

Partner

Professional profile

Philippa Tadele has 20 years of experience working with governments, NGOs and private sector organisations in the development sphere. She is currently Partner and Director for Organisational Development at Itad where she leads Itad's portfolio on rural livelihoods, forestry and social protection. Philippa is an experienced evaluator and team leader with over 17 years' experience designing and implementing evaluations of interventions, many of which have been complex multi-county multi-component programmes. She is experienced in quality assurance of both evaluation processes and outputs, having undertaken several QA roles for the World Bank and the African Development Bank among others, including specific QA of evaluations focused on gender.

Her range of experience includes working as a Programme Manager for Irish Aid in Ethiopia on food security, advising the Government of Nigeria at federal and state levels on Monitoring and Evaluation, and working with the Government of South Africa at all levels on land reform and land use. Philippa started her career as a natural resource management specialist and has built up a portfolio of work in relation to M&E.

Since 2013, Philippa has been Project Director for a DFID-funded Monitoring and Evaluation of the Implementation of the Forest Governance, Markets and Climate (FGMC) Programme. Philippa is providing oversight of the project, liaison with TLC regarding progress and management issues, and with DFID regarding contractual issues. Prior to that, she led the M&E component of the World Bank's Climate Smart Initiative (CSI) for Productive Safety Net Program (PSNP) and the Household Asset Building Program (HABP) in Ethiopia. Philippa lead a group of five internationals on the design of the M&E system, and lead interaction with the Ethiopian 7-member MEL team.

Nationality British

Languages English (mother tongue), French, Afrikaans

Country experience Botswana, Cambodia, Ethiopia, Ghana, Guyana, India, Laos, Malawi, Namibia, Nepal, Nigeria, Congo, South Africa, Suriname, Tanzania, Thailand, Uganda, United Kingdom, Viet Nam

Education

1994	M.Sc. Natural Resource Management (Distinction) University of Edinburgh, UK
1992	B.A. (Hons) History Gonville & Caius College, University of Cambridge, UK

Employment

2018 – Present	Partner Itad Ltd, UK
2014 – Present	Director of Organisational Development Itad Ltd, UK
2012 – 2014	Associate Director Itad Ltd, UK
2005 - 2012	Freelance Consultant Various
1999 - 2005	Director and Consultant International Organisation Development Ltd
1999 - 2000	Provincial Manager South African San Institute (SASI), South Africa
1998	Researcher Overseas Development Institute, London for the EC (DG VIII), UK
1997 - 1998	Land Use Options Adviser & SAN Specialist Department of Land Affairs, Government of South Africa
1994 - 1996	Co-Manager and Social Impact Consultant Community-Based Conservation Project, Bushmanland, NE Namibia (Field Based, Remote area)

Project experience

2013 - Present	Service Provider to Monitor Implementation of Forest Markets and Climate Programme Role: Project Director Client: DFID Location: UK
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FGMC builds on the success of its predecessor programme, the Forest Governance and Trade (FGT) programme. FGMC places greater emphasis on carbon capture (the link to climate change) and, importantly, includes the agricultural commodities that are driving forest removal. It focuses on transferring lessons from timber-related Voluntary Partnership Agreements (VPAs) to other forest-related commodity systems and to another major international initiative, the Reducing Emissions from Deforestation and Forest Degradation (REDD+). Philippa is providing oversight of the project, liaising with TLC regarding progress and management issues and with DFID regarding contractual issues.

2013 - Present **Private Enterprise Programme**

Role: M&E Co-director | Client: DFID | Location: Ethiopia

PEPE is a seven-year programme to help generate quality jobs and increased incomes for Ethiopia's poor. PEPE has three pillars to achieve the goal of integrating the poor, and especially women, in sustainable economic enterprises that create jobs and improve incomes. Philippa is working with an internal Itad team and a full time Ethiopian consultant. Her focus to date has been on HR.

2013 - 2016 **Impact Evaluation of the DFID Programme to Accelerate Improved Nutrition for the Extreme Poor in Bangladesh**

Role: Coordinator Process Evaluation & Cost Effectiveness study | Client: DFID | Location: Bangladesh

This evaluation aims to assess the impact of a nutrition component added into 3 existing livelihoods programmes funded by DFID in Bangladesh: Chars Livelihoods Programme (CLP), Economic Empowerment of the Poorest (EEP) and Urban Partnership for Poverty Reduction (UPPR). Philippa led the inputs on process evaluation and cost effectiveness, co-ordinating the two sub-teams: CNRS on process evaluation and two independent consultants on cost effectiveness.

