

BONNIE L. KITTLE
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EMPLOYMENT HISTORY

Technical and Managerial Consultant, November 2007 – Present

- Behavior Change Strategy Design – As Co-chair of the Social and Behavior Change Working Group of the CORE Group, developed opportunities for CORE members to strengthen their BCC skills and knowledge; Revised and strengthened the Designing for Behavior Change Curriculum including the development of new tools and activities to facilitate learning; Designed and facilitated courses on designing effective behavior change strategies which included WatSan behaviors; Provided technical assistance to Child Survival Projects regarding ways to strengthen their BC activities; Evaluated behavior change strategies and their effectiveness; Designed and facilitated an online Training of Trainers presentation on the DBC curriculum.
- Health Project Evaluation – Designed and led three-country study (Niger, Tanzania, Burundi) to determine feasibility of promoting reproductive and maternal health behaviors by using CARE's village savings and loan approach. Served as Chief of Party for 10 community-based health project evaluations in Africa and Europe; assessed achievement of anticipated outcomes, examined the technical quality of the project including the following areas: nutrition, diarrhea disease control, malaria, maternal health etc; assessed the cross-cutting components including health promotion, community mobilization, capacity building and BCC; evaluated the quality of project management. Taught evaluation team members various aspects of qualitative evaluations.
- Strategic Planning – Designed and facilitated a 4-day workshop on strategic planning for the health unit of ADRA International; Assessed the emergency nutrition approaches of Concern WW/Niger and Action Against Hunger/Niger; advised decision-makers regarding integrating activities into the MOH; Assessed the disaster preparedness project of CARE/Niger.
- HIV/AIDS – Served as interim Regional PEPFAR Coordinator for Central America coordinating the efforts of the three USG Agencies to develop their Project Framework, Project Framework Implementation Plan and Regional Implementation Plan; Evaluated OVC and ABY projects in Haiti, Mozambique, Nigeria, Kenya and Zambia; Reviewed and provided feedback on ABY behavior change materials.
- Project Design – Developed maternal and child health proposals for Concern WW/Haiti and Mercy Corps/ Niger; provided technical advice on project design for Medical Teams International/ Uganda which was funded through CSHGP in 2009; Conducted research in preparation for project design for Concern WW which resulted in a successful proposal being funded by USAID. Conducted 3-country study (Niger, Tanzania, Burundi) to determine how best to incorporate Sexual and Reproductive Health into CARE's Village Savings and Loan Program.
- Curriculum Design – reviewed and redesigned training modules on community-based family planning; designed 3 day course on Donor Relations; modified the Designing for Behavior Change curriculum for use by CRWRC/Malawi, Peace Corps, ADRA and the CORE Group.

**Director, Health of Women and Children (HWC), Project HOPE, Millwood, Va.
4/ 2005 – 10/ 2007**

- Built and expanded the HWC portfolio through donor relations, new business identification and strategic partnering;
- Assured the technical quality of a 20-country, \$30 million MCH/ RH portfolio by guiding the choices of headquarters and field staff, building in-country capacity, monitoring and evaluating program progress and results; Supervised HWC Unit employees;
- Coordinated effectively with Regional Directors, other Technical Units, New Business Development and Senior Management to achieve the strategic objectives of the HWC unit and the organization as a whole;
- Influenced management decisions regarding project budgets and staffing to ensure overall project quality and viability;
- Served on the board of CORE and as co-chair of the CORE Social and Behavior Change working group.

Regional Monitoring & Evaluation Advisor for Latin America, American Red Cross/PAHO, Quito, Ecuador, 9/2004 – 3/2005

- Provided technical assistance to thirty-three (33) C-IMCI projects in ten (10) countries in Central and South America being implemented by Red Cross National Societies and Ministries of Health;
- Guided project teams through the process of designing functional and complete monitoring systems;
- Designed and facilitated training modules on monitoring and evaluation and behavior change strategies;
- Designed and led the project review process and made recommendations regarding future child health programming;
- Represented ARC at PAHO and International Federation of the Red Cross conferences and meetings in the region.

Technical and Managerial Consultant, January 1998 – August 2004

Project Evaluation

- Led numerous qualitative participatory project evaluation teams in 11 different countries;
- Ensured the most reliable and comprehensive evaluation outcomes by carefully planning all aspects of evaluation implementation in collaboration with project implementers, partners and other stakeholders;
- Presented results orally to all local stakeholders, and in report format, covering not only the technical aspects of the project, but cross-cutting issues (HIS, training, behavior change, and sustainability strategies) and managerial aspects (staffing, supervision, management information systems and financial management);
- Evaluated projects in the fields of Child Survival, Reproductive Health, HIV/AIDS, School Health and Nutrition, and Water and Sanitation.

