

## Curriculum Vitae

1.	<b>Name of expert:</b>	Shivcharn S. Dhillion			
2.	<b>Proposed Area/Position:</b>	open			
3.	<b>Employer / Affiliation:</b>	TOF (Norwegian Organization No. 924 735 171) / Head of Board ENVIRO-DEV (Norwegian Organization No. 988903620MVA) / Independent Consultant			
4.	<b>Date of birth:</b>	22 November 1958	<b>Citizenship:</b>	Norwegian	
5.	<b>Education:</b>	Recent certification under no. 7 Ph.D., Illinois State University, USA, 1991 (areas: E&S management & human ecology) Harvard University, USA, 1988 (areas: tropics) M.S., Illinois State University, USA, 1986 (area: ecology) B.Sc., Punjab University, Chandigarh, India, 1982 M.C.E., Univ. of Cambridge, England and Education Ministry, Malaysia, 1976			
6.	<b>Membership in professional associations:</b>	International Association of Impact Assessment (IAIA)			
7.	<b>Other training, including social and cultural training: (post-doctoral and Certificates (Cert.))</b>	1991-95. Post-Doctoral Work, R&D, Texas Tech University. USA (3yrs, Restoration-Rehabilitation; Livelihoods and Ecosystem Services; Human-Environmental Interactions) & CNRS-CEFE, Montpellier, France (2yrs, Human-Env. Interaction, Global Change (land use - climate), Ecosystems, Livelihoods)  2012 Environment and Human Rights. (HREA, UN Univ. of Peace. Cert.) Low Carbon Development (World Bank, Cert.) 2011 Cultural Heritage Assessment (update. World Bank trainers, IAIA) (Cert.) Resettlement Action Planning (update. World Bank trainers, IAIA) (Cert.) 2010 Environmental and Social Risk Analysis, UN-Finance Initiative UNEP-FI, (Cert.) Designing Community-Centered Projects and Needs Assessments, Center for Sustainable Dev. (CSD), USA (Cert.) Project Architecture (rural development), CSD, USA. (Cert.) 2007 Enterprise Establishment (SME) Course, Norway (Cert.)  Additional experience: R&D technical reviewer and advisor, scientific journal reviewer, symposium planner, etc. (details upon request)			
8.	<b>Countries of project work and desk-study* experience:</b>	Albania, Bangladesh, Bhutan, Botswana, Cambodia, Chile, China*, Costa Rica, Dominican Republic, France, Georgia, Ghana, Guatemala*, India, Indonesia, Kenya*, Lao P.D.R., Lesotho*, Malaysia, Mali, Mexico, Myanmar, Nepal, Norway, Panama*, Papua New Guinea, Philippines, South Africa*, Tanzania, Thailand, Uganda, USA, Vietnam, Zambia			
9.	<b>Languages:</b>		Speaking	Reading	Writing
		English	Main Language (mother tongue equivalent)		
		Bahasa Malaysia	Good	Excellent	Basic
		Bahasa Indonesia	Basic	Good	Basic
		Norwegian	Good	Excellent	Basic
		Hindi	Good	Very Basic	-
		Punjabi	Good	-	-
		Urdu	Basic	-	-
		Nepalese	Very Basic	-	-

### 10. Employment Record and Work Experience

From:	2005 – Present
Employer:	<b>ENVIRO-DEV</b> Self-employed, part-time to full-time. (Norway Individual Registration; Managing Director of ENVIRO-DEV, <a href="http://www.enviro-dev-no.com">www.enviro-dev-no.com</a> (project based) <b>TOF, Head of Board/Executive Director</b> , (from 2020) Transforming Our Futures (TOF; Framfør vår framtid), a non-profit R&D international organization <a href="http://www.tofnorway.org">www.tofnorway.org</a> , registration no. 924 735 171 in Norway (part-time, as needed)
Positions held and duties:	Environmental, Social Development and Safeguards Expert, Communication, Due Diligence and International Compliance. M&E (incl. Theory of Change and Contribution Analysis, Green Infrastructure and Climate adaptation, and SDGs).

From:	June 2015 – Oct 2018 (intermittent)
Employer:	Gothenburg University, Faculty of Social Sciences, School of Global Studies, Sweden.
Positions held and duties:	<b>Professor (guest) in Human Ecology</b> , on project/course basis including ESIA/ESHIA, Sustainable Development, Indigenous people, traditional knowledge, ecosystem services, land use and planning etc.
