

Principal Consultant

Professional profile

Tom has 15 years of experience working in fragile states, five of which were based in-country, with a strong track record of successfully adapting M&E systems to local contexts in conflict environments. He is currently a Principal Consultant in the Fragile and Conflict Affected States theme at Itad where he manages teams which provide monitoring, evaluation and learning services. Tom is the Itad Project Director responsible for providing MEL services to the FCO/CSSF in the Middle East and North Africa, with personal oversight for developing monitoring, evaluation and learning strategies that will enable CSSF MENA programme teams to better measure and demonstrate the results, benefits, impact and value for money (VfM) of UK investments in the region. Tom's work also has a strong focus on violent extremism, as evidenced by his current operational and strategic support to the Global Community Engagement and Resilience Fund (GCERF) as Itad Project Director for the GCERF Strategy to Engage Communities and Address the Drivers of Violent Extremism. Before joining Itad, Tom was Head of International Programmes at Peace Direct, responsible for securing and managing grants to deliver conflict prevention and peacebuilding; managing all aspects of programmes with a strong focus on M&E and ensuring learning between departments and partners. His extensive experience of working with local partners in areas inaccessible to the international community has given him a deep understanding of how best institutional donors can maximize impact on the ground.

Nationality British

Languages English (native speaker)

Country experience Bosnia, Burundi, Cambodia, DR Congo, Ethiopia, Israel, Jordan, Mozambique, Pakistan, Palestine, Philippines, Somalia, South Sudan, Sudan, Sri Lanka, Zimbabwe

Education

2007	MA Anthropology of Conflict, Violence and Conciliation University of Sussex, UK
2002	BSc., Environmental Science University of Leeds, UK

Employment

2017 – Present	Principal Consultant Itad, UK
2009 - 2017	Head of International Programmes Peace Direct, UK
2007 – 2008	Field Coordinator UNHCR, Sri Lanka
2006 - 2007	International Task Impact Assessment Advisor Norwegian People's Aid (NPA), Worldwide
2003 - 2006	Task Impact Assessment Advisor Norwegian People's Aid (NPA), Sri Lanka

Project experience

2017 - 2020	Strategy to Engage Communities and Address the Drivers of Violent Extremism Role: Project Director Client: Global Community Engagement and Resilience Fund (GCERF), Location: UK / Switzerland GCERF is the first global effort to support local, community-level initiatives aimed at strengthening resilience against violent extremist agendas. GCERF has engaged Itad to contribute expertise and steward the development of a strategy implementation plan, and to present clear tangible objectives and activities for the next three years. Tom is project director and supporting development of the Investment Portfolio Plan, Corporate Management Plan and MEAL framework.
2017 - Present	Middle East and North Africa (MENA) Monitoring, Evaluation and Learning (MEL) Role: Project Director Client: FCO / CSSF Location: Multi-country (MENA) Itad has been contracted by the FCO to lead a consortium to deliver Monitoring, Evaluation and Learning (MEL) services for the CSSF in the Middle East and North Africa. The CSSF is a multi-year funding mechanism which supports the UK Government's work in addressing conflict and fragility globally. Tom has oversight for developing monitoring, evaluation and learning strategies that will enable CSSF MENA programme teams to better measure and demonstrate the results, benefits, impact and value for money (VfM) of UK investments in the region.

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2017 – Present **Monitoring and Evaluation of the Global Mine Action Programme**

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

Itad was contracted by DFID to provide Monitoring and Evaluation (M&E) services to the GMAP 2014-17. The purpose of GMAP was to reduce the humanitarian and development impact of landmines and Explosive Remnants of War (ERW). Tom was responsible for oversight and management of i) monitoring all contracts under GMAP and providing feedback and advice to DFID on an ongoing basis; and ii) conducting a formative and summative evaluation of progress, outcomes and achievements of the programme.

