
CURRICULUM VITAE

- 1. Proposed role in the project:** --
- 2. Category** --
- 3. Staff of:** **Tesfa Consultancy (www.tesfaconsultancy.com), owner**
- 4. Title** **Mr.**
- 5. Family name:** **van Neerven**
- 6. First names:** **Ruud**
- 7. Date of birth:** **14 November 1971**
- 8. Nationality:** **Dutch**
- 9. Civil status:** **Single**
- 10. Address:**

Present postal address	Willem de Bruynstraat 84, 5622KJ Eindhoven, The Netherlands
Telephone Netherlands	+31633019609
Mail address	Ruud.van.Neerven@tesfaconsultancy.com

11. Education:

Institution/Date	Degree(s) or Diploma(s) obtained
Fontys University Eindhoven, 2006 - 2008	Bachelor of education Study in modern educational techniques including CBT/CBA (Competency Based Training, Competency Based Assessment), learner-centered approaches, such as peer learning and group work.
Fontys University Eindhoven, 1993 - 1998	Electrical Engineering, specializing in Mechatronics Engineering. Focus on efficient and effective integration of electrical, mechanical and electronic systems and intelligent control
MTS Helmond (technical college), 1989 - 1993	Electrical Engineering, specializing in Mechatronics

Short Courses and Seminars:

Year	Training	Description	Place
2015	Organizational development in practice	Models, concepts, methods and instruments of organizational development	AIZ Bad Honnef German Academy for International Cooperation
2011	Intercultural competencies	Recognition and application of different values, intercultural communication and reflection of cultural background	AIZ Bad Honnef
2011	Cooperation in development	Content of the Paris & Accra declarations, cooperation between donor countries	AIZ Bad Honnef
2011	Capacity Development	Context, concepts and definitions of Capacity Development	AIZ Bad Honnef
2011	Capacity Works	Steering and sustainability of projects and programmes in international cooperation	AIZ Bad Honnef
2011	Development in Africa	Problems and risks specific for the African context	AIZ Bad Honnef
2011	Roles and competencies in consulting	Consulting among different interest groups with different goals	AIZ Bad Honnef
2011	Planning and implementation of development work	Strategic planning with stakeholders, formulating indicators and motivate goals	AIZ Bad Honnef
2011	Work oriented M&E	Important steps in work oriented M&E, coherency in value chains, direct & indirect results	AIZ Bad Honnef

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

Language	Speaking	Reading	Writing
Dutch	1	1	1
English	1	1	1
German	1	1	2
French	2	2	3

13. Membership of Professional bodies:

14. Other Skills: Computer skills: MS office, Driving License A+B (motorcycle and car)

15. Present position: Consultant and technical advisor in educational sector improvement, organizational development and technical teacher training, specializing in TVET, Tesfa Consultancy (NL).

16. Years within the firm: 11 years as a self-employed consultant in organizational development and teacher training for the technical vocational educational sector, participating with governmental, military and private institutions.

Previous experiences include:

15 years work experience in schools, colleges, and universities as team leader, teacher trainer, lecturer, educational consultant and organizational developer, 20 years of work experience in electrical engineering.

17. Key qualifications: Management responsibility, HR responsibility, budget responsibility, project M&E, lessons learned log, risk log etc. Stakeholder workshop moderation. Technical teacher trainer in Competency Based Training and Competency Based Assessment. Organizational development of NGO's. Alignment of training partners in a holistic training program for United Nations peacekeepers. Training needs assessment for the TVET sector. Development of Trainer of Trainers (ToT) systems. Implementation of ToT trainings in electricity, construction, electronics and pedagogy. Implementation of school manager training on HR, quality management and school management. Developing local production units at schools, including purchasing equipment and materials, maintenance schedules and acquisition. Curricula and course outline writing and development for formal and non-formal learning systems. Implementation of practical workshops into existing curricula. Facilitator for DACUM workshops in occupational profile development.

18. Specific experience in the region:

Vietnam: 2018 Alignment of training partners in a holistic training program for peacekeepers. Technical point of contact for Asian military liaison officers