From:	July 2017 - current (on need basis)
Employer:	ENVISO LLC (an international-national consultancy based on Georgia, ID.No.40521790).
Positions held and duties:	<b>International Social, Environmental and Health Compliance Advisor</b> , Project based advise on international standards (primarily IFC, IBRD, EBRD and ADB) for social, environmental, health cumulative and transboundary assessments, planning and management.
From:	April 2013 – August 2014
Employer:	Fridtjof Nansen Institute (FNI), Lysaker, Norway (Independent Research Institute, Policy and Pol Sc.)
Positions held and duties:	<b>Research Professor</b> (project based) Research and studies on benefit sharing, biodiversity and natural resource use, traditional knowledge and indigenous people, rights to resources and knowledge (IPR), sustainable development.
From:	1996 – 2006
Employer:	Centre for Development and the Environment, University of Oslo
Positions held and duties:	<b>Senior Fellow and Professor II</b> (Sustainable Development and Human Ecology)
From:	1996 – April 2004
Employer:	Agricultural University of Norway, Norway
Positions held and duties:	<b>Senior Researcher and Professor I/ Research Scientist</b> (Natural Resource Management)
From:	March 1994 – September 1995
Employer:	Centre National de la Recherche Scientifique (CNRS), France
Positions held and duties:	<b>Research Scientist</b> (areas: Climate and Land use change; Human managed ecosystems management)
From:	February 1991 – February 1994
Employer:	Texas Tech University, USA
Positions held and duties:	<b>Research Assistant Prof. / Post-doctoral Research Associate</b> (areas: landscape ecology and land use)
From:	September 1983 – January 1991
Employer:	Illinois State University, USA
Positions held and duties:	<b>Research Assistant / Instructor / Coordinator</b>

11. Key Task relevant:	12. Work undertaken as consultancies (main projects (since 2000), solely research projects not included)
<b>Safeguards, Social and Environment Due Diligence/ Compliance SDGs</b>  <b>International safeguards (ADB and World Bank Group)</b>	<p>Project: <b>SDG Bond Paper</b> (funded under ADB TA-9621 REG: Green and Innovative Finance Initiative for Scaling Up Southeast Asian Infrastructure)</p> <p>Location: Norway (Covid restriction for travel)      Year: 27 May – 31 Dec 2020 (est. 0.50 pm)</p> <p>Client: Asian Development Bank (ADB)</p> <p>Position Held: <b>Technical Specialist (Developing Innovative Finance Pilot Transactions) (52077-001)</b></p> <p>Main Project Features: Green and innovative finance initiative, SDGs ADB, under its regional knowledge and support technical assistance (TA) 9621 addresses the need to develop a scalable pipeline of green and bankable infrastructure projects across Southeast Asia. The TA supports developing member countries DMCS' implementation of the Sustainable Development Goals (SDGs) and the Paris Agreement on Climate Change (COP21), consistent with the Asian Development Bank's (ADB's) Strategy 2030 and the Green Finance Catalyzing Facility concept It also assists DMCS, especially upper middle-income countries, to explore innovative ways to mobilize resources, and support and strengthen institutions to address challenges such as climate change.</p> <p>Activities Performed: As a Technical Expert for developing a SDG bond paper with an example SDG framework for a project. Includes COVID19 response projects. To be used for the World Economic Forum.</p>
<b>Safeguards, Social and Environment Due Diligence/ Compliance</b>	<p>Project: <b>Green Cities Initiative (GCF). Environmental and Social Management System (ESMS) for ASEAN Finance Facility</b>, (funded under ADB TA-9621 REG: Green and Innovative Finance Initiative for Scaling Up Southeast Asian Infrastructure (contract 158855-S28303))</p> <p>Location: S. E. Asia (in Norway)      Year: 21 May – 30 June 2020 (est. 0.5-0.75 p-m)</p> <p>Client: Asian Development Bank (ADB)</p> <p>Position Held: <b>Technical Specialist (Developing Innovative Finance Pilot Transactions) (52077-001)</b></p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
