

THOMAS C. COLE
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SUMMARY OF QUALIFICATIONS

Over 16 years of technical and management experience in sustainable agriculture, livelihoods, community development and field office management, with over 7 years of field experience in sub-Saharan Africa. Proven leadership, management, capacity building skills and creative approaches to decision making, program development and problem solving in diverse contexts and challenging environments. Strong management and technical background in private sector business and non-governmental organizations with a focus on child protection, basic education, primary health, nutrition, livelihoods and food security (agricultural and pastoralist dryland) program areas. Extensive technical skills in livelihoods, food production system design, crop rotation systems, interplanting, integrated pest management (IPM) programs, seed propagation techniques, micro-irrigation systems, permaculture, natural resource management, urban agriculture and strategic marketing interventions. Work and research experience in Malawi, Uganda, El Salvador, South Africa, Mozambique, Ethiopia, Kenya, Sudan, Tanzania, Zimbabwe, Nigeria and Banda Aceh (Indonesia). Advanced proficiency in Portuguese and working knowledge of Spanish and Kiswahili. Master's degree in Humanitarian Assistance (MAHA) through the Feinstein International Center at the Friedman School of Nutrition at Tufts University.

INTERNATIONAL EXPERIENCE

Program Coordinator- Africa Region Pastoral Initiative- International Save the Children Alliance

2007 May- present

- Management and coordination of a regional Save the Children initiative designed to deepen and replicate innovative approaches to reducing vulnerability to drought in lowland pastoralist populations in the greater Horn of Africa region- with a focus on basic service provision (health/nutrition and education) and livelihood-based response mechanisms.
- Development of a coherent regional strategy which will provide a framework for country-by-country disaster risk reduction (DRR) pastoral development programs and a wider regional advocacy and fund raising platform

Program Development Director- Save the Children in Uganda (SCiUG)

2008 July- 2009 October

- Oversaw overall technical support and strategic leadership to SCiUG's program portfolio (2009- \$18 million annual budget, 60+ projects, 320 staff, emergency/post-conflict and recovery/ development programs)
- Lead role in developing SCiUG's 5-year and annual strategies
- Responsible for developing and executing plans to meet short- and long-term funding needs

Deputy Country Director– Programs, Uganda Country Office– Save the Children US

2007 May– 2008 June

- Direct supervision of UgCO program management and development; with focus on areas of child protection, education, health and nutrition, and household food and economic security.
- Developed and designed strategic plans to meet long-term funding and program needs.
- Prepared concept papers and proposals with Program managers for submittal to donors, including technical guidance on program design and implementation.
- Provision of leadership and strategic direction to the long-, medium-, and short-term planning processes of UgCO programs. Strong understanding of and experience with funding mechanisms, proposal frameworks and reporting requirements of multiple private and governmental donors– including USAID and Gates Foundation

Regional Livelihoods Specialist–Africa (based in Kampala, Uganda), Save the Children US

2006 June– 2007 May

- Provided technical assistance to Save the Children's food security, livelihood and HIV/AIDS programs in Uganda, Mozambique, Malawi, Sudan and Ethiopia
- Proposal development support to Africa Area SC Country Offices
- Program design and implementation support (i.e. cash/food transfers, production/marketing linkages, HIV/AIDS and agriculture synergies, soil and water conservation)

Agricultural Extension and Livelihood Consultant

- Save the Children, Malawi Country Office, August 2005
- Save the Children, Mozambique Country Office, Nampula District, July 2005
- Save the Children, Uganda Country Office, Nakasongola District, May 2005
- Save the Children, Uganda Country Office, Pader District, March 2005
- La Coordinadora del Bajo Lempa, Usulután, El Salvador, November–December 2004

Project Director, Agricultural Extension and Community Development in Mucombeze, Development Aid from People to People, Manica Province, Mozambique, Africa