Kenya:	2016 - 2019	Management Team member. Steering and managing of project staff. Chair of HR interview panels and selection committees. Alignment of training partners in a holistic training program for United Nations peacekeepers (engineering personnel, non-lethal skill trainings). Development of training material, lesson plans and presentations. Stakeholder workshop moderation, technical point of contact for African military liaison officers. Liaison for VIP visitors, such as ministers, secretary of states and generals & colonels
Afghanistan:	2016	Workshop on the development of technical exam criteria specific for the Afghan educational sector. Selection criteria for local teacher trainers and counselors for the Deputy Minister of TVET
Rwanda:	2011 -2015	Training of Trainers advisor for TEVSA (Technical and Vocational School Association) in Rwanda. Development of a Centre of Excellence. Organizational development of TEVSA. Technical teaching and pedagogical advisor for 100 plus technical colleges. Teaching Competency Based Learning and Practical skills to university trained teachers. Development of a state recognized teacher training system.
Eritrea:	2010	Capacity building for the Ministry of Education, both curriculum department and TVET department. Developing national recognized occupational standards for Electrical Engineering (electricity, electronics, telecommunication). Developing demand driven learning programs for technical schools.
Saudi Arabia:	2010	Lecturing students in Electrical Engineering of the Technical Trainers College in the following subjects: Physical Principles of Electrical Engineering, Digital System Design, Electrical Installations etc. Writing the course outlines for the electrical engineering program. Curriculum development for electrical engineering. Guidance and counseling of students.
Kenya:	2009	Inception phase for rehabilitation and upgrading of Kenya Teacher Training College and 9 regional Centers of Excellence. Visits of all institutes and key stakeholders. Assessment of didactical principles, teaching methodologies, workshop practice etc.
Ghana:	2008	Installation of a technical workshop/laboratory for the Electrical/Electronics Engineering department for the school of engineering for Koforidua Polytechnic. Training of lecturers and technicians in methods for using the new equipment, Competency Based Learning etc. Redesigning of the curriculum, establishing linkages with industry and private sector.
Eritrea:	2003 – 2005	Lecturing students of the Electrical Engineering department in the technical subjects: Writing the course outlines for the Electrical Installations program. Curriculum development for electrical engineering. Guidance and counseling of students. Overseeing graduate assistants and laboratory assistants. Establishing links with the Eritrean industrial sector for research and field placements of students. Organising and guiding field trips to power plants for educational purposes.

Professional experience

Date	Country	Client	Assignment description
2008 - present	The Netherlands	Tesfa Consultancy	Owner, consultant and technical advisor for the TVET sector
2018 1 month	Vietnam	United Nations Office for Project Services	Training manager for the Asian trial training. Responsible as contact person for project stakeholders and Asian military liaison officers.
2016 - 2019 2 years, 2 months	Kenya	United Nations Office for Project Services	Management Team member, VIP liaison, Training Manager responsible for the technical documentation of training modules in the rapid deployment of enabling capabilities project. Research into new training modules to expand the training curriculum
2016	Afghanistan	GFA Consulting Group	Development of exam criteria specific for the Afghan TVET sector
2011 -2016 4 years, 6 months	Rwanda	GIZ German Technical cooperation	ToT advisor in electricity Implementing Competency Based Learning and practical skills in technical colleges. Development of a government recognized TOT system
2011 4 months	The Netherlands	Philips Healthcare	System integration and testing of cardio vascular diagnostic equipment
2010 3 months	Eritrea	British Council	Capacity building for the Ministry of Education, curriculum department and TVET department. Creating occupational standards in electrical engineering. Developing demand driven (Competency Based Learning) learning programs for technical schools. Supervising DACUM workshops
2010 7 months	Saudi Arabia	GIZ IS German Technical Cooperation	Electrical Engineering teacher, teacher trainer, Competency Based Learning consultant, consultant on the practical use of workshops and developer of course outlines and curricula.
2009- 2010 7 months	The Netherlands	ROC Eindhoven Technical College	Electrical Engineering teacher Competency Based Learning program for both full time students and apprenticeship students.
2009 7 months	Kenya	Cinop Advies	Upgrading and rehabilitating KTTC and 9 Regional Centers of Excellence for the Ministry of Higher Education, Science and Technology.
2008 - 2009 6 months	Ghana	Cinop Advies	Upgrading Electrical Engineering department Koforidua Polytechnic
2006 - 2008 1 year, 6 months	The Netherlands	ROC Eindhoven Technical College	Teacher at technical college Competency Based Learning program for both full-time students and apprenticeship students.

2006 – 2008 2 yrs, 8 months	The Netherlands	Vogels Elektro	Internal Project Manager Manager of technical projects and educational manager.
2003 – 2005 2 yrs, 3 months	Eritrea	Asmara University	Lecturer Electrical Engineering. Writing course outlines and curricula. Establishing linkages with research centers and ministries.
2002 – 2003 6 months	The Netherlands	Ajilon Engineering	Electrical Engineer
2000 – 2002 1 yr, 6 months	The Netherlands	HVL Elektrotechniek	Electrical Engineer
1998 - 2000 2 years	The Netherlands	Stork Technisch Beheer	Electrical Engineer

19. Other relevant information (e.g., Publications):

- 2018 Curricula for Heavy Engineering Equipment machine operators, HEE Training of Trainer program and Engineering Program Management training programs UNOPS, Kenya
- 2016 Examination terms for TVET exams DM-TVET, Afghanistan
- 2015 TEVSA Capacity Development Concept co-writing TEVSA Rwanda
- 2014 TEVSA Strategic Plan 2014-2016 co-writing TEVSA Rwanda
- 2012 Training of Trainers Concept Paper co-writing GIZ Rwanda
- 2010 Competency Based Learning Curricula Ministry of Education, Asmara, Eritrea
- 2010 Occupational Standards Ministry of Education, Asmara, Eritrea
- 2010 Course outlines Electrical Engineering co-writing Technical Trainers College, Riyadh Saudi Arabia
- 2009 Field Survey Report TIVET Kenya co-writing Cinop Advies
- 2008 Pedagogical essay Fontys University
- 2008 Competency Based Learning essay ROC Eindhoven
- 2004 Course outline Electrical Installations co-writing Asmara University
- 2004 Electrical engineering curriculum co-writing Asmara University