

# Tim Lee BA (Hons) MSc. (Dist.) PhD

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## Overview

Diverse experience of organisational and programme management, organisational and project evaluation, capacity assessment, strategy development, strategic and action planning, M&E systems development, technical support assessment and planning, supporting applied research.

Programmatic focus on programming for male involvement in reproductive health, orphans and vulnerable children, youth, organisational development, capacity development and CBO/NGO support systems, community based programming, participatory approaches to planning and M&E.

Organisational and programme manager, project leader, trainer of facilitators, facilitator, technical support provider, policy analyst, evaluator, mentor, researcher, writer.

Extensive experience working in Southern and Eastern Africa.

## Consultancy experience

### Consultant/Director of Davies & Lee: AIDS and Development Consulting (July 05 onwards)

- Evaluation of the PSI Regional Project *Expanding and improving social marketing in Southern Africa*
- Ongoing technical support and project management support to *Improving Maternal, Sexual and Reproductive Health through the Rights Based Approach among Rural Communities in Uganda* project for Voices for Health Rights and RFSU
- Final evaluation of the *Partnership on HIV and Mobility in Southern Africa* (PHAMSA II) project for the International Organization for Migration
- Ongoing technical support and project management support to *Tanzanian Men as Equal Partners* project for RFSU, Sweden/Tanzania
- Technical support on CBO capacity assessment for the International HIV/AIDS Alliance in Ethiopia
- Mid-term review and final evaluation of *Young Men as Equal Partners* regional project (Kenya, Tanzania, Uganda, Zambia) for RFSU, Sweden
- Review of Netherlands Regional HIV/AIDS/SRH&R Programme in southern Africa
- Development of HIV and AIDS country programme for the Danish Embassy in Zambia
- Development of business plan for Swaziland Business Coalition Against HIV/AIDS
- Mapping and assessment of regional projects and actors focussing on migrant and mobile populations for the Swedish/Norwegian Regional HIV/AIDS Team for Africa
- Action research technical support for the Code of Good Practice for NGOs Responding to HIV/AIDS
- Development of the action plan for implementing the Swaziland National HIV and AIDS Strategic Plan for the Swazi National Emergency Response Council on HIV and AIDS
- CBO/NGO training and manual development in project cycle management and strategic planning for CORE and the International HIV/AIDS Alliance
- Evaluation of the SAHARA programme for DFID
- Documentation of Swaziland strategic planning and costing processes for ASAP, World Bank
- Assessment of Ford Foundation regional initiative opportunities, CADRE
- Evaluating *The Journey of Life* community mobilisation tools and implementation for REPSSI
- Country strategy development for PATH South Africa office
- Technical Panel Consultant for the UNAIDS Technical Support Facility

## Previous work experience

### **Executive Director of the Southern African AIDS Trust (SAT), Zimbabwe and South Africa (February 02 to July 05)**

- Leadership and overall management of SAT at regional level
- Strategic and annual work planning
- Development of SAT Good Practice Strategy and M&E systems
- Expansion of SAT work supporting children affected by HIV and AIDS
- Resource mobilisation and resource management
- Design and oversight of SAT transition to independent federal structure (from CIDA project), including creation of new governance systems
- Design of SAT relocation strategy (Harare to Johannesburg)
- Oversight and quality control of grants management systems and communications

### **Deputy Executive Director of the International HIV/AIDS Alliance, UK (July 00 to December 01)**

- Expansion of Africa programme and OVC portfolio
- Oversight of M&E
- Organisational review and restructuring process
- Organisational and departmental management
- Partner and donor liaison

### **Deputy Director of the Southern African AIDS Information Dissemination Service (SAfAIDS), Zimbabwe (September 99 to July 00)**

- Organisational management and restructuring
- Leadership of organisation's self-evaluation
- Leadership of strategic and annual work planning
- Provision of technical support and advisory services
- Research, writing and editing
- Partner and donor liaison

### **Research and Evaluation Co-ordinator of Family AIDS Caring Trust (FACT), Zimbabwe (September 97 to September 99)**

- Advisor to NGO Director and Executive Committee on change management
- Leadership of participatory programme evaluations and documentation – orphan support, CBO capacity development, regional training
- Provision of technical support and capacity building of staff in M&E
- Programme planning and management

### **Lecturer in Social Policy at the University of Bath, UK (September 89 to September 97)**

- Director of Studies for Social Policy and Co-ordinator of nursing diploma courses
- Lecturing in social policy, policy analysis and research methods at undergraduate and postgraduate levels
- Research design, management and writing
- Supervision of staff and students

## Sample published works

- ASAP/World Bank/UNAIDS (2007) Preparing National HIV/AIDS Strategies and Action Plans -Lessons of Experience. (contributor)
- The National Multisectoral Action Plan For HIV and AIDS 2006/2007. Mbabane, Swaziland: NERCHA. (lead consultant/author)
- Southern African AIDS Trust (2004) Children and home-based care: Integrating support for children affected by HIV and AIDS into home-based care programmes. SAT Share Series number 1, Harare, Zimbabwe: Southern African AIDS Trust. (author)
- International HIV/AIDS Alliance and Family AIDS Caring Trust (2002) Expanding Community-Based Support for Orphans and Vulnerable Children. London, UK: International HIV/AIDS Alliance. (facilitator/contributor)
- Lee T & Jackson H (2001) Sub-Saharan Africa, Chapter in HIV and AIDS: a global view, edited by Mc Elrath K. Westport, USA: Greenwood Publishing. (co-author)
- Lee T (2000) Community mobilisation & OVC in Burkina Faso: first steps. London, UK: International HIV/AIDS Alliance. (author)
- Lee T et al (1999) FOCUS Evaluation report: report of a participatory, self-evaluation of the FACT Families Orphans and Children Under Stress (FOCUS) programme. Mutare, Zimbabwe: Family AIDS Caring Trust. (lead author)
- Lee T et. al. (1999) VSO Southern Africa Regional HIV / AIDS Initiative: feasibility study report. Harare, Zimbabwe: Voluntary Service Overseas. (lead author)
- Lee T et al (1998) Regional Training Programme: evaluation report. Mutare, Zimbabwe: Family AIDS Caring Trust. (author)
- Lee T (1995) In Search of Equity: the funding of additional educational needs under LMS. Aldershot: Avebury. (author)

## Academic and research qualifications

- PhD. Thesis entitled: The Search for Equity (published by Avebury). University of Bath, UK (1995)
- MSc (Econ) Social Policy & Planning. Distinction. Winner of the Titmuss Prize for Social Policy. London School of Economics, London, UK (1988-1989)
- BA (Honours) in Applied Social Science. First Class. Winner of the CNAAS/Social Policy Association Annual Essay Prize. Coventry Polytechnic, Coventry, UK (1985-1988)

## Referees

Olov Berggren, Regional Coordinator Africa, Swedish Association for Sexuality Education (olov.berggren@rfsu.se)

Jeffrey O'Malley, Director, HIV/AIDS Practice, UNDP (Jeffrey.omalley@undp.org)

Flanny Chiganze, Deputy Executive Director, Southern African AIDS Trust (chiganze@satregional.org)

Helen Jackson, Senior HIV Prevention Advisor, UNAIDS RST Southern Africa (jacksonh@unaids.org)

## Contact details

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