

Curriculum vitae

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TYPE OF EXPERTISE: Sector analyst and education sector

- (1) **Family name:** Duggan
 (2) **First names:** Stephen
 (3) **Date of birth:** 26/01/1954
 (4) **Passport holder of:** Australia
 (5) **Education:**



Institution	Degree(s) or Diploma(s) obtained:
LaTrobe University, Australia (January 1987-August 1990)	Ph.D. (Comparative and International Education)
LaTrobe University, Australia (January 1981-January 1983)	Master of Arts (History/Anthropology)
LaTrobe University, Australia (February 1976-January 1979)	Bachelor of Arts (Honours)

(6) **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	Mother tongue	Mother tongue	Mother tongue
Melanesian	1	3	3
Spanish/French, etc	1	4	3

(7) **Other training:**

Year	Course	Duration
2017	Certificate IV in Commercial Cooking	12-months
2015	Advanced Diploma in Project Management	12-months
2013	Certificate IV in Training and Assessment	12-months

(8) **Membership of professional bodies:**

- International Vocational Education and Training Association
- Member: International Education Association of Australia
- Member: Gerson Lehrman Group Inc

(9) **Key qualifications:**

Proven skills in a wide range of education and human resource development activity including program design, development, delivery, and evaluation. High-level experience and expertise in business development drawn from over 30-countries including conflict situations, post-conflict environments, and transitional economies.

More than 25-years' experience in strategic planning, needs assessment, establishing priorities and delegating tasks, general and technical project preparation, management and review and negotiation.

Proven record of accomplishment in motivating teams to reach their best in resource stretched environments, within budget and often ahead of schedule to produce high-quality results.

(10) Positions:

2008-2018 Self-employed, Australia and globally

For the last decade, I have been employed as a staff consultant for the Asian Development Bank, Millennium Challenge Corporation, Department of Foreign Affairs and Trade (DFAT Australia), and World Bank in high-level consultancies. This has involved project/program analysis, sector analysis and review, project completion review and analysis, independent external review of projects, and project preparation including activity across the complete project cycle.

2005-2008: Principal Program Manager, RMIT University, Australia

Recruited by the International Development and Program Portfolio of RMIT University, to manage the portfolios activity in international development assistance and transnational education. Responsible for directing the ASEAN program in Good Agricultural Practice within a DFAT development assistance program. Led the DFAT assignment for the recovery of Aceh (Indonesia) resulting in the high-profile Community Education Program for Aceh, a building block in post-conflict recovery.

2003-2005: Regional Director, Oxfam Australia

Responsible for the management of IDA programs in Asia and the Pacific within the areas of poverty reduction, gender inclusiveness, civil society partnerships, and 'grassroots development' in water engineering, HIV/AIDS prevention, and basic education. Led the process of education sector quality improvement in Mongolia that continued from 2005-2017.

1997-2003: Executive Director, Overseas Projects Corporation of Victoria Ltd (Government of Victoria), Australia

Executive Director responsible for the education and health sectors. This period of employment included staff consultancies for the Asian Development Bank and DFAT (Australia) for assignments in the conflict-affected environments of Mindanao (Philippines), Timor-Leste, Fiji, Cambodia, Indonesia, and Bangladesh. During this time, successfully led major initiatives in HIV/AIDS prevention, reconstruction efforts in post-Sukarno Indonesia, and Papua New Guinea.

1987-1997: Senior Lecturer, Faculty of Human Development, Victoria University, Victoria Australia

(1991-1994: Visiting Academic, Consortium for Teaching Asia and the Pacific, East-West Center, Hawai'i)

(11) Country working experience:

Australia, Bangladesh, Cambodia, PR China (and Hong Kong SAR), Cook Islands, Fiji, Germany, Guam, Indian Ocean Territories, Indonesia, Jordan, Kiribati, Korea, Lao PDR, Malaysia, Mongolia, Myanmar, New Zealand, Pakistan, Palestine, Papua New Guinea, Philippines, Qatar, Samoa, Singapore, Thailand, Timor-Leste, Tonga, Tuvalu, UAE, USA, Viet Nam, Zambia.

