

CURRICULUM VITAE

Family name/First Name	Groverman, Verona
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Date and place of birth:	18 October 1951, Nieuwer Amstel, The Netherlands
Nationality	Netherlands
Civil Status	Married

Proficiency in languages:

	Read	Write	Speak
Dutch (mother tongue)			
English	excellent	excellent	excellent
French	good	Fair	fair
Spanish	good	Fair	fair
German	fair	Fair	fair

Qualifications

- Rural sociologist/anthropologist with an ecological background with ample experience in countries in Africa, Asia and Latin America as well as in the Netherlands.
- Well-experienced in process facilitation, capacity building incl. manual/ curriculum development , assessment, planning, monitoring and evaluation in organisational settings (NGO, GO), at community level and in projects/ programmes.
- Gender equality is both a cross-cutting issue in and specific focus of assignments. Strong profile in gender mainstreaming and enhancing leadership capacities.
- Long- and short-term assignments involve food systems, natural resources management, farmers' organisation, income generation with micro financing, integrated water management, HIV and AIDS, organisational and institutional development.
- During long-term assignments responsible for management, project planning, (participatory) monitoring and evaluation.
- Work approach: action-oriented and tailor-made; includes a strong involvement of different stakeholders and exchange of ideas, experiences and perceptions through careful design and choice of methods.

Educational record

M.A. (Drs.) Rural Sociology/Anthropology (cum laude), Free University, Amsterdam, The Netherlands (1975 – 1983)

M.Sc. (Drs.) Biology (Ecology), Free University, Amsterdam, The Netherlands (1970 – 1977)

Teacher qualification Social Sciences, Free University, Amsterdam, The Netherlands (1982) and Biology, Free University, Amsterdam, The Netherlands (1977).

Special courses:

Training Data Visualisation (2016)

Introduction to Evaluating Humanitarian Action (Certificate course) (2016)

Screencasten voor trainers, En Nu Online /Facilicom Consult (2012)

Social media (Webwerken met Web 2.0) Link2Learn/ Facilicom Consult (2009)

Value Chain Development, Hans Posthumus Consult (2008)

Intercultural Communication: Diversity in Practice, CIC (Consultants Intercultural Communication) (2005)

Tropical Plants, Agricultural University, Wageningen, The Netherlands (1980)

Environmental Studies, University of Amsterdam, The Netherlands (1975).

Population growth and family planning, Royal Institute of the Tropics, Amsterdam, The Netherlands (1975)

Employment record	
2001 – to date	Verona Groverman Consultancy, Facilitating in Change, Amsterdam, The Netherlands.
1993 – 2001	ETC Netherlands BV, Leusden, The Netherlands
1991 – 1993	Human Resources and Institution Development Department, DHV Consultants BV, Amersfoort, The Netherlands.
1988 – 1990	Food and Agriculture Organisation (FAO), Swaziland
1987	Agricultural University of Wageningen, The Netherlands
1984 – 1986	Food and Agriculture Organisation (FAO), Sierra Leone.
1982 – 1984	Evert Vermeer Foundation, Amsterdam, The Netherlands.
1978 – 1979	Foundation Oecumenical Schools (Teacher Biology), Amsterdam, The Netherlands.
1976 – 1993	Free-lance in The Netherlands and abroad.

Membership of Professional Bodies:

Member of NEDWORC Association and its learning community evaluation; Member of WO=MEN, Dutch Gender Platform; Member of WOCAN, Women Organizing for Change in Agriculture and Natural Resource Management; Member of PAC (Professional Advisory Committee) of University of Applied Sciences Van Hall/Larenstein (2010-2018); Member of PAC (External Policy and Project Advisory Committee) of Oxfam Novib (2000-2009); Chairperson of the Association of Workers at ETC Netherlands (1995-2000).