<b>SDGs</b>  <b>International safeguards (ADB and World Bank Group)</b>	<p>Main Project Features: The project requires an E&amp;S Management System/Framework for GCF proposal for a regional (ASEAN) facility (FI modality) managed and run by ADB. The Green and innovative finance initiative, SDGs ADB, under its regional knowledge and support technical assistance (TA) 9621 addresses the need to develop a scalable pipeline of green and bankable infrastructure projects across Southeast Asia. Integrating environmental sustainability (or “greening”) and financial sustainability in projects requires massive private sector funds from commercial, institutional, and public–private partnership sources, as well as technology and management efficiencies. To achieve this, public sector funds and approaches must be better leveraged through innovative project financing structures: development finance that will strategically unlock, leverage, and catalyze private flows and domestic resources. The TA supports developing member countries DMCS’ implementation of the Sustainable Development Goals (SDGs) and the Paris Agreement on Climate Change (COP21).</p> <p>Activities Performed: As a Technical Expert for developing an E&amp;S Management System/Framework for GCF proposal for a regional facility (FI modality) managed and run by ADB. Develop the E&amp;S Management System/Framework (ESMS/F) with all ADB policies (SPS 2009) and safeguards and due diligence work-flow processes. Assist ADB with the RRP (including gender, SPRSS, ESIA, ESMP/ESAP), ESMS finalization. If necessary conduct due diligence of infrastructure projects in a number of sectors is potential projects are selected.</p>
<b>International Expertise, gap analysis and project development</b>  <b>Regional /country expertise</b>	<p>Project: <b>Licensing Processes in Georgia for renewable energy and infrastructure projects</b></p> <p>Location: Georgia Year: April – June (estimated 0.60 p-m)</p> <p>Client: Norwegian Water Resources and Energy Directorate, NVE (with COWI); funded by Norwegian Ministry of Foreign Affairs</p> <p>Position Held: <b>Team Leader, Project Licensing and Process</b></p> <p>Main Project Features: Assignment undertakes an assessment of cross-sector institutional framework and processes required legally and used in practice.</p> <p>Activities Performed: Mapping and analysis of legal requirements and processes in practice involving review of requirements for licensing for renewable energy projects and related infrastructure. Elucidating good practice gaps especially in terms of information sharing among cross-sector line-agencies (PPP, Grid, Culture, Labor, etc.) , stakeholders and civil society. EIA (ESIA), ESMP and monitoring and evaluation, communication and disclosure requirements are inclusive covering solar, wind (on- and off-shore) and hydropower.</p>
<b>Safeguards, Social and Environment Due Diligence/ Compliance SDGs</b>  <b>International safeguards (ADB and World Bank Group)</b>	<p>Project: <b>ADB TA-9621 REG: Green and Innovative Finance Initiative for Scaling Up Southeast Asian Infrastructure (contract 158855-S28303)</b> (COVID19 delays) - Indonesia</p> <p>Location: Indonesia Year: 31 March 2020 – 31 Dec 2020 (est. 2 p-m)</p> <p>Client: Asian Development Bank (ADB)</p> <p>Position Held: <b>Technical Specialist (Developing Innovative Finance Pilot Transactions) (52077-001)</b></p> <p>Main Project Features: Green and innovative finance initiative, SDGs ADB, under its regional knowledge and support technical assistance (TA) 9621 addresses the need to develop a scalable pipeline of green and bankable infrastructure projects across Southeast Asia. Integrating environmental sustainability (or “greening”) and financial sustainability in projects requires massive private sector funds from commercial, institutional, and public–private partnership sources, as well as technology and management efficiencies. To achieve this, public sector funds and approaches must be better leveraged through innovative project financing structures: development finance that will strategically unlock, leverage, and catalyze private flows and domestic resources. The TA supports developing member countries DMCS’ implementation of the Sustainable Development Goals (SDGs) and the Paris Agreement on Climate Change (COP21), consistent with the Asian Development Bank’s (ADB’s) Strategy 2030 and the Green Finance Catalyzing Facility concept It also assists DMCS, especially upper middle-income countries, to explore innovative ways to mobilize resources, and support and strengthen institutions to address challenges such as climate change. Project modality Category FI.</p> <p>Activities Performed: As a Technical Expert for Green and Innovative finance initiative. Conducted an equivalence analysis with the ADB SPS (2009) and the Organization’s E&amp;S policy, management system and due diligence procedure. Develop the E&amp;S Management System (ESMS). Assist ADB with the RRP (including gender, SPRSS, ESIA, ESMP/ESAP), ESMS finalization. Input into and developing of monitoring – green indicators and for SDGs triggered is part of the assignment. Conduct due diligence of infrastructure projects in a number of sectors waste management, renewal energy (hydropower, geothermal, solar and biogas, wind (on-shore and off-shore), transport and recycling. Assist with SDG framework system paper. Includes COVID19 response projects.</p>