2009 - 2017 **Programmes Expansion**

Role: Head of International Programmes | Client: Peace Direct | Location: UK

Peace Direct is dedicated to improving working relationships between local, national and international actors. Tom was responsible for managing its programmes expansion to 9 countries and being a key driver of its strategy. He was responsible for securing and managing grants to deliver conflict prevention and peacebuilding for programmes ranging from £1,000 to £2 million. He managed the delivery of projects associated with violent extremism, such as community led reintegration of ex-combatants in the DRC, women led initiatives to counter extremism in Pakistan, and the provision of alternative livelihoods for at-risk youth in Somalia. He led the strategic development of the organisation, identifying opportunities for country expansion, partner investment and research to improve positioning and reputation. Tom managed all aspects of programmes with a strong focus on M&E. He also managed Peace Direct's Local First programme which investigated best practice for peacebuilding and governance in order to influence donor and government policy and improve locally driven programming. He was point of contact for all high-level liaison with donors and government officials with regular travel in-country to Pakistan, Sudan, Somalia, DR Congo, Zimbabwe, Burundi, Israel/Palestine, Sri Lanka, and the Philippines. He developed specific country strategies informed by political economy analysis to improve the working relationships between local, national and international actors. He ensured learning between departments and partners while representing Peace Direct internationally.

2007 - 2008 **Quick Impact Projects**

Role: Field Coordinator | Client: UNHCR | Location: Sri Lanka

Tom was responsible for managing the total project life cycle for conflict sensitive community driven projects. He designed M&E frameworks and evaluated over 70 projects, ranging from fishing to reconciliation. He liaised extensively with government bodies, the army, community leaders and armed non-state actors to constantly monitor and analyse a complex political, ethnic and conflict situation. Tom liaised with governments and other agencies to co-ordinate projects across multiple sectors including psychosocial support, environment, education, livelihoods, awareness, WATSAN and construction. He was responsible for shaping projects in line with the UNHCR Confidence Building and Stabilisation Measures. He conducted over fifty five M&E projects valued at almost \$1 million. Tom provided leadership and direction for a team of staff in three field offices with responsibility for the ongoing evaluation of projects and ensuring security within the conflict.

2007 **Community Liaison Best Practices**

Role: Consultant | Client: Geneva International Centre for Humanitarian Demining | Location: Cambodia

Responsible for evidence based research and documentation of Community Liaison best practices. Authored A Study of Community Liaison in Mine Action: The Case of Cambodia, 2007, published by GICHD.

2006 – 2007 **Community Liaison Best Practices**

Role: International Task Impact Assessment Advisor | Client: Norwegian People's Aid | Location: Global

Tom was responsible for informing and evaluating regional government planning and delivery of mine clearance in Mozambique, South Sudan, Ethiopia, Jordan and Bosnia. He worked with government planning departments, military, UN agencies and non-state armed actors to ensure all mine action was conflict sensitive with priorities based on socio-economic impact of local people. He trained and managed over twenty five teams of ex-combatants in all five countries to conduct nationwide socio-economic assessments of conflict affected communities, including an international team of trainers. As a member of the Head Office Monitoring and Evaluation team, he integrated impact assessment systems into all NPA programmes and evaluated multi-million dollar programmes. Tom was also responsible for advocating for a more community based and conflict sensitive focus for mine action globally, and for influencing the policies of other INGOs and donors through the dissemination of evidence based research.

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2003 - 2006

Task Impact Assessment

Role: Task Impact Assessment | Client: Norwegian People's Aid | Location: Sri Lanka

Tom designed and introduced a socio-economic survey for assessing, planning and evaluating mine clearance activities. He set up a unit and training local staff who were female ex-combatants. He collaborated closely with the UN, army, LTTE and conflict affected communities to produce national action plans, comprehensive country strategies and evaluation tools to be used nationwide. Successfully developed all communications material for TIA, including participatory tools, standard operating procedures, training manuals and advocacy papers for the international community. In addition, Tom participated in post-Tsunami recovery co-ordination and evaluation.