



**Kyung K. Endres,
MPH**

1445 Otis Place NW, Suite 329
Washington, DC 20010
(202) 536-5615 office
kyung@truepanacea.com

Nineteen years of international development experience in the technical areas of public health, food security, education, nutrition, community development, agribusiness, and economic growth for multi-lateral and bi-lateral donor organizations, national governments, institutions of higher learning and non-governmental organizations. Specializing in strategic planning, monitoring systems, program evaluations and program design.

HIGHLIGHTED CONSULTANCIES

THE MITCHELL GROUP (TMG)

TANZANIA

Feed the Future Baseline Manager for USAID/Tanzania

Jul 2011-Sep 2012

- assemble and lead technical team (government, private sector, implementing partners) in the design, implementation and reporting of a unified Feed the Future (FtF) baseline survey for USAID/Tanzania in four zones of intervention
- design study approach and methods for electronic data capture by a team of over 100 enumerators
- analyze and present data in baseline report

CATHOLIC RELIEF SERVICES (CRS)

MALAWI

Food Security & Nutrition Project Baseline Consultant

May 2011-Jun 2011

- provided technical support to CRS staff and consultants to conduct a baseline study of a food security and nutrition project by providing guidance on qualitative and quantitative research protocols, modes of primary data collection tools, enumerator training, data collection, data analysis and final report writing

DEVELOPMENT ALTERNATIVES, INC. (DAI)

HAITI & Washington, DC

World Food Program (WFP) Haiti, Evaluation Consultant

Jan 2011-Jul 2011

- assessed the HIV/AIDS projects of the WFP/Haiti program for performance and alignment with WFP mandates in a team of food security, nutrition, education, emergency livelihoods and logistical experts
- provided recommendations for the overall portfolio on ways to improve WFP's strategic alignment based on need and national priorities to make strategic choices

THE MITCHELL GROUP (TMG)

TANZANIA & Washington, DC

Tanzania Monitoring & Evaluation (M&E) Management Services, Technical Expert

Sep 2010-Apr 2011

- mentored and trained M&E advisors to better provide technical support to the USAID Mission and implementing partners through in-person and remote guidance
- created opportunities through experiential learning with immediate feedback

SAVE THE CHILDREN FEDERATION

MALAWI & Washington, DC

Community-Based Maternal & Newborn Care, M&E Advisor

Sep 2010-Feb 2011

- identified and prioritized information needs and indicators for maternal and newborn health at community, health facility and Ministry of Health (MOH), through consultation with key stakeholders, including the MOH Reproductive Health Unit, Health Management Information Systems (HMIS) unit, Maternal and Child Health Integrated Program (MCHIP), UNICEF and the World Health Organization
- led the development of a comprehensive knowledge management system capture information, outlining data to be collected, by whom, tools to be used at each level and management processes
- provided technical support to the local consultant to draft tools for data collection and aggregation at each data collection point that will provide figures for key indicators

QUOD ERAT DEMONSTRANDUM (QED) GROUP, LLC
Global Health Technical Assistance Project, External Evaluator

Port Shepstone, SOUTH AFRICA
Nov 2010-Jan 2011

- led a programmatic review of a New Partner Initiative (NPI) partner's HIV/AIDS prevention and care project through key informant interviews and focus group discussions with partner organization representatives and key stakeholders including USAID/Washington and South Africa, the technical assistance provider, government of South Africa representatives, beneficiaries and partners
- observed the Close-Out Organizational Capacity Assessment (CLOCA) process with USAID NPI Team Member to gain insight into partner organizational structure, culture and dynamics
- synthesized findings into final report focusing on the efficacy and deficiencies of the NPI model

AMERICAN REFUGEE COMMITTEE (ARC)
Through Our Eyes, Final Evaluation Team Leader

Washington, DC
Aug 2010-Dec 2010

- worked with the ARC to design evaluation strategy and structure for a project aiming to transform social norms surrounding gender-based violence and HIV/AIDS through participatory video activities
- designed data collection, management and analysis tools for field and headquarters' use
- developed training materials for data collectors and guidance for local evaluation team leaders