<b>International Expertise</b>  <b>Regional expertise</b>	<p>Project: <b>Blue Economy in the Caribbean</b></p> <p>Location: Regional (Caribbean) Year: 2020 (0.20 p-m)</p> <p>Client/Study Group: Economic Transformations Group (ETG), SIPA, Columbia University, USA (with IDB benchmarks) (with TOF)</p> <p>Position Held: <b>Bio-prospecting, benefit sharing and natural resource use expert</b></p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>Main Project Features: Proposing the sustainable economic scenarios for blue economy development in selected nations of the Caribbean.</p> <p>Activities Performed: Contributing through consultation for frames of potential solutions that may drive sustainable, equitable development of the blue economy in small islands states in the Caribbean and sharing of a model for benefit sharing flows for island states. Issues cover include legal frameworks of bioprospecting, benefit sharing and this field's potential application to the Caribbean.</p>
<b>International Expertise in ESIA and International Standards (IFC / World Bank Group)</b>  <b>Regional /country expertise</b>	<p>Project: <b>CM* Wind Farm Project</b> (renewable energy, on- &amp; off-shore): awaiting start, 2-phase in negotiation process in-progress (COVID19 delays)</p> <p>Location: Vietnam Year: anticipated 2020 - 2022 (estimated 2-6 p-m)</p> <p>Client: Vietnam (with IFC benchmarks)</p> <p>Position Held: <b>Team Leader/Project Manager, ESHIA and Compliance</b></p> <p>Main Project Features: The project includes a planned on-shore and off-shore wind farm project (352 MW) and associated transmission line (52 km) in southern Vietnam. It fits into the GoV goal to increase the portfolio of renewable energy range of projects. The project may impact indirectly coastal mangroves and trigger involuntary resettlement. Indigenous peoples (IP) are present in the project impacted zone.</p> <p>Activities Performed: The Assignment undertakes an impact assessment and mitigation planning for possible IFC loan funding. All safeguards are addressed and plans/frameworks to be prepared. The full FPIC required. *disclosed upon continuity post-covid19 restrictions.</p>
<b>International Expertise in Benefit Sharing and Pathways of Intervention</b>  <b>Regional /country expertise</b>	<p>Project: <b>Benefit Sharing in Georgia (renewable energy)</b> (COVID19 delays)</p> <p>Location: Georgia Year: Feb – July (estimated 1 p-m)</p> <p>Client: Norwegian Water Resources and Energy Directorate, NVE (with COWI); funded by the Norwegian Ministry of Foreign Affairs</p> <p>Position Held: <b>Team Leader, ESIA Specialist and Social Development</b></p> <p>Main Project Features: Assignment undertakes an assessment to inform proposals regarding a sector-wide institutional and policy framework to enable long-term sharing of part or the economic benefits of renewable energy projects with the communities that are adversely affected by and/or are hosting such projects. Ecosystem services, conservation off-sets and livelihoods are central aspects of exploration. All sized renewable energy projects (solar, wind (onshore and off-shore), hydropower projects (small, medium and large)) are included.</p> <p>Activities Performed: Analysis of different types of benefit sharing policies and mechanisms, conceptualization and practical implementation of benefit sharing in different contexts. Communication models including FPIC. Conducted consultations and workshops with a range of stakeholders: developers/investors; NGOs, government ministries and institutions, local government and affected communities. Part of the work includes designing a Theory of Change.</p>
<b>International Expertise in Benefit Sharing and renewal energy infrastructure</b>	<p>Project: <b>Reviewer of Draft IFC guide on Hydropower Local Benefit Sharing. "Capturing Hydropower's Promise, Part 1: A Guide to Local Benefit Sharing in Hydropower Projects (IFC and IHA, version Nov 2019)"</b></p> <p>Location: Norway Year: Dec 2019 – 10 Jan 2010 (estimated 0.33 p-m)</p> <p>Client: International Finance Corporation (IFC) and Manitoba Hydro International, Canada</p> <p>Position Held: <b>International Expert Reviewer for IFC guide</b></p> <p>Activities: The main purpose is to review the IFC guide on Hydropower for benefit sharing at the local level (communities, Indigenous people, CSOs and government). The guide is meant for use by private developers. It is built upon global cases of hydropower benefit sharing and throws light on pathways that developers may follow.</p>
