

# Bill Sterland

Hay Cottage | School Lane | Barley | HERTS | SG8 8JZ | UK |

Tel: +44 1763 848432

Mobile: + 44 7742 010705

Skype: bill.sterland

Email: bill@sterland.biz

## Areas of Expertise

- **Organisational Development:** Consultancy and training on organisational assessments, capacity building, organisational management and change
- **Institutional development:** Consultancy and facilitation on building partnerships and strengthening civil society and multi-stakeholder networks and coalitions
- **Monitoring and Evaluation:** Conducting and facilitating project, programme and strategic reviews, M&E design, training
- **Strategic & programme planning:** Consultancy and facilitation of organisational, network, and sector-based strategy, programmes, and policy

## Current position and roles

Independent consultant

Member of the Framework collective

Consultant for INTRAC ([www.intrac.org](http://www.intrac.org))

## Recent work

- Facilitation and drafting strategic plan 2016-2020 with NCA Afghanistan (April/May 2015 -ongoing assistance).
- Training of 10 national NGOs in Theory of Change, Advocacy and Policy Influencing, Impact Assessment for Tawanmandi Foundation (British Council), Afghanistan (May 2015 – ongoing).
- Facilitation and drafting strategic plan 2015-2019 with Sanayee Development Organisation (SDO), Afghanistan (March / April 2015).
- Organisation assessment and capacity building plan for BKTF – United For Child Care and Protection – an Albanian NGO advocacy coalition comprising 30 national and international organisations (Dec 2014).
- Study of NCA Afghanistan’s partnership approach to peace and development (Oct-Dec 2014).
- Conducted a network and programme evaluation of the Geneva Peacebuilding Platform, with consultancy for network strengthening (July 2014).

## Examples of other work

### Organisational development

- Facilitated a participatory capacity assessment of Swedish Committee for Afghanistan and led an ongoing process of organisational change from a needs-based to rights-based development organisation (2012-2013)
- Facilitated a guided participatory organisational assessment of local youth NGO, SHL-Kosova, which led to a process of planned organisational strengthening and alignment with national social policy (2010). This work built upon consultancies and trainings 2007-2009 in strategic planning, localisation of an international NGO, NGO governance, monitoring and evaluation.
- Long-term consultancy to Montenegrin NGO support organisation, FONDAS, including organisation assessment, skills training, facilitation of strategic planning, stakeholder analysis (June 2004 – Dec. 2005).

- Since 2002 I have conducted 10 full workshop-based organisational assessments (10 in total) of local and national development organisations in Albania, Bosnia and Herzegovina, Kosovo, and Montenegro, which have been used by respective managements as the basis for a process of planned organisational change and capacity development.
- Since 2000 I have carried out a range of workshop trainings with many local, national and international NGOs in rights-based approaches to development, M&E, communication, community mapping and development, project planning and results-based management.
- Co-management and design of capacity building programme for 11 Bosnian peacebuilding NGOs, QPSW (2001-2003).

### **Institutional development**

- Mid-term strategic review and assessment of network effectiveness of the International Campaign to Ban Landmines and Cluster Munitions Coalition (ICBL-CMC). Facilitated a revision of the strategic plan and provided consultancy for consequent organisational change (Jan, April, Aug. 2014).
- Researching and consolidating 8 country civil society mappings and needs assessments for TACSO (Technical Assistance to Civil Society Organisations), SIPU International, researching and writing a regional assessment of the institutional environment for civil society in the Turkey and the Western Balkans (Dec 2009-July 2010).
- Capacity assessment and strategic review of leading Afghan NGO network, ACBAR (110 INGOs and national NGOs) (June/July 2008)
- Consultancy and facilitation to OneWorld South East Europe CS Portal Project and its 7 partners to form a Balkan organisation based in formal partnerships (Dec.2004 – June 2005)
- Facilitation of NCA Western Balkan partnership approach and regional strategy, with NCA and 11 regional partners from 7 countries

### **Monitoring and evaluation**

- Core team member and Balkan team leader on an evaluation of Peace and Development in Finland's Development Cooperation (Afghanistan, Ethiopia, Palestine, W.Balkans), for ITAD, UK (Aug 2013 –Aug 2014). Included:
  - Evaluation of Western Balkans Development Policy Programme Framework 2009-2013
  - Evaluation of FOPER (Forest Policy and Economics Education and Research), European Forest Institute, 6 countries
  - Evaluation of Education for Sustainable Development, REC, in Bosnia, Serbia, and Montenegro.
- Design, management, and advice on 11 project evaluations and studies for Swedish Committee for Afghanistan (2011-2012).
- Team member of major institutional capacity building projects for local governance and regional development, led by UNDP in South Serbia and South West Serbia (2008 & 2009).
- Lead evaluator on 10 NGO development and peacebuilding projects in Bosnia and Herzegovina, Kosovo, and Montenegro (2003-2010).
- Lead evaluator for UNDP and UNV on 3 national development programmes for youth capacity building in Kyrgyzstan (2007) and Bosnia and Herzegovina (2005), and civil society capacity strengthening in Montenegro (2004).
- Facilitation of project or programme monitoring systems, including Swedish Committee for Afghanistan (2011-2012), SHL Kosova (2009), Swiss Red Cross Bosnia (2008), FONDAS (2004).

- Writing of monitoring handbook and toolkit for TACSO to be used by project grantees, SIPU International (2010).

