

**Alebachew M. Alemayehu**  
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Alebachew is an accomplished international development, humanitarian program/project manager, and educator with excellence in all aspects of program/project cycle management and leadership from project initiation to closure. In addition, he has good experience in qualitative and quantitative data collection, analysis, and presentation. Alebachew offers a blend of technical and administrative leadership seasoned with a wealth of experience across various sectors such as food security and livelihood enhancement, disaster risk management, climate change adaptation and mitigation, WASH, and peace building.

Alebachew has over 20 years' experience in the private, humanitarian, and public sectors in project development. He managed and accounted for different program budgets worth \$22 million and more. He successfully developed, implemented, monitored, and evaluated different short- and long-term programs and projects.

His specific talents and passions include coaching, mentoring, policy development, capacity building, grants management, consortium management, partner and subcontractor management, stakeholder management, representation, and results-based program management.

#### **A. EDUCATION:**

1. MBA degree in **Green Energy & Sustainable Businesses** (2015 - 2017), Bologna University, Bologna, Italy.
2. M.Sc. degree in **Land Resource Management** (2004 – 2007), Mekelle University, Mekelle, Ethiopia.
3. B.Sc. degree in **Forestry** (1997 – 2000), Wondo Genet College of Forestry, Wondo Genet, Ethiopia.
4. **International Development Management Certificate**: April 2011, ZOA HQ, Apeldoorn, the Netherlands.
5. **Climate Sensitive Community Based Disaster Frisk Management Certificate: AAU & ADPC**

#### **B. PROFESSIONAL COMPETENCIES AND ACHIEVEMENTS:**

**Program/project management:** Alebachew has over 20 years' experience in project development in the private, humanitarian, and public sectors. He managed and accounted for different program budgets worth \$22 million and more. He successfully developed, implemented, monitored, and evaluated different short and long-term projects. He is familiar with different donors, such as UNOCHA, USAID, ECHO, UNICEF, UNFAO, and other bilateral and multilateral donors. Currently, he teaches project management at Hope Enterprise University and advises NGOs and GOs on program design, monitoring, and evaluation.

**Staff Management:** My specific talents and passions include coaching, mentoring, staff performance appraisal, staff empowerment, and management. I have taken different leadership and coaching courses during my tenure with Food for the Hungry, World Vision, and ZOA. I led a total of more than 50 staff members and helped them discharge their responsibilities at the level required. I consider myself a good motivator and inclusive leader.

**Finance & Administration:** During my leadership exercises, we used to prepare our activity and budget plans in collaboration with our finance and logistics teams. After the project plan gets approved, we stick to this binding document and use it for our activity monitoring and goal evaluation. We regularly monitor and evaluate our effectiveness and efficiency against our program and financial plan. Every Monday, we sit down with our finance and logistics managers and see if there is any variation and deviation.

**Logistics:** As the Relief and Early Warning Program Coordinator of FH, I was responsible for the overall management of food and non-food resources, including the warehousing, transportation, and distribution of food and non-food items. The logistics manager and I used to prepare bid documents and analysis offers. When I was working for ZOA in the Somali regional state, we used to distribute live animals, donkey carts, and seed money to

IDPs and their host communities using different cash transfer modalities.

**Communication:** Currently, I teach project management, change management, diversity management, and strategic management courses at Hope Enterprise University, Grace Theology College, and Berea Leadership Institute. I use PowerPoint presentations and group discussions whenever I teach these courses. In addition, I use different teaching aids, such as video clips and others. In general, I am good at peer support, networking, stakeholder management, representation, meeting facilitation and knowledge management.

**Donor Relationship :** Proven success in donor and stakeholder management. We successfully managed all direct and indirect stakeholders and achieved our goal. Designed and developed a systematic fundraising strategy that provides a consistent and expanding funding stream.

**Capacity Building:** I taught Project Management, Leading Change Management & Innovation, Leading Diversity in Multicultural Contexts, and Advanced Strategic Management courses. In addition, I participated in different extracurricular activities such as campus and program expansion and others.

### **C. International Exposures/Cross Cultural Experience:**

I earned my international MBA from Bologna University in Italy. I stayed there for two years, learning different intercultural communication skills and taking different MBA courses. The MBA program was culturally diverse and dynamic. I learned many good things from American, Asian, and European students and developed good intercultural communication skills. God gave me the chance to experience exotic extremes around the globe. I have been to Hong Kong, Manila, Mainland China, the USA, Holland, and different African countries.

### **D. Professional Experience**

#### **I. Managing Director**

Jan 2019 – Present

**Bologna Training and Consultancy Service PLC, Addis Ababa**

#### **Achievements:**

Trained Wingate Polytechnic College technical staffs on environmental and social safeguarding and helped them mainstream environmental and social considerations into their participatory processes of sub-project identification, planning, implementation, and mitigation. In addition, I mobilized a team of experts and conducted a participatory gender audit of six indigenous NGOs in Ethiopia with the objective of promoting organizational learning and gender-sensitive agriculture project design and implementation. At the end of the participatory gender audit, we organized and facilitated a validation workshop in the presence of the executive directors of the six NGOs and submitted six separate participatory gender audit reports. Apart from that, I facilitated the Emergency Plan Preparation of German Agro Action (WHH) and spearheaded the ECHO-funded Food Facility and Water Facility Projects of WHH and the Catholic Secretariat in West Arsi and Wolaita Zones, respectively.

