

Curriculum Vitae

Name of Firm : Skat, St. Gallen, Switzerland
Name of Staff : **Bertha Rosa Camacho Tuckermann**
Profession : Sociologist, MA Development Management
Date of Birth : 22 June 1974
Years with Firm : Since May, 2007
Nationality : Bolivian

KEY COMPETENCIES

Bertha Camacho is Executive Secretary of Skat Foundation and Knowledge Management Specialist. She has more than 20 years of working experience with various International Agencies such as the Swiss Agency for Development and Cooperation, the European Commission, the German International Cooperation, as well as various International NGOs and Networks.

Her strengths are in the areas of Knowledge Sharing and Networking. She is an expert in process management and has experience in supporting organisations, communities and knowledge networks in strategic planning and communication. She is highly qualified in supporting organisational learning and strengthening, providing capacity building and training and **in the facilitation of workshops and participatory processes**.

Additionally, she is specialised and has collected a wide experience in Monitoring and Evaluation. She supports organisations and projects in setting up outcome monitoring and evaluation systems and she has also conducted a wide number of external impact and outcome evaluations, participatory assessments and result based monitoring and evaluations.

EDUCATION

2005 - 2007 : Gender and Public Policy Programme
Facultad Latinoamericana de Ciencias Sociales, FLACSO, Buenos Aires,
Argentina

2002 - 2004 : Master of Arts in Development Policy, specialization on impact Monitoring and
Evaluation
Institute for Development Research and Development Policy, Ruhr Universität,
Bochum, Germany

1993 - 1997 : BA Major Sociology
Grinnell College, Grinnell, Iowa, USA

LANGUAGES

	Speaking	Reading	Writing
Spanish, native	Excellent	Excellent	Excellent
English	Excellent	Excellent	Excellent
German	Working Knowledge	Working Knowledge	Working Knowledge
French	Basic	Working Knowledge	Basic

EMPLOYMENT RECORD AND PROFESSIONAL EXPERIENCE

Skat, St Gallen, Switzerland

Knowledge Management / Network Management

2007- 2016

Assessments, Evaluations and Backstopping of Networks (Team Leader)

- Support in the development of the **Strategy of the Swiss Association of Small Hydropower** (2017)
- **Facilitation and support in the organisation** of the 3rd Annual Gathering of the **Hydro Empowerment Network** - HPNET (2016)
- Support in the establishment of the **Knowledge Hub on Artisanal and Small Scale Mining** (ASM) on behalf of SDC Cooperation Office in Mongolia (2015 – 2016)
- **Backstopping support on the development of the Knowledge Exchange Strategy** for UPGro “Unlocking the Potential of Groundwater for the Poor”, a CHF20 million research project on African groundwater financed by DFID, NERC and ESRC (on-going since 2013).
- **External Review of the Swiss Malaria Group** – Swiss Network funded by SDC (2015)
- Communication Support to the **Decentralization and Local Governance Network (dlgn)** of the Swiss Development Cooperation and publication of the newsletter. In 2011 - 2012, member of the Backstopping team; provided specific support in communications and on Social Reporting during the Face-to-face event in Sarajevo (2011 - 2015).
- **Conceptual support in the establishment of the regional chapters of the Sustainable Sanitation Alliance** of the GIZ (November – December, 2014)
- **Second Internal Review** of the **Rural and Water Supply Network** (RWSN) funded by SDC, UNICEF, WSP, Water Aid (June - September 2014).
- **Assessment and inventory of WHO Networks and Collaborating Centres.** World health Organisation (April – September, 2014).
- Support to GIZ in the development of guidelines for the future work with **GIZ Alumni Networks** (January, 2013)
- **External Evaluation of the Medicus Mundi Switzerland** – International Health Network funded by SDC (February – June, 2013)
- **External assessment** using outcome indicators of seven **GIZ Alumni Networks in Africa**, with a view of providing support in the setting up of a service portfolio and a Network Management System (January – September, 2013).
- **Internal Review** of the **Rural and Water Supply Network** (RWSN) funded by SDC, UNICEF, WSP, Water Aid (January to April 2011).
- **Organisational Assessment** of the **Latin-American Soil and Water Protection Network.** Programme of Urban Environmental Management. Rio de Janeiro, Brazil, GTZ (January, 2008).
- **Impact Evaluation** of the Interactive Toolkit and Capacity Building Project for the **Network of Global Fund Sub-recipient organizations.** BACKUP Initiative, GTZ/GIZ (2010 - 2013).
- **Impact Evaluation** of the CIVICUS Civil Society Index, an action – research project oriented to assessing through **networking**, the state of **civil society organisations in 55 countries around the world** (2009 -2010).
- **Ex – post impact evaluation** of the **ASICAL HIV/AIDS Network** in Latin America, HIV/AIDS Alliance and GTZ (October - December, 2007).
- **Knowledge Audit** of the **HIV/AIDS Network** in Latin America and the Caribbean. Participatory and qualitative assessment of the knowledge system on HIV/AIDS Network in the region (July – September, 2007).

