

## Curriculum Vitae

**Jhon Dikosa**

**Nationality:** British

**Date of Birth:** 23<sup>rd</sup> September 1959

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**Civil status:** Married with one son.

### Key competencies and skills

#### **Leadership in change management**

Through working with senior management teams as well as whole systems, experience of successfully leading change processes in country and regional programmes in South America, India and East Africa.

#### **Strategic Planning**

Led the development of approved country strategy papers in South America and India, as well facilitating the development of a draft thematic paper in Ethiopia, through well-designed participatory workshops.

#### **Child Rights Programming**

Application of Child Rights Programming approaches in India and Ethiopia, in planning, delivery, monitoring and evaluation of programmes. Training provided to national and international staff of various NGOs.

#### **Human Resource management**

Experience in review and design of organisational shape, job profiling, evaluations and management systems in South America, India and East Africa.

#### **Appreciative Inquiry**

Application of Appreciative Inquiry processes into country and regional planning and management in India and Ethiopia.

### **Participation of Children and Young People**

Scale-up of involvement of children and young people in both internal and external programming and systems, and development of partnerships between NGOs, UN system and government to support the involvement and participation of children and young people, in South America, India and Albania.

### **Management of Emergency Responses**

Leadership in rapid and effective disaster response following earthquakes in Colombia and India, as well as top-level management of responses to flood and drought in India.

### **Editorial work**

Able to write clearly and concisely, with considerable experience in editing primary material into accessible documents.

## **Academic background**

D.Phil in Ornithology: University of Oxford 1987

B.Sc Ecology (First Class Honours): University of East Anglia 1983

## **Awards**

OBE 2001

## **Recent consultancies**

- Developed strategic directions for UNICEF Albania on participation of children and women 2006 – 2010 (October 2005).
- Trainer in Child Rights Programming (various NGOs) on-going.
- Developed Strategies for promoting ecotourism in Extremadura, Spain (ADICOMT) April 2005.
- Drafted global long-term objectives in education (Save the Children UK) September 2004
- Edited a document on socio-economic and political trends in South and Central Asia (Save the Children UK) September 2004
- Wrote Business Plan for Unified Presence of Save the Children organisations around the world (International Save the Children Alliance) July – August 2004
- Wrote Work Plan for the development of Save the Children India (International Save the Children Alliance) April 2004

## **Employment**

- Interim Head of Policy and Learning Team (Save the Children UK) December 2005 – February 2006. Team's responsibilities include

Effective Programming (Child Rights Programming, Learning and Impact Assessment, Diversity), Child Rights Advocacy, HIV/AIDS, Poverty and Economic Justice.

- Support to Regional Director East and Central Africa (Save the Children UK) May 2005 – September 2005 for:
  - Proposed strategies for global mobility of senior national staff (Save the Children UK) September 2005
  - Managed and directed Human Resource change arising from office co-location in Nairobi (Save the Children UK) July – August 2005
  - Gap Analysis of management needs for country programmes in East and Central Africa (Save the Children UK) June 2005
- Interim Programme Director Ethiopia (Save the Children UK) November 2004 – March 2005.
- Programme Director India (Save the Children UK) January 2000 – March 2004
- Programme Director South America (Save the Children UK) October 1995 – December 1999.
- Head of Americas Programme (BirdLife International) October 1990 – September 1995.
- Junior Research Fellow (post-doctoral research Wolfson College Oxford and British Ornithologists Union) July 1987 – September 1990.

### **Languages**

Mother tongue: English

Second language: Spanish

Understanding of Portuguese