Professional experience record

2018 – to date	Advisor on evaluation/ assessment-related issues: impact review (2018, for CABI/Plantwise), (2019 gender assessment (2019, ongoing, for Rainforest Alliance), member of External Reference Group (2019, ongoing, UTZ sector partnership program)
2019 (Aug-Oct)	Facilitator Gender Inclusivity Self-Assessment for Solidaridad Europe
2017 (Oct. – Dec.)	Support to the development of a Gender Equality Mainstreaming Strategy for CEOSS, Egypt
2017 (Sept. – Dec.)	Team leader evaluation of the Hands on the Land for Food Sovereignty Campaign by the HotL4FS Alliance, TNI
2017 (March- June)	Team leader evaluation of FoEI's project 'Building Peoples' Food Sovereignty through supporting agroecology and investments to and for smallholders', for Friends of the Earth International
2016 (June-Nov.)	Team leader Evaluability assessment of Plantwise Programme Pakistan, for CABI/ Plantwise
2016 (Jan – Febr.)	Evaluator (end evaluation) of the EU-funded project 'Mobilising Europe for a Living Wage for Garment Workers', for Clean Clothes Campaign
2015 (Oct.-Dec.)	Lead evaluator of the end evaluation of the EWA programme (Women's economic and political empowerment, incl. lobby and advocacy) with field work in Kyrgyzstan and Georgia , for Women in Europe for a Common Future
2015 (August)	Supporting the draft of a M&E and research strategy, for CABI
2015 (May – Sept.)	Developing a gender policy (internal, external), for Free Press Unlimited
2015 (April – Oct.)	Co-writer of the IICD's publication 'Promoting Equal Chances for Women and Men to Use and Benefit from ICT-enabled Solutions' (incl. document review, case study development and analysis) (MFA/GRF)
2015 (April-June)	Lead evaluator in the Mid-term Review of the Gender and Water Programme in Bangladesh (GWAPB) for EKN Bangladesh
2015 (Jan.-June)	Support to organisational gender equality mainstreaming, Plan Netherlands
2015 (Febr.)	Gender Review of the ToC and Logframe of the Gender and Water Programme in Bangladesh (GWAPB), for EKN Bangladesh
2014 (Nov)	Advising on participatory approaches/ M&E, for Red een Kind, The Netherlands
2014 (Oct.-Nov.)	Developing programming guidelines on gender-smart greening of food systems, for Hivos, The Netherlands
2014 (July)	Lead evaluator (Final evaluation) of the EWA programme in South Africa (Women's empowerment focusing on food security), for Women in Europe for a Common Future
2014 (May-Aug.)	Evaluator (Mid-term Evaluation) of the EWA programme (Women's empowerment focusing on food security and business development), for WECF (Women in Europe for a Common Future)