Organisation and Facilitation of events

- Organisation and facilitation of a **Workshop on Remote Communication** using playful methods with game@work
- Organisation of a **Study Tour in Switzerland of a delegation of Ukrainian Parliamentarians and government representatives** to learn about Swiss Direct democracy, citizens' participation, territorial amalgamation and Inter-municipal Cooperation in the framework of the DESPRO project supported by the Swiss Agency for Development and Cooperation (2016).
- Development and implementation of a Train the Trainers **Course on Facilitation methods and techniques for staff members** of WaterAid (2016)
- Support in the organisation and co-facilitation of the International Workshop of the **Swiss Red Cross** (2016)
- Organisation and facilitation of the **Swiss Red Cross Regional Workshops** in Africa and Latin America and the Caribbean (2015)
- Risk Reduction in WASH: Towards Resilience and Adaptive Management in the Water Sector” (2015) Support in the organisation and co-facilitation of the **AGUASAN Workshop 2015: “Disaster**
- Organization and facilitation of the **SDC Eastern European Sub - RésEAU** Workshop in Moldova in the framework of the backstopping mandate to the Global Programme Water Initiatives and the RésEAU SDC Water Network (2015)
- Organization and facilitation of the **Water Team Days** in the framework of the backstopping mandate and support to the **RésEAU SDC Water Network** (on-going since 2010).
- **Facilitation of the Skat Team Workshop**, an internal knowledge sharing space of Skat Consulting Ltd., where staff members share experiences and learn from each other (on-going since 2010)
- Facilitation of a **Stakeholder Analysis with a view of further developing the Communications and Knowledge Management Plan** of the Swiss Programme for research on Global Issues for Development (r4d) of the Swiss National Science Foundation – SNSF and SDC (August, 2014).
- **Facilitation of Webinar event for the Network Medicus Mundi Switzerland in organisational development.** This mandate included the analysis of a membership survey and the facilitation of a Webinar with network members, MMS (June, 2014).
- Facilitation of the **Yearly Planning Workshops** of the Swiss Water and Sanitation Project Moldova (ApaSan), a project funded by SDC (2012, 2013 and 2015)
- Development and implementation of a **course on process facilitation for staff members** of Skat Consulting (February 2013) and of the Swiss Water and Sanitation Project Moldova (ApaSan), a project funded by SDC for strengthening the capacity of municipalities in Moldova to improve their water and environmental sanitation systems (December 2012)
- Facilitation of the **Swiss Water Partnership**, Knowledge and Trade Fair (September, 2013)
- Organization and facilitation of the **SDC Eastern European Sub - RésEAU** Workshop in Kosovo in the framework of the backstopping mandate and support to the RésEAU SDC Water Network (March, 2012)
- Organization and facilitation of two **courses on Network Management** for staff of the World Health Organization (2011 – 2012).
- Organization and facilitation of the **Central Asia Water Team Days**, supporting the launching of the **Central Asia Sub - RésEAU** of the **Swiss Cooperation Office in Uzbekistan** (December, 2011).

- Organization and facilitation of three **E-learning courses on Network Management** (two sessions). The main course topics were: Organization and Management of Networks, Communication Strategies, Planning and Evaluation of Networks (2008 – 2009).
- Implementation of a workshop on **e-facilitation for the moderators of the Eastern and Southern Africa Partnership Programme (ESAPP) platform** of the Centre for Development and Environment (CDE), University of Bern (2008).
- Training and facilitation of course on **Network Management** to members and partners of the **International Centre for Technical Cooperation on HIV/AIDS' Network of Accredited Institutions**. Brasilia, Brazil, CICT – GTZ. The main course topics were: Organization and management of Networks and Communication Strategies (2007 -2008).
- **Training and facilitation of course on Emergency Performance Monitoring**. Kitgum, Uganda. UNICEF Eastern and Southern Africa Regional Office. Indicator development, tools and methods for data collection and analysis (2007).