<b>Safeguards, Social and Environment Due Diligence/ Compliance SDGs</b>  <b>International safeguards (ADB and World Bank Group)</b>	<p>Project: <b>ADB TA-9621 REG: Green and Innovative Finance Initiative for Scaling Up Southeast Asian Infrastructure (contract 151090-S25369)</b></p> <p>Location: Indonesia Year: 15 May 2019 – 31 March 2020 (3.5 p-m)</p> <p>Client: Asian Development Bank (ADB)</p> <p>Position Held: <b>Technical Specialist (Developing Innovative Finance Pilot Transactions) (52077-001)</b></p> <p>Main Project Features: Green and innovative finance initiative, SDGs ADB, under its regional knowledge and support technical assistance (TA) 9621 addresses the need to develop a scalable pipeline of green and bankable infrastructure projects across Southeast Asia. The TA supports developing member countries implementation of the Sustainable Development Goals (SDGs) and the Paris Agreement on Climate Change (COP21).</p> <p>Activities Performed: As a Technical Expert for Green and Innovative finance initiative conducted an equivalence analysis with the ADB SPS (2009) and the Organization's E&amp;S policy and due diligence procedures, including grievance mechanism, needs assessment and Communication Processes (FPIC / ICP for archiving board community support for projects). Develop an E&amp;S Management System (ESMS). Assist ADB with the RRP (including gender, SPRSS, ESIA, ESMP), ESMS finalization. Input into and developing of monitoring – green indicators and for SDGs</p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	triggered is part of the assignment. Conduct due diligence of infrastructure projects in a number of sectors waste management, renewal energy (hydropower, geothermal, wind (onshore and off-shore, solar and biogas), transport.
<b>E&amp;S Impact Assessment and Management Planning, Communication, IFC/ADB/EBRD compliance</b>	<p><b>Project:</b> <b>Sustainable Renewable Energy Development</b> (Development Program: Institutional Cooperation between Georgia and Norway)</p> <p><b>Location:</b> regional city (Georgia) <b>Year:</b> May 2020 (0.25 p-m) (to be postponed to 2021 due to Covid19)</p> <p><b>Client:</b> Norwegian Water Resources and Energy Directorate (NVE), International Centre for Hydropower (ICH), funded by Norad and Norwegian Ministry of Foreign Affairs</p> <p><b>Position Held:</b> <b>International Expert and Lead Trainer</b></p> <p><b>Main Project Features and Description:</b> Awareness and building knowledge on international standards (World Bank Group, ADB and EBRD) and practice related to stakeholder engagement and management, conflict resolution and management, and sound supporting E&amp;S processes (ESIA, ESMP) and FPIC (ICP) in renewable energy projects. Conflict resolution and enablers are part of the capacity building.</p>
<b>Safeguards, Social and Env. Due Diligence/ Compliance SDGs</b>	<p><b>Project:</b> <b>ADB TA-9621 REG: Green and Innovative Finance Initiative for Scaling up Southeast Asian Infrastructure</b></p> <p><b>Location:</b> Indonesia <b>Year:</b> 11 March – 05 April 2019 (0.50 p-m)</p> <p><b>Client:</b> Asian Development Bank (ADB)</p> <p><b>Position Held:</b> <b>Resource Person: Safeguards Specialist (Social and Environment, ESIA) (52077-001)</b></p> <p><b>Main Project Features:</b> The TA supports developing member countries DMCs' implementation of the Sustainable Development Goals (SDGs) and the Paris Agreement on Climate Change (COP21), consistent with the Asian Development Bank's (ADB's) Strategy 2030 and the Green Finance Catalyzing Facility concept. It also assists DMCs, especially upper middle-income countries, to explore innovative ways to mobilize resources, and support and strengthen institutions to address challenges such as climate change.</p> <p><b>Activities Performed:</b> As a resource person for Green and innovative finance initiative. Conducted a review and rapid gap analysis of finance institution Environmental and Social Safeguards (ESS) and practice. Assist ADB with elaboration on concept paper on TA. This assessment included IPs and FPIC, Resettlement and Land Acquisition, and Biodiversity Conservation (terrestrial, freshwater and marine, including coastal).</p>