AMERICAN RED CROSS (ARC)
Together We Can, Final Evaluation Team Leader

GUYANA, TANZANIA & Washington, DC
Dec 2009- Aug 2010

- designed two-country final evaluation for USAID/PEPFAR HIV prevention program targeting youth
- assessed project activities and capacity building of local management to implement project
- drafted and finalized evaluation budget, research protocols, sampling framework, field guide questionnaires, data collection systems, work plan, and logistics plans
- hired, trained, mentored and managed eight research assistants and one translator to collect, manage and analyze data
- held in country and headquarters debrief sessions to communicate preliminary data findings
- analyzed qualitative and quantitative data of program activities and management
- wrote draft and final reports for each country including a summary final report

AFRICAN MOTHERS' HEALTH INITIATIVE
Board of Directors, Strategic and Business Planning Advisor

Washington, DC
2009-present

- facilitated strategic planning with the board of this non-profit organization to outline and define organizational vision, mission, values, goals, opportunities and action plan in Malawi
- led the board to plan management, marketing, financing and growth milestones for the next five years
- guided the board through the discovery process using organizational management techniques and tools to put ideas into coherent plans
- provided oversight and guidance for implementing of strategic plan
- assisted in networking with potential partner organizations to build local capacity in Malawi

AFRICARE
E. & S. Africa Division, Water, Sanitation & Hygiene Program Design Team Leader

Accra, GHANA
2009

- managed overall proposal development process in response to USAID/Ghana Water and Sanitation RFA for three implementing partner organizations
- led stakeholder workshop of approximately 30 participants to develop conceptual framework, and implementation strategy; identify key problems, targeted beneficiaries, and activities
- garnered government and local NGO support for the project
- wrote proposal; situational analysis, conceptual framework, methodologies, technical design of key activities, management structure, program monitoring plan, management plan and workplan
- drafted budget and compiled corporate capabilities, performance reviews, and key staff
- reviewed entire proposal for responsiveness to RFA

AFRICARE

Food for Development, Agribusiness Program Design Team Leader

Monrovia, LIBERIA

2009

- developed and finalized with staff, a sound problem analysis, overall technical approach, management structure, strategies and key interventions for a USDA/Food For Progress grant proposal
- quantified activities with measurable objectives and targets with clearly defined beneficiaries in an M&E plan including a list of intended indicators and measures for each activity
- articulated Africare's experience in providing food aid, demonstrating the financial and technical capability of the organization and identified in-county partners to complement their expertise
- determined a reasonable schedule for the different activities needing to be coordinated
- expounded and clearly articulate a monetization plan and project budget

COOPERATIVE LEAGUE USA (CLUSA)

New Business Initiatives, HIV/AIDS Program Design Team Leader

Nairobi, KENYA

2009

- designed and facilitated workshop to plan a community HIV counseling and testing project with CLUSA and local partners in Kenya
- wrote a complete proposal in collaboration with CLUSA and local partner staff including technical design, management structure, M&E plan, program situational analysis and justification, implementation plans, and conceptual and reporting frameworks in response to a CDC request for applications
- elucidated time table of benchmark tasks and responsible persons for project completion

COOPERATIVE LEAGUE USA (CLUSA)

New Business Initiatives, Corporate Strategist

Washington, DC

2009

- developed strategic framework for community-managed health care initiatives to target health poor communities and populations affected and infected by HIV, by expanding on achievements and institutional strengths, liaising with country offices, reviewing project documents and corporate health strategy, and interviewing staff
- designed strategic outreach materials for program expansion into the community health arena for program managers and country chiefs of party
- outlined funding opportunities and potential partnerships in line with new strategic framework

INTRAEALTH

Twubakane Program, Principle Investigator for Program Evaluation

Kigali, RWANDA

2008-2009

- evaluated the effectiveness of community involvement in health facility management using qualitative interviews with community members, health facility staff, health committee members, and district government officials
- planned and managed data collection forms, data management tools and sampling framework
- recruited, trained and supervised a team of eight inexperienced enumerators to collect and input data using Microsoft Word and Excel - controlling quality daily
- wrote qualitative final report highlighting the attitudes of key stakeholders and qualities of successful health committees using community involvement for improved quality of health care