Capacity Building/Training Design and Facilitation

- Designed and facilitated scores of training events and workshops enabling participants not only to gain the technical and managerial skills essential to the positive execution of their jobs, but also to be more effective and confident as development workers;
- Tailored training and workshop events to the specific needs of the participants, which increased participant's active participation, their ability to learn, and to retain and apply the course material;

- Planned and conducted training events and workshops on PD/Hearth, The BEHAVE Framework, quality assurance, strategic planning and vision setting, training-of-trainers, assessing training needs; negotiation for behavior change; conflict management, ARI case management; team building, staff supervision, growth monitoring, maternal and child nutrition, project design and planning, girls education, safe child birth, CHW technical tasks etc.

Project Design/Proposal Writing

- Assisted nine design teams to effectively respond to RFAs resulting in several successfully funded projects;
- Designed and wrote proposals in the fields of Child Survival, Reproductive Health, HIV/AIDS, School Health and Nutrition, Child Labor and Water and Sanitation.
- Planned and implemented design workshops to secure and consolidate the input from all interested parties;
- Assisted project designers to transform their program, management and financial concepts into successful project proposals.

Special Studies

- Researched/authored the following case studies, papers, and documents:
 - Kasungu Child Survival Case Study: Partnering with the Private Sector (Project HOPE);
 - Summary of Focus Group Discussions: What Malian teenagers really think about reproductive health and contraceptive use (CEDPA);
 - Community Participation: The Elements that Count (also NCIH presentation) Save the Children) ;
 - Concept Paper MCDI/Benin: Next Steps after the School Health Education Project (MCDI)
 - Baseline Data Survey: What do the Results tell us (MCDI/Mali, Water and Sanitation)
 - Detailed Implementation Plan: CARE/Niger, Title II project
 - Supervision Training Manual – WHO/ Albert Schweitzer Hospital, Haiti
 - Is Community-Supported Health Care Feasible? The initial study that led to the Bamako Initiative, USAID/Mali

Project Director, School Health and Nutrition Project, Education Development Center, Watertown, MA, 1994 -1997

- Managed a 7-partner, multi-year School Health and Nutrition Project in South Africa based on the Active Learning Capacity Principle;
- Awarded sub-grants to 7 South African NGOs in the implementation of their school health and nutrition activities, and provided long-term technical, managerial and financial support to these NGOs;
- Provided technical assistance to the South African Ministry of Health's Primary School Nutrition Program to fulfill President Mandela's promise to establish school lunch programs in all public elementary schools within 100 days of his election; Trained delegates from each of the states from the MOE and MOH in program implementation;
- Conducted school health and nutrition assessments in Tanzania and Zimbabwe; managed assessments in Bolivia, Ecuador, and Malawi.

Associate Director/Health/Programming and Training Officer, Peace Corps/ Mali, 1991-1994

- Coordinated the programming and training activities of the largest Peace Corps program in Africa which involved guiding and monitoring the individual programming, training and volunteer-support efforts of five Associate Directors (responsible for education, micro enterprise development, natural resources, agriculture and water and sanitation) and a Training Director;

- Conceptualized and wrote health sector project plan and initiated a 10-year health education project implemented in 15 counties throughout Mali in collaboration with the Ministry of Health; Launched this program with the first team of 12 health volunteers;
- Maintained contact with Peace Corps partners including Ministry Officials, volunteer “employers” and counterparts. Served as Acting Country Director representing Peace Corps at official meetings and events.

Child Survival Coordinator, USAID/Haiti, 1986 - 1989

- Managed two projects totaling US\$17.4 million, providing grants and sub-grants to more than fifteen Haitian and American non-governmental organizations offering child survival services to disadvantaged children and mothers throughout the country.
- Increased the programmatic and managerial effectiveness of more than 15 Haitian NGOs and 5 international NGOs through the provision of timely and relevant technical assistance;
- Established the first NGO Coordination Network made up of local and I-NGOs involved in Child Survival in Haiti.

Country Director/Republic of Maldives, International Human Assistance Programs, Republic of Maldives, 1982 -1985

- Managed the first-ever atoll-wide integrated development project including project design and implementation, agency representation, administration, personnel supervision. Technical areas included maternal and child health, basic education, water and sanitation, pest control and community development.

Project Manager, Save the Children Federation, Burkina Faso, 1977-1980

- Launched a comprehensive primary health care and education program that involved coordination and training of a multi-national health team ranging in expertise from physician to community health worker.

EDUCATION/ TRAINING

- Master of International Administration, 1976, School for International Training: International Program Management
- Health Education, Nutrition, Communicable Disease Prevention, MCH in the Tropics, Peace Corps/Niger, 1974
- BA, Bethany College, 1974; Major: History and French

LANGUAGES

English: native

French: fluent

Spanish: fluent (spoken & comprehension)

Haitian Creole: proficient

Portuguese: proficient

US Citizen