1993–1995

- Designed and developed small-scale farm and agricultural learning center in rural post-war Mozambique focused on the promotion of sustainable agricultural production systems
- Oversaw training and capacity building of local farmers and community officials on the use of low-cost, sustainable production technologies (water and soil conservation, integrated pest management, intercropping, agroforestry, dryland cropping, and intensive irrigated vegetable crop

production). Program targeted the reintegration of demobilized soldiers, internally displaced people, and returning refugees with focus on building local capacity

- Developed community based seed bank to ensure long-term food security
- Coordinated de-mining activities with UN peacekeeping forces in project areas

Project Director, Muzingaze Tree Project, Development Aid from People to People, Manica Province, Mozambique

1993–1995

- Developed and managed 200 hectare tree plantation in deforested area for use as fuel wood and building materials
- Initiated plant nursery and reintroduction of native plant and tree species in marginal zones and village communities; coordinated all relevant technical and horticultural needs for agroforestry project
- Oversaw World Food Program Food-for Work initiatives in Manica Province that involved 300 participants
- Managed 90 employees, including nationals from 4 different countries

Volunteer Agricultural Technician, Institute for International Cooperation and Development, Williamstown, MA, and Chimoio, Mozambique, 1992–1993

- Participated in community redevelopment effort in post-war rural Mozambique
- Coordinated studies to assess food security situation, local farming systems and seed supplies
- Provided technical advice in developing tree-planting project

OTHER RELEVANT EXPERIENCE

Board Chairman and co-founder, Community Action Fund for Women in Africa (CAFWA)

2006– present

- CAFWA is a US-based 501(c)3 non-profit that identifies, funds and trains grassroots women's organizations working in conflict and post-conflict environments in Sub-Saharan Africa

Owner/Operator, The Kitchen Gardener, Santa Barbara, CA, 1997–2005

- Owned and operated successful business that designed, installed and maintained commercial and residential organic food production systems.
- Oversaw ongoing production at 17 project sites
- Managed staff of 7 and handled all business operations; including formulating business and garden plans for projects, coordinating with clients, contractors and vendors, invoicing and material sourcing, purchasing, payroll, and all other budget and office considerations

Owner/Operator, Cold Spring Aloes plant nursery, Santa Barbara, CA, 1997–present

- Co-own and operate a succulent plant nursery devoted to the genus Aloe
- Manage research, propagation, and sales of nursery-raised plant material native to Africa and the Arabian Peninsula

Director, Horticulture and Sustainable Agriculture Program, Laguna Blanca School, Santa Barbara, CA, 2000–2005

- Developed and implemented sustainable agriculture curriculum with a focus on organic production methods and experiential learning
- Instructed more than 100 primary school children weekly in garden and plant-based classes

Education Coordinator and Nursery Manager, Center for Urban Agriculture at Fairview Gardens, Goleta, CA, 1996–1999

- Supervised seed propagation, managed salad and herb gardens, and maintained overall responsibility for seeds, inputs, and record keeping for 5-hectare organic farm
- Supervised a multi-cultural staff of 10, and coordinated daily farm operations
- Coordinated educational activities to promote importance of Community Supported Agriculture (CSA) programs to schoolchildren, college students and adults

EDUCATION

Tufts University– Fletcher School of Law and Diplomacy and the Friedman School of Nutrition Science and Policy (joint degree), Medford, Massachusetts, 2006

- Master of Arts in Humanitarian Assistance (MAHA)
- MA thesis– “Agriculture, Rural Livelihoods and Food Security in Sub-Saharan Africa”

Tufts University, Medford, Massachusetts, 1991

- Bachelor of Arts in African Studies and Education, cum laude
- Special Thesis Honors– “Women and Adult Education in Tanzania”

Permaculture Institute of Zimbabwe, Harare, 1994

- Certificate in Permaculture Design and Land-Use Planning

LANGUAGE SKILLS

- Native English speaker; High proficiency in Portuguese; Proficient in Spanish and KiSwahili