Backstopping, Monitoring and Evaluation of projects and programmes

- **Backstopping support on Monitoring and Evaluation to the Knowledge Broker team** for UPGro “Unlocking the Potential of Groundwater for the Poor”, a CHF20 million research project on African groundwater financed by DFID, NERC and ESRC (on-going since 2013).
- **Backstopping on Monitoring and Evaluation** to Operational Regional Direction of the Water and Sanitation Programs of SDC in Central America. Support in the development and implementation of the M&E System for the Aguasan Programmes in Honduras, Nicaragua and Regional (on-going since 2012).
- **Conceptual and methodological backstopping on Knowledge Management and Monitoring and Evaluation** to the HYSAWA Fund to strengthen local governance processes, public finance management processes in Bangladesh. SDC (2014 – 2015)
- **Conceptual and methodological support on the implementation of the Knowledge Management** Component of the Swiss-Ukrainian Project on Decentralisation- Phase 2 funded by SDC. Setting up of Knowledge Management Processes for Decentralization and Local Self-Governance (on going)
- **Conceptual and methodological support on the implementation of the Knowledge Sharing** Component of the Swiss Water and Sanitation Project Moldova (ApaSan), a project funded by SDC for strengthening the capacity of municipalities in Moldova to improve their water and environmental sanitation systems. Setting up of Strategies for Knowledge Sharing and Dissemination at various levels of implementation (on going)
- Participatory development of a **Planning, Monitoring and Evaluation system** for the Swiss-Ukrainian Decentralisation Support Project funded by SDC. Coaching in the development of Baseline Indicators and participatory development of Result Indicators (on-going since 2008).
- **External evaluation of the Community Recovery and Reconstruction Partnership in Sri Lanka** and development of a Toolkit. International Federation of the Red Cross and Red Crescent Societies. Tsunami Unit (2009).
- **External evaluation of the water and sanitation emergency and reconstruction** projects in the communities affected by the Hurricane Felix in Nicaragua. This evaluation was financed by UNDP and was carried out in partnership with Action against Hunger (2009).
- Implementation of the **Monitoring and Evaluation system for GOV-WADE**, a project funded by SDC for strengthening the capacity of municipalities in Bosnia to improve their water and environmental sanitation systems (2008).
- Development of the **Monitoring and Evaluation system for the Swiss International Year of Sanitation Campaign** funded by SDC. Development of Baseline and Monitoring Result Indicators (2008).

Monitoring and Evaluation Specialist, Central America System General Secretariat 2006
(SG-SICA) - European Commission - Central America Food and Nutrition Security Programme

Monitoring and evaluation of the Central American Programme: a) relevance, impact and sustainability analysis of Food and Nutrition Security projects in four countries in Central America: El Salvador, Honduras, Guatemala and Nicaragua; b) participatory monitoring and evaluation of projects implemented by local actors in twenty-five border municipalities with a gender perspective; c) establishment and monitoring of gender mainstreaming indicators for the program; d) monitoring of integration policies at regional and local level; and e) facilitation of monitoring and evaluation workshops with government and civil society representatives. Management of the Food and Nutrition Security Fund in four Central American countries and twenty-five border municipalities with a gender mainstreaming perspective. Capacity building of regional, national and local actors in monitoring and evaluation processes with a gender mainstreaming perspective.

Evaluator (Bolivia) Comitato di Coordinamento delle Organizzazioni per il Servizio Volontario (COSV) 2006

Mid-term impact evaluation of a Food Security Project in three mining cities in western Bolivia. The areas of analysis were: Food Security, Gender Inequality, Institutional Strengthening and Social Change. Implementation of qualitative and quantitative evaluation tools, data collection, systematization and analysis. Rapid assessment workshops with project stakeholders.

Project Manager (Bolivia), Centro de Investigación y Promoción del Campesinado 2005

Research on the state of the Civil Society in Bolivia: Application of the CIVICUS Civil Society Index. Diagnosis and analysis of the structure, environment, values and impact of the Bolivian Civil Society. Training of the project team in the implementation of participatory action-research tools and methods for data collection. Organization and facilitation of workshops with Civil Society group leaders, experts and government representatives. Write-up of two reports addressing study results.

Consultant (Germany and Cuba), German Agro-Action, Latin America and the Caribbean Subdivision 2003-2004

Capacity building of local teams on organisational learning, strengthening and team building. Technical assistance on the monitoring of two rural development projects. Development of monitoring and evaluation tools. Preparation of an impact-monitoring manual in Spanish language together with project leaders and team. Elaboration of progress and final evaluation reports proposing recommendations for the practice of impact monitoring.