CV of Stephen Duggan

(11) Professional experience (selected):

Date from - to	Location	Company & reference person	Position	Description
May-December 2017	Mongolia	Ministry of Education, Mongolia: Khishigbuyan. D khishid@gmail.com	Higher Education Specialist	Hired by Mongolia's Ministry of Education, Culture, Science and Sports, to conduct an external review of the Bachelor Degree in Education within the Mongolian National University of Education. Examined all facets of the degree program and prepared a university-wide Performance Assessment Framework.
March-June 2017	Bangladesh	HCL-Consultants: Stefania Fafaliou stefania.fafaliou@hcl-consultants.com	TVET Specialist	Member of a team conducting an analysis of the financing of primary school education, TVET, and skills development. The analysis required assembling all relevant data on the composition of the TVET sub-sector within the national education system. The analysis revealed a highly fragmented and poorly understood sub-sector.
October-December 2016	Pakistan	SKILLS International: Eberhard Kobler Kobler@minfosys.com	TVET Policy and Strategy Specialist	Review of the sub-sector TVET by filling knowledge gaps in the composition of vocational education and training. This involved extensive consultation with key stakeholders within the government, training providers, the ILO, and Asian Development Bank. Contributed to the production and presentation for discussion of a major technical report.
July-October 2016	Philippines	Save the Children Australia: Catherine Johnson catherine.johnston@savethechildren.org.au	Education Specialist	Led the appraisal of the (i) situation concerning basic education in Muslim Mindanao including the many districts without schools, (ii) impact of the prolonged conflict in Muslim Mindanao on school education, (iii) situation of out-of-school children and youth and strategies to draw them into formal schooling, and (iv) a literature review of education in conflict/post-conflict and fragile environments.
March-May 2016	Australia/ Egypt	SOFRECO: Caroline Absi caroline.ABSI@sofreco.com	TVET Specialist	Critical review of provisions for career guidance in Egypt's secondary schools and vocational schools including an analysis of the capacity needs and human resource base of Transition to Employment Units. Assessment of the absorptive capacity for the economy to accommodate 800,000 new entrants to the labour market annually.
February 2015- March 2016	Australia	Independent Research Institute Mongolia: Dolgion Aldar ceo.irim@gmail.com ceo.irim@gmail.com	Higher Education Specialist	Review of the performance of the higher education and TVET sectors in relation to employment and career pathways. Analysis of (i) ILO strategies and interventions in support of career guidance counselling and (ii) current provisions for career guidance for senior secondary students and university graduates in linking education to employment.
January 2015- February 2016	Australia/ Qatar/UAE	Parkville Global Advisory: Lama Andani lama.andani@parkvilleglobal.com	Education Sector Specialist	Provision of long-term technical assistance to Qatar's Supreme Education Council to review of education sector Key Performance Indicators set in 2010 and revised in 2014. Development of a TVET and higher education sector strategy and the identification and installation of new instruments in support of meeting national education sector goals.

CV of Stephen Duggan

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November-December 2014	Mongolia	GOPA: Hans Bonarius johannesbonarius@gopa.de	TVET Analyst	Conducted an (i) in-depth sector analysis of TVET in Mongolia contrasting the actual situation with an ideal one, (ii) complete re-write of the first technical report prepared by the GOPA consultant team, (iii) high-level consultations with Departments within the Ministry of Labour, and application of EuropeAid policies on EU-TVET frameworks.
July-November 2014	Mongolia	Tony Blair Associates: Lambros Karavis lkaravis@karavis.com	TVET Analyst	Analysis of the capacity of the TVET system to meet the Prime Minister's objective of creating 100,000 new jobs by 2016. Critical review of (i) all courses and qualifications (in Mongolia) in Engineering Trades relevant to employment in the mining sector/extractive industries and (ii) all courses and qualifications in Construction Trades.
February 2012-July 2014	Mongolia	VicRoads: Peter Benson petermbenson@gmail.com	TVET and Skills Development Specialist	Design and development of a 4-year capacity building plan and framework for strengthening the systems in support of the road sector and for the professional training of all officers in the Ministry of Roads and Transportation. Identification and selection of professional training for all officers (by profession and Grade/Level) drawing on TVET.
October-December 2013	Indonesia	VicRoads: Peter Benson petermbenson@gmail.com	Education Engineering Specialist	Provision of technical assistance (advisory and operational) to the Directorate General of Highways on Road Safety Engineering Education. Development of a comprehensive accredited professional training program for key Directorate divisions and units. Analysis of postgraduate degree programs in Road Safety Engineering and Highway Engineering.
June 2009-December 2013	Mongolia	Millennium Challenge Corporation: Van Crowder crowderlv@mcc.gov	TVET Specialist	Led the design and development of the Vocational Education and Training Project (2006-2007) for the Ministry of Finance. After the successful acceptance of the proposal by MCC, appointed as a senior staff consultant concerned with the preparation of contracts for MCA-Mongolia and the periodic review of project activity and progress.
January 2010-December 2012	Fiji and Kiribati	Coffey International and GRM: Priscilla.Puamau@aqep.com.au	Education Sector Analyst	Critical review of all provisions for education and training (primary education; secondary education; secondary vocational education; and TVET) in Fiji and Kiribati. Design of a new project in basic education for Fiji. The two-sector analysis included examining the affordability of education for the poorest populations and financial barriers preventing school retention. Review of provisions for TVET in Kiribati through the Australia-Pacific Technical College and analysis of costings for i-Kiribati to attend the college. Analysis of the relationship between formal education and employment throughout Kiribati and Fiji.
August 2010-April 2011	Palestine	MTC: Fayrouz Khoury fayrouzk@gmail.com	TVET Specialist	Provision of technical assistance to all Private TVET Colleges in the West Bank of Palestine. Sector review of provisions for TVET and identification of opportunities for the quality improvement of TVET taking account of Palestine's limited budget for education sector development. Provision of TVET support to TVET colleges specializing in basic trades.