2014 (April)	Coordinator of activities related to CRS - Sector Risk Analysis using a gender perspective, for Dutch Gender Platform
2014 (March)	Advising on the appraisal of the World Bank proposal - INGA3 project, DRC, for Dutch Sustainability Unit
2013 (June) -2014 (Febr.)	Co-evaluator of the Evaluation of the Programmatic Approach with field visits to Vietnam (water management) and Uganda (basic health/ HIV) for the ICCO Alliance
2013 (Sept./Oct.) 2012 (Aug.-Dec.) 2010 (May, Oct., Nov./ Dec.)	Lead facilitator of the Gender Equality Self-Assessment for Plan Ghana (2013), Plan Netherlands (2012), Plan Sierra Leone (May 2010), Plan Cameroon (October 2010) and Plan Vietnam (November/ December 2010) Ghana, Netherlands, Sierra Leone, Cameroon, Vietnam
2013 (March-Aug.)	Co-evaluator of the Thematic Evaluation “Struggle for land, water and food” with data collection in Cambodia (May), for Oxfam Novib
2012 (Sept.–Dec.)	Conducting a Meta-evaluation and Synthesis study of the 2010 Pakistan floods response by SHO members (SHO), The Netherlands
2012 (Sept.), 2013 (Feb., July)	Process facilitator for a Women’s Fund among others in developing a Strategic Plan (FADHAF), the Netherlands
2012 (June), 2011 (May, Sept.)	Facilitator of Face-to-Face workshops for the ICCO Alliance (Food and Nutrition Security; RBA & Gender, Conflict transformation; Basic health/HIV) (ICCO), The Netherlands
2012 (April)	Facilitator of a workshop/conference on Career Development of Sex Workers in Asia, Africa, Latin America, Europe (ICCO & SOA Aids NL), The Netherlands
2012 (Jan, Feb.)	Team member of the feasibility study on the Use of Metal Silos to Reduce Post-harvest Losses of Grains (SDC), Central Corridor of Tanzania
2011 (Nov. - Dec.)	Team leader of the end-term evaluation of the project ‘Women Empowerment in Zanzibar’ (CARE Tanzania/Austria), Tanzania
2011 (June – Oct.)	Study to explore the market opportunities of a comprehensive approach focusing on supporting NGOs/CBOs worldwide engaged in HIV/STI prevention for LGBT (Schorer)
2010 (April, July)	Developing a Facilitator's Manual for Gender Equality Self Assessment (Plan Finland/Plan International)
2010 (June – Nov.)	Co-evaluator of the Energy Access Programme (MFS-I funded) implemented by EASE (Energy Access network) and ENERGIA (Gender and Energy network) with field trips to Nepal, Tanzania (ETC Foundation)
2010 (March)	Context analysis to support the MFSII application (Dance4Life),
2010 (Febr.)	Study on HIV mainstreaming models and sustainability for JOHMET, East Africa (Oxfam International/GB)
2009 (Nov.-Dec.)	Developing a handbook for farmer leaders as promoters of farmers groups in the context of farmers organizations (part 1) (Agriterra)
2009 (Sept. –Nov.)	Gender advisor to the MFSII application (Plan NL), The Netherlands
2009	Various gender courses for staff of the Ministry of Foreign Affairs (DPO), The Netherlands
2009 (April – June); 2008 (May, June)	Developing the “Facilitator’s Guide to support NGOs in assessing their gender mainstreaming competence in the organisation and programs” (for Oxfam Novib)
2008 (June) – 2009 (March)	Exploratory study on capacities of organisations and networks of People Living with HIV/AIDS (PLHIV) and their role in putting the GIPA Principle (Greater/Meaningful involvement of PLHIV) into practice (STOP AIDS NOW!, The Netherlands), Africa, Asia, Latin America
2009 (Febr.)	Team leader of the participatory evaluation of the Gender Programme of Same Diocese (Misereor), Tanzania
2009 (Jan.)	Process facilitator in the development of a gender strategy of the International Department of the Norwegian Association of Handicapped (NAD), Norway
2008 (Oct.)	Team leader of the mid-term evaluation of the social marketing project “Environmental Agri-business Marketing Project for small farmers” (CEOSS), Egypt
2008 (Febr., June)	Inputs in various courses on HIV and AIDS for master students (Van Hall/Larenstein, Wageningen University, The Netherlands)
2008 (April), 2007 (Oct., Aug., March, Febr.)	Designing and facilitating a Training of Facilitators to build participants’ capacities to support NGOs in self-assessing their HIV and AIDS competence in four countries: Malawi (Cordaid), Kenya (Oxfam Novib/JOHMET), Uganda (Oxfam Novib/STOP AIDS NOW!/Acord), Bangladesh (Oxfam Novib/HASAB). A workshop in Pakistan (Oxfam