Professional Assistant (Bolivia), European Commission, Food Security Technical Support Unit 2000- 2002

Capacity building of partner organizations in project management: appraisals, planning, implementing and monitoring projects. Monitoring and Evaluation of food security and rural development projects. Revision and documentation of food security and rural development strategies of donor agencies and international NGOs. Revision and analysis of project proposals, financial and technical reports elaborated by partner organizations. Support in the establishment of a partnership programme with organizations implementing food security projects in Bolivia. Organization and conduction of seminars and workshops to discuss and analyze the Food Security and poverty reduction strategies of the European Union in Bolivia and other financing organizations; of the Bolivian government and of NGOs. Assistance in the conformation of a Food Security NGO Platform in Bolivia.

Project Manager (Bolivia), GRP Soluciones, Communication and Development 1998 - 2000

Media research on information regarding: Reproductive health in rural areas for the World Health Organization. Organization of events, administration of human resources. Support to the research and marketing department and editing of promotion videos.

Consultant (Bolivia), Vice-Ministry of Ethnic and Indigenous Issues 1997

Coordination and promotion of education projects in the Amazon and Andean regions to support native cultures and women. Evaluation of projects and assistance in the promotion of public policies in favour of indigenous groups and women.

REPORTS, PUBLICATIONS, CONFERENCE PAPERS: (Selected Publications)

Publications about Networks

- “Work the Net: A management guide for existing and emerging formal networks” (2015) Second Edition: GIZ, Bonn and Erschborn
- “Contributions of Knowledge Networks and Communities of Practice to the water and sanitation sector in developing countries”, Knowledge Management for Development Journal, Vol. 5, No. 3 (December, 2009): Learning for the Water Sector: quenching the thirst for knowledge and bridging the banks?
- “Developing a Regional Knowledge Centre in HIV/AIDS in Latin America and the Caribbean: a knowledge audit”. Co-authorship with Javier Hourcade and Taline Haytayan. Knowledge Management for Development Journal, Vol. 4, No. 1 (2008): Knowledge Management in Latin America and the Caribbean (Part 2).
- Revision and editing of the Handbook “Work the Net. Guía de Gestión para Redes Formales”. Autor Urs Karl Egger, en colaboración con Michael Glueck, Georg Buchholz, Greta Rana y Sagita Arhidani. GTZ, 2007.

Other Publications

- “Challenges and key success factors to integrating learning and change in monitoring and evaluation of development projects”, Knowledge Management for Development Journal, Vol. 4, No. 1 (2008): Knowledge Management in Latin America and the Caribbean (Part 2).
- “El Precio del Agua, documento de trabajo. El Agua: Costos, Tarifas y Subsidios”. Authors: Francois Mürger (SDC) and Roger Schmidt (Skat). Quality Control and Revision, SDC 2008.
- “Caracterización de la Situación de Seguridad Alimentaria y Nutricional del Municipio de Arambala, Morazán, El Salvador” Technical Support. Central America Food and Nutrition Security Programme and Instituto de Nutrición para Centroamérica y Panamá, 2007.
- “Caracterización de la Situación de Seguridad Alimentaria y Nutricional del Municipio de San Fernando, Morazán, El Salvador” Technical Support. Central America Food and Nutrition Security Programme and Instituto de Nutrición para Centroamérica y Panamá, 2007.
- “Civil Society in Bolivia: From mobilization to impact” Civil Society Index Country Report. Document written together with Cecilia Salazar in the framework of the CIVICUS Civil Society Index action – research project implemented by CIPCA and Catholic Relief Services, 2006
- “El impacto de los proyectos de apoyo a la Agricultura Urbana en el Oriente de Cuba. Resultados de un estudio realizado en el marco de dos proyectos de Agricultura Urbana”. Working Paper written together with Richard Haep. German Agro Action and ACPA, Cuba, 2005.
- “Implementing Impact Monitoring. A Communication – Action Model for Development Organizations. Case Study from an Urban Agriculture Project in Guantánamo, Cuba”: Master Thesis, 2004
- “NGOs Component of the Food Security Programme of the European Commission in Bolivia. A characterization beyond figures”. Editing and draft revision, Unidad de Seguridad Alimentaria de la Comisión Europea en Bolivia USACE, 2002.
- “Preparing the Food Security Programme with NGOs. Documented evidence of a process in Oruro” Editing and draft revision, Unidad de Seguridad Alimentaria de la Comisión Europea en Bolivia USACE, 2002.
- “Why women do not stop the cycle of violence?” Research Paper. Award granted by the Iowa Sociological Association, 1997