<b>Safeguards, Social and Env. Assessment and Planning, FPIC / IPs</b>	<p><b>Project:</b> <b>Dudhkoshi storage hydropower project – updated feasibility and detail design</b> (ADB 47036-001)</p> <p><b>Location:</b> Nepal <b>Year:</b> January 2019 – 2020 (1 p-m, on need based)</p> <p><b>Client:</b> Government of Norway (finance provider), Nepal Electricity Authority (NEA) and Asian Development Bank (ADB: Project no. 47036-001)</p> <p><b>Position Held:</b> member of <b>Panel of Experts (PoE): Social assessment, IP, resettlement, Communication (FPIC), off-set conservation, VEC and ESIA</b></p> <p><b>Main Project Features:</b> Feasibility Study – ESIA, ESMP and Safeguards (ADB Benchmarks and FPIC (IFC))</p> <p><b>Description of the Project:</b> To support NEA's international consultants for preparing ESIA and associated management plans as per ADB requirements. High dam 220m, 806 MW. Expected 164 number of households to be resettled. Financed by ADB.</p> <p><b>Activities Performed:</b> Review all ESIA, ESMP/ESAP and Safeguard documents as prepared in relation to ADB SPS 2009 and IFC requirements for communication (FPIC). Provide guidance for update of reports, fieldwork methods and gaps, and liaise with ADB project managers.</p>
<b>Compliance Expert</b>	<p><b>Project:</b> <b>ADB TA-8484 INO: Sustainable Infrastructure Assistance Program – Technical Assistance Cluster Management Facility (Subproject 1)</b></p> <p><b>Location:</b> Indonesia <b>Year:</b> 2018 (March to May, 1.25 p-m)</p> <p><b>Client:</b> Asian Development Bank (ADB)</p> <p><b>Position Held:</b> <b>Environment and Social Safeguard Specialist (46380-003) – International</b></p> <p><b>Main Project Features:</b> Preparation of the proposed ADB financial intermediation loan for 'Indonesia Infrastructure Financing Facility Expansion Project' scheduled for 2018</p> <p><b>Description of the Project:</b> To support ADB preparing the 'Environmental and Social Management System Arrangement' (ESMS) to be used for the proposed ADB financial intermediation loan for 'Indonesia Infrastructure Financing Facility Expansion Project' scheduled for 2018. International Finance Institution (IFI) policies (World Bank Group) reflection is also required in addition to ADB.</p> <p><b>Activities Performed:</b> Reviewed the Environmental and Social Safeguards Framework of PT Indonesia Infrastructure Finance (IFF) in relation to ADB safeguards, where relevant, and other international policies to develop a coherent</p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)	
	ESMS. Equivalence and gap analysis against ADB Safeguard Policy Statement (SPS) and other IFI policies and practice (IFC, IBRD, EIB). Developed an ESMS document for ADB. infrastructure projects in a number of sectors waste management, renewal energy (hydropower, geothermal, wind (onshore and off-shore, solar and biogas) and transmission lines.	
<b>Social safeguards, resettlement, FPIC / IPs</b>	<b>Project:</b> Location Client: Position Held: Main Project Features: Description of the Project: Activities Performed:	<b>Assessment of National Policy on Benefit Sharing in Hydropower and Renewable Energy Projects</b> Papua New Guinea World Bank (Selection# 1245583) <b>Benefit Sharing, Land and Social Development Specialist</b> (stakeholder/FPIC, resettlement, IPs, gender, equity) Assignment undertakes an assessment to inform proposals regarding a sector-wide institutional and policy framework for the government of PNG) to enable long-term sharing of part or the economic benefits of hydropower projects (and other renewable energy projects) with the communities that are adversely affected by and/or are hosting such projects. All sized hydropower projects (small, medium and large). see main features analysis of different types of benefit sharing policies and mechanisms, conceptualization of benefit sharing in different contexts. Land tenure systems and social equity issues, IPs, social safeguards (SS) and stakeholder engagement and including FPIC for IPs.
<b>Safeguards/ Compliance / PoE / gap analyst SDG</b>  <b>Impact monitoring and evaluation</b>	<b>Project:</b> Location Client: Position Held: Main Project Features: Description of the Project: Activities Performed:	<b>Framework agreement in specialist consultancies in clean energy</b> Worldwide Norad (with SWECO as consortium) <b>Social and Environment Expert</b> (including planning and implementing in projects) Specialist advising and analysis for donor on clean energy projects. World Bank Group see main features Compliance analysis, monitoring and evaluation as per international standards covering – ES(H)IA, EHS - social (resettlement, indigenous people and development plans, FPIC-ICP), health and related environmental safeguards. Monitoring framework, Theory of Change and a Contribution analysis in implicit.