	Novib) was geared to familiarise the participants with the methodology.
2008 (April) 2007 (Sept., March)	Facilitating a self-assessment of HIV and AIDS competence using a gender perspective in three countries: Malawi (Oxfam Novib, The Hunger Project Malawi), Kenya (Oxfam Novib/PeaceNet), Uganda (Oxfam Novib/LABE).
2007 (Sept.) - 2008 (March)	Process facilitator in the strengthening of the Programme Women and Violence (mission and mandate development and implementation) (Cordaid), The Netherlands
2008 (March)	Design and facilitation of a short training on gender concepts and practice (SIMAVI), The Netherlands
2007 (Nov.)	Team leader of the Participatory Gender and Rights Audit of the Kampala Office of DanChurchAid (Political Space and HIV and AIDS Programmes). (DanChurchAid), Uganda
2007 (May, June)	Evaluation of the regional EMPOWERS Partnership Project on local water governance (CARE International/EU), Egypt, Jordan, Palestine
2006 (Dec.)	Designing and facilitating a training on Strengthening Gender Mainstreaming in Environment and Energy. UNDP Environment and Energy Group, UNDP Headquarters, New York
2006 (Nov.)	Designing and conducting a training on leadership concepts and skills for agricultural researchers and policy makers in the ASARECA region (CIAT/ECAPAPA), venue: Uganda
2006 (Jan.- Oct.)	Developing a Facilitator's Guide for NGOs to self-assess their HIV and AIDS competence using a gender perspective (Oxfam Novib, testing in Mozambique and India)
2005 (Nov. – Dec.)	Team leader of the participatory evaluation of the Agro-Environmental Expansion Project, Minia and Beni Sueif Governorates, (ICCO/CEOSS), Egypt
2005 (Oct./Nov.)	Designing and conducting a certificate course on Technology, Gender & Development for the Uganda Rural Development and Training Institute (ETC Energy/TTP), Uganda
2005 (irregular inputs)	Advising on the quality of the programme evaluation on food security (Novib), The Netherlands
2005 (June, July)	Team leader of the participatory evaluation of the WID/GAD Programme (social and economic empowerment) of Mbulu Diocese (Misereor), Tanzania
2005 (June)	Training to build staff capacity to support gender mainstreaming (Novib, Bureau for Eastern Europe, Central Asia, Middle East and MAGHREB), The Netherlands
2005 (March, April)	Support to Heifer NL's strategic planning process including an assessment of its projects in Africa and Eastern Europe (Heifer Nederland), The Netherlands
2005 (June-Nov.) 2004 (May, June, Sept.)	Process facilitator in the gender mainstreaming process of PLAN Netherlands (policy development; capacity building, planning support) (Plan NL), The Netherlands
2004 (Dec) – 2005 (Febr.)	Development of the Training Manual Gender Equality and Good Governance for CEOSS, Egypt
2004 (Nov.)	Team leader of the evaluation of the WID/GAD Programme (social and economic empowerment) of Ethiopian Catholic Church (Misereor), Ethiopia
2004 (July – Sept.)	Strategy Evaluation of the Asia Programme of FNV Mondiaal, including a mission to India (FNV-Mondiaal/IAC)
2004 (May – Sept.)	Evaluation of the Asia/South Pacific Program of Heifer Project International with a focus on Vietnam, Cambodia, Indonesia (country program offices) and Hong Kong (fundraising office) (HPI)
2004 (April)	Facilitator of a short workshop on Gender and Advocacy (Novib), The Netherlands
2004 (March)	Facilitator of a workshop on "Gender and Human Rights Advocacy" for NGOs in Southern African NGOs (NIZA), Zambia
2004, 2003 (Feb.), 2002, 2001, 1999 (Jan.)	Co-facilitator and resource person in the international course on "Gender, Organisational Change, Agriculture and leadership" (IAC), The Netherlands
2003 (Dec.) – 2004 (March)	Evaluation of the Women's Funds Programme of Mama Cash (Mama Cash/Novib), The Netherlands, India
2003 (Nov.)	Facilitator in a workshop for local gender focal points on planning and strategizing for gender mainstreaming, (Vredeseilanden/VECO), Belgium
2003 (June)	Mission to start-up the Energy and Poverty Programme EASE in Vietnam (ETC Energy), Vietnam
2003 (April/May),	Process facilitator in institutional gender mainstreaming in the Ministry of Water