CV of Stephen Duggan

Date from - to	Location	Company & reference person	Position	Description
May-July 2010	Mongolia	Asian Development Bank: Dr Manny Perlas mpperlas2@gmail.com	TVET Specialist	Sector review of all provisions for TVET by State-owned and private sector led TVET institutions. Development of strategies for improving financing provisions for TVET including the introduction of stipends for new students entering vocational education and training. Analysis of TVET courses, their cost, and relevance to international equivalent.
July 2008- January 2009	Lao PDR	DFAT Aid and ADB: Sukhdeep Brar sbrar@worldbank.org	Education Sector Analyst	Led the (i) sector review of the national education system of Lao PDR including TVET, (ii) design and development of the Education Sector Development Framework to secure access to the FTI-Catalytic Fund, and (iii) ADB team for determining the affordability of the ESDF. Prepared the penultimate and final draft of the ESDF and annual costing plans
June 2006- January 2007	Fiji, Papua New Guinea, Samoa & Vanuatu	RMIT University: Kenneth Yi Kenneth.yi@rmit.edu.au	TVET Specialist	Led the design and development of the School of Health for the proposed APTC. Conducted a review of all TVET and higher education provisions for nurse education in Fiji, Papua New Guinea, Samoa and Vanuatu. In consultation with the relevant RMIT University TVET/TAFE Schools, identified 14-courses in Allied Health relevant.
June-December 2005	Mongolia	RMIT University Kenneth Yi Kenneth.yi@rmit.edu.au	Education Sector Analyst	Led the (i) design and costing of a new project bringing TVET into the education system of Mongolia, (ii) design and development of the Master Plan for Education, 2006-2015 which included provisions to mainstream TVET into senior secondary school education, and (iii) conducted a major education sector review and analysis.
2011 2010 2009 2008	Kiribati Fiji Mongolia Lao PDR	DFAT DFAT MCC ADB/DFAT/UNICEF	Project design and development Specialist	Kiribati Education Improvement Project (KEIP) Access to Quality Education Program (AQEP) Vocational Education and Training Project (expansion design to double project value) Education Sector Development Framework (ESDF)
2008 2007 2007 2006	Viet Nam Australia Mongolia South Pacific	UNDP Training Command-Army Ministry of Finance, Mongolia DFAT	Project design and development specialist	Capacity building and skills development to enhance employability in the water sector Standing Offer Panel for the provision of Vocational Education and Training (SOPVET) Vocational and Technical Education Project Australia-Pacific Technical College-School of Health (APTC)
2006 2005 2003 2002	Indonesia Mongolia PNG Philippines	DFAT ADB DFAT DFAT	Project design and development specialist	Community Education Project in Aceh (CEPA) Third Education Development Project Education Capacity Building Program, 2004-2015 (ECBP) Basic Education Assistance to Mindanao (BEAM)

CV of Stephen Duggan

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2002 2002 2000 1999	Philippines Indonesia Indonesia Viet Nam	ADB DFAT ADB ADB	Project design and development specialist	Mindanao Basic Education Development Project HIV/AIDS and STI Prevention Project: Phase 2 Design Bali and Nusa Tenggara Barat Basic Education Project Teacher Training Project
1998 1991-1992	PNG Cambodia	DFAT DFAT	Project design and development specialist	Rural Health Project Emergency Teacher Training Program (reconstruction and rehabilitation phase)