AFRICARE

Food for Development, Design Team Leader

Lilongwe, MALAWI

2008

- developed USDA/Food for Progress project in collaboration with Africare field staff to assist rural farmers to achieve food security through physical and organizational infrastructure improvements
- researched and planned monetization strategy
- led budget development, monitoring & evaluation planning, management structure, technical design and final proposal writing

THE MITCHELL GROUP

DAI Urban Garden Project, Investigator for Program Evaluation

Addis Ababa, ETHIOPIA

2008

- conducted final impact evaluation of urban agriculture program targeting vulnerable children, orphans, people living with HIV and high risk women
- designed field guides for household and focus group interviews
- interviewed program beneficiaries and facilitated focus group discussions
- analyzed qualitative and quantitative data and wrote final report

USAID/HAITI

Investing in People (IIP), M&E Consultant

Port-au-Prince, HAITI

2007-2008

- mentored USAID/Haiti cognizant technical officers and activity managers to use the newly developed PMP to manage partners for results
- reviewed HIV/AIDS, malaria, tuberculosis, family planning, maternal and child health, reproductive health, water and sanitation, basic education, higher education, and food security indicators for appropriateness and inclusion in the PMP
- updated the USAID/Haiti IIP PMP with the health and education teams
- provided guidance to USAID Haiti implementing partners in the development of their M&E plans including performance indicator reference sheets for completeness and data quality assurances
- reviewed implementing partner M&E plans for orphans and vulnerable children, palliative care, supply chain management, social marketing, health bilateral, and education programs
- facilitated technical meetings with IIP team members and partners to review the progress made on health and education indicators towards achieving results in the PMP
- performed data quality audit on fiscal year 2007 PEPFAR reported data
- updated IIP performance management plans

USAID/HAITI

Economic Growth and Empowerment (EGE) & Peace and Security (P&S), M&E Consultant

Port-au-Prince, HAITI

2008

- provided technical assistance to the EGE and P&S team members on program monitoring
- evaluated EGE & P&S fiscal year 2008 and 2009 targets for appropriateness
- reviewed with implementing partners their micro-enterprise, agribusiness, economic development and urban renewal M&E plans
- analyzed partner indicator reference sheets for completeness and data quality assurances
- assessed EGE & P&S partner M&E plans for completeness and harmonization with USAID PMP
- updated EGE and P&S performance management plans

ACDI/VOCA Uganda

P.L. 480 Title II Food Security Program, Program Sustainability Consultant

Kampala, UGANDA

2008

- designed integration strategy for supplementary feeding, income generating, and clinical and social services programs for HIV-infected households
- developed graduation criteria for PLHIV from direct distribution into livelihoods programs
- conducted literature review, facilitated focus group, key informant interviews, and stakeholder meeting to collect experiences and best practices
- wrote final report highlighting integrated strategy, integration processes, and graduation criteria

ACDI/VOCA

Food Security and Specialty Food Crops, Design Team Leader

Bujumbura, BURUNDI

2007-2008

- designed new business agribusiness and nutrition food security program for Burundi
- developed strategic framework, monitoring & evaluation framework, developmental interventions, budgets, and commodity management plans
- designed research protocols and questionnaires to study the impact of food distribution on the lives of people living with HIV/AIDS in Uganda

ELIZABETH GLASER PEDIATRIC AIDS FOUNDATION

Lusaka, ZAMBIA

Center for Disease Control & Prevention, National Training Consultant

2007

- worked with CDC staff to develop HIV/AIDS, malaria, tuberculosis, and sexually transmitted infection programs strategy for the Zambia Global AIDS Program initiatives
- developed training presentations and materials for District Ministry of Health administrators on the electronic medical records system and management processes
- conducted a management assessment and drafted position descriptions for new positions

THE MITCHELL GROUP

Port-au-Prince, HAITI

USAID/Haiti Investing in People, M&E Consultant

2007

- facilitated strategic thinking for health, education and humanitarian response programs
- educated staff to work within the new State Department Foreign Assistance Framework
- built staff M&E capacity to develop objectives, choose appropriate indicators and set targets