2013 - 2015 **Climate Smart Initiative (CSI) for PSNP/HABP**

Role: M&E Team Leader | Client: World Bank | Location: Ethiopia

CSI aims to mainstream climate change through the ongoing Productive Safety Net Programme, and its sister initiative the Household Asset Building Programme. The consortium is led by CARE Ethiopia, and includes IDS, Cornell, SNV and 4 regional partners in Ethiopia. Philippa led a group of five internationals on the design of the M&E system, and led interaction with the Ethiopian 7 member MEL team.

2012 - 2015 **Strategic Climate Institutions Programme (SCIP) - Fund Manager**

Role: Knowledge Management and Design Expert | Client: DFID | Location: Ethiopia

SCIP aimed to build Ethiopia's institutional capacity to respond to climate change across Ethiopian Government, civil society organisations, academia and international development partners. ITAD provided technical leadership in M&E and knowledge management to the SCIP fund manager. Philippa led on interaction with grantees to ensure that their logframes are clear and relevant to the overarching SCIP logframe.

2012 **M&E Support to Strengthening Civil Society in Afghanistan Programme – Tawanmandi**

Role: Project Director | Client: DFID | Location: Afghanistan

Tawanmandi is a programme which works to strengthen Civil Society Organisations across Afghanistan in order to improve government's accountability, responsiveness and respect for human rights. Itad provided ongoing support to the programme to help enhance programme M&E, and measurement of Value for Money.

2012 **Annual Review: Independent Monitoring & Evaluation Project (IMEP) Nigeria**

Role: Reviewer | Client: DFID | Location: Nigeria

Annual Review of IMEP, a project that supports DFID Nigeria's suite of large programmes in terms of carrying out their annual reviews, with the provision of ongoing advice to strengthen M&E.

2012 **Climate Change Monitoring Results and Evaluation**

Role: Team Leader | Client: DFID | Location: Tanzania

Led a small team to review the DFID Tanzania climate change portfolio, and a sample of the broader portfolio, to improve climate change M&E and mainstreaming, and to produce practical guidance on VfM for climate change.

2011 - 2012 **Civil Society Challenge Fund (CSCF)**

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Role: Programme Manager | Client: TripleLine Consulting | Location: UK

The CSCF provides funding to UK-based civil society organisations (CSOs) who are working in partnership with CSOs in developing and transition economies. The aim of the Fund is to support initiatives which build the capacity of poor people to understand and demand their rights and improve their economic and social well-being through service delivery in difficult conditions. Philippa was responsible for programme management of the CSCF with special focus on performance assessment; ensuring that the annual review process ran smoothly and resulted in management action for projects requiring assistance.

2011 **Irish Aid Ethiopia**

Role: Capacity Building Manager | Client: Irish Aid | Location: Ethiopia

Managed a portfolio of 14 interventions, including the Irish Aid inputs into multi-donor initiatives, especially the major Productive Safety Net Programme (PSNP); the regional partnership with the Government of Tigray; and a range of NGO initiatives. Led a group of 9 staff in Addis Ababa and Mekelle. Philippa chaired the PSNP donor group, and took a leading role in the development of the PSNP / climate change nexus analysis and development. She ensured cross learning between projects, particularly on issues related to nutrition.

2010 - 2011 **Irish Aid Ethiopia**

Role: Food Security & Rural Livelihoods Programme Manager | Client: Irish Aid | Location: Ethiopia

Philippa managed a portfolio of 14 interventions, from the IA inputs into multi-donor initiatives such as the Productive Safety Net Programme (PSNP), to the regional partnership with the Government of Tigray, to a range of NGO initiatives. Led a group of 9 staff in Addis Ababa and Mekelle. Chaired the PSNP donor group, & took a leading role in the development of the PSNP / climate change nexus analysis and development. She ensured cross learning between projects, particularly on issues related to nutrition.

