAD work-planning and budgeting; IAD activity implementation management; Monitoring of activity implementation; Activity performance and financial reporting; and Capacity development for BAPPEDA counterparts
 - The IAD projects focused on local economic development by engaging cooperatives and user groups through the application of responsive funds in the implementation of pilot and demonstration activities for SME development.

The primary sectors for the application of responsive funds included: agriculture, estate crops, fisheries, livestock and cooperatives
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Reference	<i>Harry Cummings, Harry Cummings and Associates, +1 519 823 1647, harry@hcaconsulting.ca</i>
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C. Narrative

Mr. Millson is a Rural Development Planner with more than 25 years of experience in providing technical assistance and project management skills in Indonesia.

Mr. Millson has been a Field Team Leader for 5 long-term Canadian funded development assistance projects (CAD 14 – 19 million) involving: 3 – 9 Canadian specialists; 10+ Indonesian technical specialists and community facilitators; and 20+ administrative and support staff) including: The National Support for Local Investment Climate / National Support for Enhancing Local and Regional Economic Development in Indonesia (NSLIC/NSELRED); The Environmental Governance for Sustainable Livelihoods Project in Indonesia (EGSLP); the Environmental Governance in Aceh Project; the Collaborative Environmental Project in Indonesia Project (CEPI); and the ASEAN-Canada Cooperative Program on Marine Science Phase II (CPMS-II). Mr. Millson has experience managing large Canadian Government funded projects.

Mr. Millson's range of experience includes:

1. Project Management

- Mr. Millson has extensive experience leading multidisciplinary teams of experts, providing leadership to ensure the technical quality of work. Mr. Millson has recruited and supervised teams of Indonesian and International (Canadian) experts covering a range of technical issues required within the scope of project implementation including: gender analysis; performance management framework; water resources; forest resources; agro-forestry; agriculture, environmental assessment and compliance; participatory appraisal;
- With regards to team management, Mr. Millson believes in the strength provided through collaboration to set priorities, reach decisions and coordinate activity implementation. Effective team management begins with earning the respect of all team members. Mr. Millson skills include: the ability to listen; honesty, and being able to provide clear direction and performance expectations.
- Reporting results including: technical progress reporting; financial reporting the preparation of: Project Implementation Plans; Annual Progress Reporting; Investment Performance Reports (based on PMF); and Annual Financial Reports; and End of Project Reports;
- Mr. Millson has experience liaising with, negotiating with, and coordinating activities with and including the participation of stakeholders that have included: Governments (national and sub-nations), communities, donors (GAC), CSOs/CBOs and the private sector with a particular focus on promoting natural resource management for sustainable community livelihoods and sustainable local economic development/growth;

2. Sustainable Environmental Governance

- Preparing Strategic Environmental Assessments of coastal and watershed regions for the development of sustainable natural resource management plans; Working with Provincial Governments (Southeast Sulawesi and Gorontalo) for the development of Provincial Regulations and Technical Guidelines for the conservation of land, forest and water resources;
- Working with Provincial Governments to design a framework to identify and address conflict situations regarding natural resource use / preservation of ecosystems through the engagement of stakeholders;
- Working with the National Government to develop a white paper for integrated water resource management;
- Developing an environmental guideline for the NSLIC/NSELRED and BASICS Projects to ensure compliance with both Indonesian and Canadian environmental standards; Working with the Indonesian Government to develop capacity for environmental assessment and sustainable natural resource management;

3. Sustainable Livelihoods/Local Economic Development

- Development of sustainable livelihoods alternatives based on sustainable use of natural resources and development of value-chains showing competitive advantage with experience in Southeast Sulawesi, South Sulawesi, Aceh, North Sulawesi, West Kalimantan;
- Applying best management practices with regards to agriculture, water and forestry sectors;
- Working with communities to raise awareness with regards to environmental sustainability and taking action on priority issues to improve environmental sustainability (e.g. coastal rehabilitation, watershed management, forest rehabilitation, natural hazard mitigation and preparedness) and sustainable use of natural resources for local livelihoods;
- Engagement of SME's and CSO's (e.g. BUMDes and BUMADes) for the development of value-chains based on sustainable use of local natural resources / comparative advantages;

- Working with National, Provincial and District Governments to address and alleviate constraints to SME and Cooperatives development;
- Provision of capacity development services to National, Provincial and District Governments to improve SME and Cooperatives development;

4. Rural Development

- Rural Development Planning including: Participatory rural appraisal; Strategic planning; Development of Project baseline for measurement of change; Implementation management; Performance monitoring using implementation milestones, schedules and financial management; and Evaluation using project performance matrix of desired outputs and outcomes to measure change due to Project implementation;
- Rural development for social service provision including health and education; and economic development within in the agriculture, fisheries and forestry sectors;
- The engage multiple stakeholders including: strategic assessments of regional social, economic, environmental and governance conditions; capacity development for governmental services at the District, Provincial and National Levels; collaboration with Governmental Agencies in Indonesia including: BAPPENAS, MOHA, and MOEF at the National Level as well as Provincial and District Level Government; and participatory approaches at the community level engaging community members, NGOs, CBOs, micro-enterprises and Village Enterprises;
- Capacity Development for Governmental Institutions including action at the policy (mandate, objectives), institutional (programs, operating procedures, forms) and human resource levels (technical training, human resource development)

5. Gender Equality and Good Governance

- Integrating gender equality into project activities. As a Rural Development Planner, Mr. Millson has always: actively engaged women in decision-making practices; and assessed development priorities with a gender perspective. This has included incorporation of gender analysis in participatory planning, analysis of social and economic conditions from a gender perspective and preparation of activity plans conforming to project gender guidelines and policies as well as facilitating activities meant to address conditions in which inequalities exist. All of the projects that Mr. Millson has participated on have included gender awareness raising and gender equality training provided by local Gender Specialists, within the scope of relevance to the Project PMF. Through these actions, women have had a greater voice in development outputs and outcomes and had a positive impact in terms of community development and empowerment of women in decision-making;
- Application of good governance principles (participation, transparency, accountability, leadership, anti-corruption) in Project implementation;

6. Results Based Management

- The application of Performance Management Framework Matrices quantifying specific intended outputs and outcomes by applying Results-Based Management in: work planning, budgeting and financial management; performance monitoring and impact evaluation;
- Use of RBM tools to develop Project Implementation frameworks using participatory tools and approaches;
- Performance management of project implementation based on the achievement of milestones in a timely manner within budget parameters;
- Impact evaluation based on achievement of desired outputs and outcomes