

Family name: Charlesworth
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 Date of birth: 9 July 1965
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Institution	Degree(s) or Diploma(s) obtained:
Charles Sturt University, Australia, 2003	PhD in Agriculture
University of Adelaide, Australia, 1996	Bachelor of Applied Science (Agriculture) (Hons 1)

Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	Native speaker		
Khmer		3	

Other skills: Project management, management development and mentoring, policy analysis, value chain/livelihoods analysis, agricultural extension systems including digital delivery of services, climate smart agriculture, agribusiness management, project review, program design, high level proficiency in MS Office including database design, GIS mapping.

Key qualifications:

Living in Asia since 2005, working across most aspects of the agricultural sector, as consultant/employee with governments, NGOs, and agribusiness owner.

Demonstrated deep knowledge of agricultural sector, including policies, markets, government functions, financial systems, private sector actors. Performed value chain analyses on multiple commodities, in Asia and Africa. Specialize in developing extension systems for smallholders, particularly involving public/private partnerships.

Wide experience in managing people and developing institutional values in different cultural situations and workplace types (government/business/NGO). Established performance-based staff management systems in NGO and business contexts, including training in new engagement techniques.

Manage budgeting, recruitment, field program, monitoring and evaluation, reporting, TORs for consultants. Experience with synchronising a variety of aid projects into contiguous programs, including financial and M&E reporting.

Maintain regular exchange with a wide network of government, bilateral, private sector, and NGO contacts.

Experience working in fragile/insecure political environments, and managing workforce/places under COVID-19 restrictions.

Designer of major country agriculture aid programs for USAID Feed-the-Future (Senegal \$190M, Guinea \$30M, Sierra Leone \$30M) and IFAD, and reviewer of such programs.

Developed award-winning (Nestlé *Creating Shared Value*, 2010) social enterprise for private agricultural extension delivery –‘Lors Thmey’ iDE-Cambodia.

Specific country experience:

Country	Date from - Date to
<i>Resident</i>	
Australia	May 2021 - present
Myanmar	2019 - 2021
Cambodia	2005 – 2019
Australia	- 2005
<i>Short term assignments:</i>	
Laos	2017/2018
Senegal	2016/2017
Guinea, Sierra Leone	2016
Ethiopia, Mozambique	2013
Vietnam, Timor Leste	2008

Professional experience

Date	Location	Company & Reference Name-Contact detail	Position	Description
Sept 2021 onwards	Australia	World Vision Myanmar	Chief of Party	Manage all aspects of World Vision Myanmar livelihoods projects.
Mar-Jun 2021	Myanmar	Welthungerhilfe (Germany)	Head of Project	Manage humanitarian/livelihood project in N. Shan State. 36 staff covering NRM/Nutrition/Hygiene/Agriculture.
Nov 2019 – Mar 2021	Myanmar	International Fertilizer Development Center (IFDC)	Team Leader/ Country Representative	Project - “Agro-Input and Farm Services Project-Uplands”, funded by LIFT (\$6M). Manage project cycle, mentor 36 staff across two states. Oversee the PPP program linking Department of Agriculture (DoA) with private sector Input Service Providers. Supervise extension material design, digital delivery, MEAL. Manage grants with Ethnic Armed Groups/CBOs. Manage through COVID period.
June – July 2019	Myanmar	GIZ, Sierra Leone (Home-based)	Agribusiness Advisor	Agribusiness proposal reviewer for Boosting Agriculture and Food Security (BAFS). Review, rank, recommend improvements.
July 2018 – June 2019	Cambodia	European Union/NIRAS Mr. Andre Ban (abn@niras.dk)	Team Leader	<i>EU - Agricultural Sector : Fisheries and Livestock Project (DCI-ASIE/2014/339-172)</i> Provide advice to three government departments. Lead team of long-term key experts. Oversee 5 NGO grants (\$0.8 – 0.9M each) and 6 short-term TA for specific technical input. Institutional capacity development, policy development in Fisheries, Livestock, and HR Management.
Feb 2018 - May 2019	Cambodia	Ministry of Economy and Finance (MEF)/ Asian Development Bank (ADB) Biranchi Kumar Choudhury biranchichoudhuri@gmail.com	Public Private Partnership Specialist	<i>ADB Rice Commercialization Project</i> Assist Ministry of Economy and Finance/Rural Development Bank (RDB) to introduce the PPP concept to their loan portfolio. Develop PPP agreements for the shared-funding and construction of a number of rice drying and storage facilities, with Cambodian rice millers, and construction firms. Develop funding agreements and Letters of Agreement between Ministry of Economy and Finance, and Rural Development Bank, to ADB specifications.
Nov 2017- June 2018	Cambodia	World Food Program (UN) Mr. Aldo Spain aldo.spaini@wfp.org	Consultant	<i>Rice Landscape Analysis – Business case for Fortified Rice market development</i> Liaise with private sector to identify value chain gaps for potential investment. Determine institutional arrangements with Ministries of Health, Commerce. Define options for appropriate marketing of new product. Analyse food safety policies
	Laos	International Fund for Agricultural Development Mr. Thomas Rath t.rath@ifad.org		<i>Review Team Leader: Northern Livestock Commercialization Project</i> <i>Review Team Member: Southern Laos Food and Nutrition Security and Market Linkages Programme</i> Specific role to review agricultural progress (small livestock and high-value horticulture), sustainability and public-private sector linkages. Workshop recommendations with Government of Laos Agricultural Departments.
Feb – Dec 2017	Cambodia	Ministry of Agriculture, Fisheries, Forestry (MAFF)/ IFAD Dr. Renato Lee, TL, renatoleekh@gmail.com	Public Private Partnership Specialist	<i>Agricultural Services Program for Innovation Resilience and Extension (ASPIRE)</i> Assist MAFF to implement new Agricultural Extension policy - moving to more decentralized model, and working more closely with private sector and other partners, as service providers. Prepare guidelines to assist Provincial Departments of Agriculture (PDA) decentralized planning Include support for MAFF policies for contract farming, farmer organisations, input and seed supply. Train national and provincial government staff in new modes, and integration aspects.
Apr – May 2017	Cambodia	Swiss Development Corporation Mr. Mike Roberts,	Review Team Leader	<i>Mid-Term Review of SNV Cambodia Horticulture Advancing Income and Nutrition (CHAIN) Project.</i> Organise field teams, survey tools, data analysis, report to donor