2009 **Process Support to OPEV**

Role: Consultant | Client: African Development Bank | Location: Tunisia

Philippa was responsible for co-ordinating and quality assuring 4 impact studies being carried out by different Indian sub-contractors to support the M&E system of a State level decentralisation programme in West Bengal, for its annual review and beyond

2008 **Annual Review of Civil Society Support Programme in West Bengal**

Role: Team Leader | Client: DFID | Location: India

Philippa was responsible for managing an integrated process of review & redesign with a local consultant; visiting projects that had been funded and discussing lessons learned, and co-ordinating with donors interested in pooling funding for civil society and presenting options for the future

2008 **Monitoring and Evaluation for SSR**

Role: Member of Advisory Team | Client: Saferworld | Location: London, UK

Philippa was responsible for inputs to design of study on developing M&E system for security sector reform.

2008 **End of Project Review & Redesign of Rights and Voice Initiative (RAVI)**

Role: Team Leader | Client: DFID | Location: Ghana

Managed an integrated process of review & redesign with a local consultant; visiting projects that had been funded and discussing lessons learned, co-ordinating with donors interested in pooling funding for civil society and presenting options for the future

2007 – 2008 **Review of State and Local Government Programme (SLGP)**

Role: Team Leader | Client: SLGP | Location: Nigeria

Managed a whole set of performance assessment reviews at a state level: for example, review of medium term strategy of Lagos State to inform the second round of SEEDS design, review of the performance of the Management Support Reform Office in Lagos State. Review of a pilot project looking at enhancing state level service delivery (solid waste) in Enugu, south-eastern Nigeria

2002 - 2008 **Civil Society Challenge Fund**

Role: Consultant | Client: ICSD, DFID | Location: India

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The CSCF provides funding to UK-based civil society organisations (CSOs) who are working in partnership with CSOs in developing and transition economies. The aim of the Fund is to support initiatives which build the capacity of poor people to understand and demand their rights and improve their economic and social well-being through service delivery in difficult conditions. Philippa appraised NGO proposals to CSCF and provided inputs into performance assessment and management of the fund.

2007

Monitoring and Evaluation at a Federal Level

Role: Consultant | Client: DFID | Location: Pakistan

Provided technical input into the design of an in-depth study on M&E practice in Pakistan as part of the Paris Agenda to align government and donor requirements.

2006 - 2007

Research into Use

Role: Consultant | Client: DFID | Location: Nigeria

Scoping the M&E implications of the new DFID funded programme at a country level in Nigeria.

2005 - 2007

Lesson Learning Review

Role: Team Leader | Client: SLGP | Location: Nigeria

Managed a whole set of performance assessment reviews at a state level: for example, review of medium term strategy of Lagos State to inform the second round of SEEDS design, review of the performance of the Management Support Reform Office in Lagos State, review of the M&E arrangements for Debt Relief Spend at State Level (Kano, Jigawa, Lagos, FCT), diagnostic review of the Kano state system for M&E, followed by design and implementation of training for 30 State Govt Officials, review of options to improve strategic planning in Kano State.

2006

Mid Term Review of DFID funded research centre CRISE

Role: Team Leader | Client: DFID | Location: Nigeria / Ghana

Managed a review of a DFID funded development research centre, with partners in Nigeria, Indonesia, Peru & Bolivia. Worked with an academic who judged the quality of the research outputs, while Philippa analysed the management of the centre.

2006

Monitoring and Evaluation of the MDGs in Nigeria

Role: Team Leader | Client: Office of the Senior Special Assistant to the President on MDGs (OSSAP-MDGs)/World Bank | Location: Nigeria

Led a Baseline Diagnostic Study on the status of M&E, largely at the federal level, for the Office of the Senior Special Assistant to the President on MDGs (OSSAP-MDGs), funded by the World Bank. Focus on Federal level, analysing the M&E systems of 10 Ministries and agencies in a participatory approach

2005 - 2006

Performance Framework Development

Role: Consultant | Client: DFID | Location: UK

Development of a divisional performance framework with Policy Division DFID. Meetings with Policy Division teams and groups to synthesise the work of the division at a consolidated level

2005

Output-to-Purpose Review: Global Facilitation Network for Security Sector Reform (GFN-SSR)

Role: Team Leader | Client: DFID | Location: UK & Benin

Led an Output to Purpose review of the Global Facilitation Network for Security Sector Reform, including a field visit to Benin

2005

Strategic Fund Review

Role: Team Leader | Client: DFID | Location: Uganda

Led an end of funding cycle review of the performance of a GBP 1.1 million fund, and the design of improved funding mechanism with local Ugandan consultant