### **Strategic and programme planning**

- Design, coordination, facilitation, and drafting of strategic plan, for Swedish Committee for Afghanistan in an inclusive process covering 10 Afghan offices, over 4000 Swedish members and 6,300 staff members (2013)
- Facilitation of programme for peacebuilding activities by NCA Western Balkans and 5 regional partners (Oct 2007-Jan 2010).
- Workshop facilitation and consultancy on strategic planning with 9 national and local Balkan development and peacebuilding NGOs in Bosnia and Herzegovina, Macedonia, Montenegro, Serbia (2002 – 2010).
- Participatory programming for local economic development and the environmental planning with local NGO partners, Rescate (2003-2004).

### **International Clients**

Amica e.V • Austrian Development Cooperation • BKTf (United for Child Care and Protection) • British Council • CISP • Geneva Peacebuilding Platform • Handicap International • HealthNet International • HTSPE • INTRAC • ICBL-CMC • IKV-Pax Christi • International University Institute for European Studies • IRC • ITAD • OneWorld Italy • OSCE Bosnia and Herzegovina • HEKS-EPER • The American ORT • UNDP (Serbia, Kosovo, Montenegro) • UNESCO • UNV (Bosnia, Kyrgyzstan) • CARE Austria • CARE Egypt • CARE Kosovo • CARE Netherlands • CARE Northwest Balkans • Norwegian Church Aid (Afghanistan, Balkans) • SIPU International • Rescate • Save the Children Kosovo • Schüler Helfen Leben (Bosnia, Kosovo) • Swedish Committee for Afghanistan • Swiss Red Cross • Trentino con il Kosovo • World Vision Bosnia and Herzegovina • World Vision Kosovo

### **Education, Qualifications and Professional Training**

**2000** MA (Econ) in Environment and Development, Institute for Policy Management and Development, Manchester University, UK

**1990** BSc in Anthropology, University College London, UK

### **Languages**

English (mother tongue), Bosnian/Croatian/Serbian (fluent), Italian (fair), French (fair)

### **Employment and Roles**

<b>2013 to date</b>	Independent Consultant
<b>2012 – 2013</b>	Swedish Committee for Afghanistan – Sr. Adviser for Strategy and Policy
<b>2011 – 2012</b>	Swedish Committee for Afghanistan – Coordinator of Planning, Monitoring, and Evaluation
<b>2004 - 2011</b>	Independent Consultant (based in Bosnia, Kosovo, Italy)
<b>2003 – 2004</b>	Rescate – Technical Adviser, Bosnia and Herzegovina
<b>2002 – 2003</b>	Dadalos Association for Peace – Civil Society Manager, Bosnia and Herzegovina
<b>2001 - 2002</b>	Quaker Peace and Social Witness – Representative in Former Yugoslavia

<b>2001</b>	Dadalos Association for Peace - Project coordinator, Bosnia and Herzegovina
<b>2000-2001</b>	IDIS – Youth Coordinator, Bosnia and Herzegovina
<b>1993 – 1999</b>	Self-employed garden designer and horticultural consultant, UK
<b>1988 - 1993</b>	Theatrebox (touring theatre co.) - Artistic director

## International Experience

Consultancies, reviews, evaluation visits, and training undertaken in:

<b>Africa</b>	Egypt (distance)
<b>Asia/ME</b>	Afghanistan, Kyrgyzstan, Turkey (distance), Jordan (distance)
<b>Europe</b>	Albania, Bosnia and Herzegovina, Croatia, Italy, Kosovo, Macedonia, Montenegro, Poland, Serbia, Switzerland, UK

## Publications

- Sterland B, Kačapor-Džihic Z & Hajdari, R (2014) *Peace and Development in Finland's Development Cooperation. Annex 1: A Case Study on Peace and Development in Finland's Regional Programme in the Western Balkans*; Evaluation report 2014, Ministry for Foreign Affairs. ISBN 978-952-281-204-9. Available at <<http://formin.finland.fi/public/default.aspx?contentid=314271&nodeid=15454&contentlan=2&culture=en-US>>
- Sterland B. & Rizova G (2010) *The Civil Society Environment in the Western Balkans and Turkey Report*; Sarajevo: TACSO <[http://www.tacso.org/publications/other\\_doc/?id=1754](http://www.tacso.org/publications/other_doc/?id=1754)>
- Sterland B. & Beauclerk J.(2008) *Faith Communities as Potential Agents for Peace Building in the Balkans*; Oslo: Norwegian Church Aid. Available at <<http://www.kirkensnodhjelp.no/Documents/Kirkens%20Nødhjelp/Publikasjoner/Temahefter/Faith%20Communities%20Balkans.pdf> >
- Sterland B (2006) *Civil Society Capacity Building in Post-conflict Societies: The Experience of Bosnia and Herzegovina and Kosovo*; Praxis Paper no. 9; Oxford: INTRAC. Available at < [www.intrac.org](http://www.intrac.org) >
- Sterland B. (2005) 'Dissolving barriers through confidence building: Parent Teacher Associations and Police Community Initiatives in Bosnia and Herzegovina', in *Grassroots Efforts to Prevent and Resolve Violence*, published by World Vision International Policy and Advocacy, available at <[www.justice-and-peace.org/PolicyAdvocacy/pahome2.5.nsf/cractionnews/FB527B18CF9B4705702000124AA4](http://www.justice-and-peace.org/PolicyAdvocacy/pahome2.5.nsf/cractionnews/FB527B18CF9B4705702000124AA4) >
- Sterland B.(2003) *Serving the Community: An Assessment of Civil Society in Rural Bosnia and Herzegovina*; Dadalos: Sarajevo; available at <[www.sterland.biz](http://www.sterland.biz)>