2002 (Oct.)	Resources and Irrigation, Egypt (macro-level policy development, strengthening gender unit, capacity building), (APP), Egypt
2003 (June) 2002 (Nov./Dec.)	Process facilitator and co-ordinator of the course 'Gender and Rural Transformation in Cambodia, Lao PDR and Vietnam : planning and implementing gender mainstreaming' (venue: Philippines). June 2003: follow-up of the training course: coaching visits to and a workshop for the participants in Vietnam (IAC/SEARCA), The Philippines and Vietnam
2003 (April)	Facilitator of a training on Gender in the Work for an Egyptian NGO (CEOSS/ETC). Egypt
2002 (May, June)	Facilitator in three Communication trainings on HIV/AIDS and Gender (Novib), The Netherlands.
2002 (April)	Trainer of the ToT Course on Gender & Technology for the Uganda Rural Development and Training Centre, (ETC Energy/TTP), Uganda
2002 (March), 2001 (Nov.)	Supporting the development of a ILO Gender Audit methodology through facilitating three Audits at ILO Headquarters, Geneva (for GDTC and ILO). Switzerland
2002 (Febr.,March), 2001 (Dec.)	Facilitator of a strategy-workshop and a preparatory meeting for an energy/gender network (ENERGIA), followed by proposal development with capacity building for its Phase III, (ETC Energy), The Netherlands
2001 (Sept.)	Team member in the Mid-Term Review of a social welfare/housing programme in the plantation sector (Plantation Development Support Programme) (for RNE). Sri Lanka
2001 (April, June)	Facilitator in short workshops on strategy development and vision/mission formulation, (ETC-I, ETC-NL), The Netherlands.
2001 (Febr.)	Resource person/participant in a Search Conference on 'An integrated approach to water management and food security', The Netherlands
2000 (Oct. – Dec.)	Involvement in a participatory study on the relationship of local and government initiatives focusing on promoting the quality of life in rural areas in the North of the Netherlands (Province Groningen), The Netherlands
2000 (June)	Team leader evaluation of a network of organisations engaged in sustainable land use in Ethiopia and Eritrea, (Novib), Ethiopia
1997 - 2000	Process facilitator in the support project to NRM institutes in the Himalaya-Kush Region aiming at gender mainstreaming in these organisations (ICIMOD/DGIS), Nepal . As: Resource person/facilitator on organisational development and gender in two courses (Sept., Dec. 1997, 1998); Monitoring and backstopping the gender mainstreaming process in institutes in India, China , Nepal involved in the project (April, 1999); Lead facilitator and resource person in a refresher course on skills development of change agents in institutes involved in the project (Nov. 1999); Facilitator and coach of the local training team in the (third) course (Jan., April 2000). Development of a training manual covering the various trainings undertaken 'Gender and organisational change' (Sept-Oct.2000).
1999 (May-Oct.), 2000 (July)	Process facilitator in the development of a gender policy of Cordaid through a participatory review and formulation process (Cordaid), the Netherlands
1998 (Nov.) – 1999 (March)	Advisor on participatory policy development/implementation concerning ethnic minorities (Municipality Huizen), The Netherlands
1998 (Jan. – July)	Team leader Impact Assessment Study Ratnapura IRDP covering 12-years (DGIS), Sri Lanka
1998 (Febr.)	Facilitator of a self-assessment workshop on organisational change and gender integration (Novib), The Netherlands.
1997 (Nov.), 1998 (March)	Process facilitator in strengthening institutional aspects in the WID Programme of an irrigation project in South Sumatra (Haskoning/EU), Indonesia
1997 (June/July)	Team leader Evaluation Mission of a NGO focusing on sustainable land use and community development (Novib), Eritrea
1997 (March/April)	Synthesis study for Policy Development on Food Security and Nutritional Improvement (final part of Programme Evaluation VPO Programme). (NOVIB, CARITAS NL, Dutch Interchurch Aid)
1997 (Febr.)	Resource person on Social/Gender analysis in Agricultural Research/Extension (ICRA, IAC), The Netherlands
1996 (Dec.)	Resource person on participatory approaches in Natural Resource Management in a course on "Environment and Sustainable Development" (DGIS/SNV), The Netherlands
1996 (Sept.)	Evaluation of Participatory Rural Development Project (involvement of rural poor in development through self-help groups) (FAO/DGIS), Pakistan