COUNTERPART INTERNATIONAL

Washington, DC

Food for Development Division, Design Team Leader

2006

- researched, designed and wrote an approved USAID/Food for Education proposal for Liberia with school feeding, technical assistance to the government and adult education program components

CHF INTERNATIONAL

Kigali, RWANDA

Community HIV/AIDS Mobilization Project, Principle Investigator

2006

- designed, managed and implemented national baseline study of community HIV services for \$40 million community HIV/AIDS program
- hired, trained and managed a team of 60 enumerators and five team leaders
- collected data using qualitative and quantitative questionnaires, analyzed data & wrote report

COUNTERPART INTERNATIONAL

Washington, DC

Food for Development Division, Design Team Leader

2006

- researched, designed and wrote \$5 million USDA Food for Education proposal for Senegal
- researched country background for future new business development

ACDI/VOCA

Washington, DC

Africa & Middle East Division, Corporate Strategist

2005-2006

- developed corporate HIV/AIDS strategy and educated staff on the HIV/AIDS epidemic
- developed HIV/AIDS programming modules for integration into agro-business program
- presented a list of illustrative indicators for measuring HIV/AIDS-related program activities
- provided technical support to the development of a corporate monitoring and evaluation plan

THE FUTURES GROUP

Washington, DC

Research & Evaluation, M&E Consultant

2005-2006

- researched, brainstormed and prepared drafts of US Government PEPFAR guidelines to prepare international HIV/AIDS organizations for data quality audits
- data quality audits covered monitoring systems for HIV/AIDS, tuberculosis, malaria and sexually transmitted infections

CHF INTERNATIONAL

Silver Spring, MD

Africa Division, M&E Consultant

2005

- developed HIV/AIDS, Family Planning, Maternal & Child Health and Reproductive Health M&E plan and log frame for integrated health program including clarifying objectives, and selecting key indicators for program monitoring

CENTERS FOR DISEASE CONTROL AND PREVENTION (CDC)
Global AIDS Program, Monitoring & Evaluation Specialist

Lusaka, ZAMBIA
2003-2005

- wrote and contributed to the US government's PEPFAR program country operational plan, annual reports and special requests for information for PMTCT, community HIV/AIDS-related empowerment projects, tuberculosis, sexually transmitted infections, malaria and HIV/AIDS research
- designed and maintained monitoring plan for CDC programs by assisting CDC staff and CDC clients to develop and implement management for results strategies, processes and documents
- obtained nearly \$200 million grant for HIV/AIDS programming
- developed CDC M&E plan identifying key objectives, indicators, targets and reporting processes
- managed project data and submitted regular reports to CDC headquarters & State Department

MONITORING & EVALUATION SUPPORT SYSTEM
Founder & Director

Lusaka, ZAMBIA
2003-2005

- identified a market need amongst program managers for greater M&E knowledge thus founding a professional organization to build M&E skills and share M&E techniques and experiences for development projects

NATIONAL AIDS COUNCIL M&E TECHNICAL WORKING GROUP
Secretary

Lusaka, ZAMBIA
2003-2005

- provided assistance to the Government of Zambia to develop the national HIV/AIDS M&E plan identifying key objectives, indicators and targets
- assisted the Government of Zambia in choosing key indicators for HIV/AIDS, tuberculosis, malaria, sexually transmitted infections, workplace programs, orphans and vulnerable children, community outreach programs, and prevention of HIV/AIDS

EDUCATION & SPECIAL SKILLS

Johns Hopkins University Bloomberg School of Public Health
Masters of Public Health

Baltimore, MD
1999-2000

- Specialization: International Health, Policy & Management

Hamline University
Bachelor of Arts Degree

St Paul, MN
1988-1992

- Major: Biology

Languages

- English, native speaker; French, fluent; Soninke (West African Language), good; Korean, rudimentary (Studied Arabic, Spanish, Portuguese, Mandarin Chinese)

Computer

- Stata, EpiInfo, MS Publisher, MS Office, Atlas Ti