		mroberts@ideglobal.org		
Nov 2016 – Feb 2017	Senegal	USAID Mr. William Bradley, wbradley@usaid.org	Design Consultant	<i>USAID Feed-the-Future Country Program Design (\$190M)</i> Main design writer and value chain analyst for USAID Feed-the-Future, Senegal (\$190M).
Apr – Aug 2016	Cambodia	G I Z jonas.dallinger@giz.de	Consultant	Policy and marketing recommendations for development of Climate Resilient rice seed production.
Jan – Mar 2016	Guinea/ Sierra Leone	USAID Mr. William Bradley, wbradley@usaid.org	Design Consultant	<i>USAID Feed-the-Future Country Program Design (\$60M)</i> Perform in-depth analysis of country agricultural situation, from farmer, private sector, and institutional perspectives. Prepare investment document for USAID implementation, including tender documents for procurement. Specifically responsible for sustainability, public private partnerships, and value chain analyses.
2014 - 2016	Cambodia	ASEA-AGRI Pty Ltd (Sales agronomy Agribusiness)	Co-owner/ Director of Agriculture	Director - Agricultural Services. Supervised 23 sales agronomists. Developed training program for consultative sales techniques, performance-based incentives, and farming-as-a-business. Negotiated partnerships with development partners. Developed best-practice agricultural programs, including production of a range of video extension materials. Introduced tablet-based data collection, for staff and farmer performance monitoring.
2008 – 2014	Cambodia	IDE (INGO) Mr. Mike Roberts, Country Director mroberts@ideglobal.org	Agricultural Program Director	Development of sustainable services to assist smallholder farmers. Separate project funds - DFID, CIDA, World Bank, USAID, IFAD, AusAID, ACIAR totalling ~\$1.5 - 2M/year. Established one project matrix that delivered to each donors needs, but showed an integrated program to the 35 staff. Introduced incentive-based performance program. Trained/coached staff in communication techniques for better performance. Installed simplified M&E system that reduced duplication, reported on staff performance, farmer, and small business performance, as well as donor needs. Won inaugural Nestle "Creating Shared Value" Prize, for the 'Lors Thmey' private extension, social enterprise
2007 - 2008	Cambodia, Vietnam, Timor Leste	CARE US Joseph Kodamanchaly Joseph.kodamanchaly@caritas.org.au	Regional Coordinator	<i>Community-led Innovation in Drought Preparedness and Mitigation</i> Project management. Liaise between country project managers and CARE US. Provide agricultural technical advice, prepare drought mitigation demonstrations, early warning systems. Established CARE's new regional office in Prey Veng province. Included all procurement, recruitment of 50 personnel and setting management structures. Coordinating 3 project funds (AusAID, USAID, IrishAID). Process baseline data from 36,000 households to derive beneficiaries
2007 - 2008	Cambodia	GRM International	Agricultural Research Specialist	<i>Cambodian Agricultural Value Chain Project (CAVAC AusAID)</i> Design the Research component of CAVAC Commence Interim Activities for Value Chain interventions. Prepared Farmer Marketing School package
2005 - 2007	Cambodia	GRM International Terry O'Sullivan	Manager, Technical Resources	<i>Cambodia Australia Agricultural Extension Project (CAAEP - AusAID)</i> Improve the capacity of the Cambodian Government Ministry of Agriculture's Dept of Agricultural Extension, to deliver extension services. Managed the CAAEP 'Pillars': Technical Resources. Two main responsibilities : Produce extension/training packages for the range of agriculture activities in Cambodia Organize training demonstrations in the above materials - 60 training events in 11 provinces over 10 months
1996 - 2005	Australia	CSIRO Land and Water Professor Wayne Meyer	Research Scientist PhD Student Technical Officer	<i>Example projects :</i> <ul style="list-style-type: none"> • Sustainable Management of the Burdekin Groundwater Aquifers (Queensland) • Burdekin Floodplain Surface Agrochemical Transport (Queensland) • Ord Bonaparte Program - Determine rates of on-field erosion (Western Australia) • Ensham Mine Overburden Analysis and Reforestation program (Queensland) • Subsurface Drip Irrigation product development

1985 - 1990	Australia	Commonwealth Bureau of Meteorology	Technical Officer	Surface and Upper Air Meteorological observations in remote postings including Gibson Desert and Macquarie Island (Australian National Antarctic Research Expedition)
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