1996 (June), 1997 (June)	Missions to promote participation and gender issues in a sustainable land use project of a Haitian NGO (ICCO), Haiti
1996 (April)	Facilitator and resource person of a workshop on organisational analysis and gender for south-east Asian NGOs (NOVIB), Thailand
1995 (June), 1997 (Jan./Febr.)	Missions to design and establish a monitoring and evaluation system of the project "Action to Assist Rural Women in Tanzania" directed towards self-sustained women's groups (ILO), Tanzania
1995 (Nov.) - 1996 (July)	Team leader Programme Evaluation on Food Security and Nutrition Improvement (Preparation, mission to India (March 1996), reporting). (NOVIB, Caritas NL, Dutch Interchurch Aid)
1996 (Jan., Aug.), 1997 (Jan.)	Co-organiser and leader of the course "Environment and Sustainable Development (DGIS/SNV), The Netherlands
1995 (July)	Facilitator of a workshop on Gender in Agro-Forestry/Agriculture (Extension) Programmes and Projects (ETC-K), Kenya
1995 (May, June)	Resource person for the Review of the Environmental Impact Statement of APWELL, India (Working group Environmental Impact Assessment), The Netherlands
1995 (April-June)	Support to the Programme Sustainable Land Use in Latin-America (analysis of counterpart projects) (ICCO), The Netherlands
1994 (Nov.), 1995 (Dec.)	Backstopping missions to the Advisor on Women's Participation, Technical Assistance Team to the Plantations Housing and Social Welfare Trust and the Women & Development Advisor IRDP-Nuwara Eliya (DGIS), Sri Lanka
1994 (Nov.),1995 (Nov), 1996 (Nov)	Co-organiser and leader of the international course on "Gender in Policy Development for Sustainable Land Use" (IAC/ETC), The Netherlands
1994 (Oct.)	Mid-Term Review People's Participation Project (rural development through the promotion of self-help organisations) (FAO/DGIS), Zambia
1994 (May)	Facilitator of a short workshop on "Gender policy and its operationalisation" (Novib-South-East Asia Bureau), The Netherlands
1994	Compilation of pilot Gender Assessment Studies and publication (DGIS), The Netherlands
1994 (Febr.-July)	Team leader of the Programme Evaluation on Sustainable Land Use in Southern Africa (preparation, mission to Botswana and reporting) (HIVOS/DGIS)
1993 (Dec.)	Review of the gender project "Training and support of women groups in agriculture" (part of an extension project) (Coopibo), Tanzania
1993 (Oct.-Nov.)	Evaluation of integrated water management project with a focus on farmers' participation (Systems Rehabilitation Project) (DGIS and World Bank), Bangladesh
1993 (Jan.-Aug.)	Team leader Technical Assistance Project concerning training programmes for female informal sector workers for the Non-formal Education Project III (World Bank), Indonesia .
1992 (June-July)	Production of a manual for field staff of development projects directed towards self-reliance of rural poor, with a focus on group formation, promotion of income generation, participatory monitoring and evaluation (FAO), The Netherlands
1992 (May)	Production of an inventory of Rapid Rural Appraisal methods applicable for Gender Impact Study (ISSAS), The Netherlands
1991 (July, Oct.- Nov.), 1992 (Jan.- Febr., Sept., Dec.), 1993 (Febr., July)	Support missions focusing on planning, action research, participatory training on irrigation management and gender issues and on the production of a training module for the Production Management Unit Project (DGIS), India
1991 (Jan.-March)	Review of the Women in Development Action Programme of the DGIS, The Netherlands
1991 (Jan.)	Consultancy on feasibility of urban settlement preferences and training of officials (Urban Implant Development, Bussum), The Netherlands
1990 (Sept.)	Identification mission for the People's Participation Programme (rural development through promotion of self-help organisations) (FAO), Mozambique
1990 (May),1991 (Sept.-Oct.), 1992 (Oct.)	Backstopping missions to monitor, advise on M&E, institutional development and income generation/micro enterprise development (on and off-farm) and train staff of the People's Participation Project (FAO), Swaziland
1990 - 1992	Resource person in WID courses on participatory monitoring and evaluation from a gender perspective of small enterprises/income generation programmes and projects in general, women's participation and organisation, gender planning and women in development, The

	Netherlands
1988 - 1990	Rural sociologist responsible for project management, set up of a monitoring and evaluation system, training of staff and beneficiaries, extension, production of training material, income generation/credit through on and off-farm activities in the People's (Women's) Participation Project (rural development through promotion of self-help organisations) (FAO), Swaziland
1987	Lecturer Women's studies at the Department of Women's Studies, Agricultural University of Wageningen, The Netherlands
1984 - 1986	Rural sociologist responsible for project management, set up of a monitoring and evaluation system, training of staff and beneficiaries, extension, income generation/credit (on and off-farm activities), women's and literacy programmes in the People's Participation Project (rural development through promotion of self-help organisations) (FAO), Pujehun, Sierra Leone
1985, 1976 – 1979	Various orientation/study visits to development projects and governmental institutions in Kenya, Tanzania, Zambia and China and Colombia