#### **II. Program Manager**

Oct 2011 - Dec 2014

**ZOA Relief, Hope, Recovery, Somali Region**

#### **Achievements:**

Led the Somali program office and successfully managed the UNDP-funded Assisted Voluntary Return and Reintegration (AVRR) program and rehabilitated a total of 3000 IDP HHs in six insecure districts of Somali

regional state. The six districts were highly insecure at that time. Because of that, it was common practice for us to use a military escort every time. In addition, we ensured social cohesion and improved the livelihood options of the returnees through the implementation of the program. In addition, we developed and managed livelihood recovery and enhancement projects and provided live animals, donkeys, and donkey carts for water and animal feed transportation. Furthermore, we initiated and managed the UNFAO-funded Improved Agriculture Solution (IAS) project in Fedis and Midega Tola districts of East Haraghe and improved the livelihoods of a total of 1800 (540 female-headed) resource-poor smallholder farmers through *Mung Bean production and marketing*.

**III. Relief & Early Warning Program Coordinator  
Food for the Hungry (FH), Addis Ababa**

Jun 2009 - Sep 2011

**Achievements**

Initiated and managed the OFDA/USAID-funded Market-Led Livelihood Recovery and Enhancement Program, which was operational in "Angacha", Halaba," and "Shashogo" districts of the Southern Nation and Nationalist and People Region. Successfully led the Agriculture Marketing Program (AMP). We first selected four value chains or subsectors (*honey, potatoes, red pepper, and Haricot bean*) based on the agricultural potential of the three districts. After that, we conducted a value chain analysis for each subsector and identified some of the bottlenecks. From the value chain analysis, it was found that a shortage of improved agricultural technologies and a lack of market were the major problems. Because of that, we organized honey, haricot bean, and pepper producers' cooperatives in Halaba and Shashogo districts and potatoes and honey producers' cooperatives in Angacha district. In addition, we provided the required training and improved agricultural technologies such as improved seed, honey extractors, improved beehives, and others. As a result of that, the livelihood of the program beneficiaries has improved.

**IV. Transformational Development Indicator (TDI) National Coordinator Jun 2008 - May 2009**

**World Vision, Addis Ababa**

**Achievements**

World Vision (WV) uses 12 carefully selected impact level indicators (*primary education, primary health care, diarrhea management, child immunization, potable water coverage, HIV/AIDS, household resilience, poorest household, social sustainability, caring for others, emergency of hope, community participation*) called Transformational Development Indicators (TDI) to measure the impact of the different programs WV implements in different countries. As a TDI coordinator, I planned and executed the measurement, analysis, and reporting of those 12 TDIs in 24 Area Development Programs scattered all over the country. In addition, I prepared different Social and Behavioral Change and Communication (SBCC) tools and influenced the planning and decision-making processes of WV based on the TDI findings.

**V. Program Design, Monitoring & Evaluation Officer  
World Vision, Addis Ababa**

May 2005 - May 2008

**Achievements**

Formulated, implemented, and evaluated different *Integrated Livelihood Enhancement Programs* that included Education, Food Security, WASH and Health, Environment, Off-Farm Income Generation, and DRM projects in Afar, Amhara, and Tigray regional states. In addition, I built the technical capacity of more than 100 Area Development Program (ADP) program development staffs and improved their program design,

monitoring, and evaluation practices. Furthermore, I led the external evaluation of eight ADPs and positively influenced the decision-making process at the North Branch office.

**VI. Program Facilitator**  
**World Vision, Mehal Meda**

Mar 2002 - Jan 2004

**Achievements**

Planned and executed different food security, education, health, WASH, and community empowerment projects in the Gera Keya district of Amhara Regional State. In addition, I helped project beneficiaries increase their agricultural production through the provision of improved seed, cows and heifers, beehives, and appropriate trainings. And helped them diversify their income sources through the provision of different skill trainings such as carpet making, weaving, pottery, and others.

**VII. Forage Production & Natural Resource Management (FPNRM) Component Head** Oct 2000 -  
Mar 2002

**Food for the Hungry, Nifas Mewicha**

**Achievements**

Increased food availability and created access to food through the implementation of different food and cash for work projects such as watershed management, subsidiary road construction, river diversion, and tree nursery management. Increased the availability of forage and the subsequent animal production through the establishment of communal forage production within the target area.

**Reference**

- 1) *Mr. Semaw Mekonnen, Food for the Hungry , Telephone +251911673525 ; Email: [semaw.mekonnen@gmail.com](mailto:semaw.mekonnen@gmail.com)*
- 2) *Mr. Molla Mekonnen Alemu, UNFAO, Program Manager, Email: [Molla.alemu@fao.org](mailto:Molla.alemu@fao.org)*
- 3) *Dubale Admassie USAID Ethiopia, Telephone: +251912506881 Email: [dadmasu@usaid.gov](mailto:dadmasu@usaid.gov)*

*I, the undersigned, certify that to the best of my knowledge and belief, these data correctly describe my qualifications, my experiences, and other relevant information about myself.*



*Signature of Personnel*

11/05/2023

*Date*