<b>Social Impact Assessment and Management Planning, Communication, IFC/ADB/EBRD compliance</b>	<b>Project:</b> Location: Client: Position Held: Main Project Features and Description:	<b>Hydropower Development: balancing the long-term impacts on local communities</b> (Development Program: Institutional Cooperation between Georgia and Norway) Tbilisi and Batumi Norwegian Water Resources and Energy Directorate (NVE), International Centre for Hydropower (ICH), funded by Norad and Norwegian Ministry of Foreign Affairs <b>International Expert and Trainer</b> Awareness and building knowledge on international standards (World Bank Group, ADB and EBRD) and practice related to stakeholder engagement and management, conflict resolution and management, FPIC (ICP) and sound supporting E&S processes.
<b>Impact monitoring: technical, E&amp;S, gender SDGs, human rights</b>	<b>Project:</b> Location Client: Position Held: Main Project Features: Description of the Project: Activities Performed:	<b>Evaluation of Global Cases for Sustainable Development, Impact and Capacity Building:</b> Nepal, Bhutan, Myanmar, Tanzania, Uganda, Zambia, Costa Rica, Colombia and Honduras Norway as base, Global Norad and Norwegian Ministry of Foreign Affairs, UNESCO <b>Chief Senior Evaluator / Lead Assessor-Expert</b> Monitoring and evaluation analysis of social- environmental (including development, human rights, gender and off-sets), technical and policy outputs and impacts in renewable energy (hydropower, transmission lines, wind, solar) capacity building. EBRD, World Bank Group (IFC) standards, ADB, AfDB, EIB and IDB benchmarks. OECD approach. Conduct a long-team review of the program and establish methods for compliance and monitoring of outputs. In addition, the aim of the project was to build capacity among institutional staff-experts on project monitoring, evaluation and reporting to financing institutions (FI) and donor nations. Coverage includes all ESIA/ESHIA, ESMP/ESAP, communication, gender, human rights, conservation off-sets, HSE, technical and policy. Designed evaluation and monitoring and conduct the impact analysis and evaluation. Central is the design of a contribution analysis and key element of a Theory of Change. Project efficiency and effectiveness is evaluated across cases.
<b>International standards and</b>	<b>Project:</b> Location	<b>The Process of Social Impact Assessment in renewable energy developments, International Capacity Building</b> Accra, Ghana (Regional coverage) Year Oct 1- Nov 9, 2018 (0.75 p-m)

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
<b>social design needs</b>	<p>Client: International Center for Hydropower, Norway with World Bank, Volta River Authority</p> <p>Position Held: <b>Senior Capacity Building and ESIA/ESHIA trainer</b></p> <p>Main Project Features: International benchmarks, capacity building in impact assessment and management</p> <p>Description of the Project: The aim of the project was to build capacity among institutional experts on project social impact assessment, resettlement, social development and livelihood restoration, gender, indigenous people, communication, human rights, management, monitoring, evaluation and reporting to financing institutions.</p> <p>Activities Performed: Designed the training. Case study and interactive approach on social approaches. Including FPIC and other inclusive processes with stakeholders.</p>
<b>E&amp;S Safeguards, Compliance and Risk Expert</b>	<p><b>Project: Prefeasibility of the Magana renewable energy greenfield project</b></p> <p>Location: Tbilisi, Georgia Year: Feb-May, 2019 (0.25 p-m)</p> <p>Client: GEDF – Georgian Energy Development Fund (Benchmarks: EBRD, European Bank for Restoration and Development; EIB, Environmental Investment Bank) (with ENVISO LLC)</p> <p>Position Held: <b>International ES&amp;H and Compliance Specialist (EBRD / EIB)</b></p> <p>Main Project Features: Planned multipurpose renewable energy project</p> <p>Description of the Project: Pre-ESHIA preliminary report for Magana pre-feasibility report. The report should include the preliminary assessment of all possible impacts, red flags and also the methodology for performing the full fledge ESIA report according to requirements of GoG and EBRD/EIB. See ToR for project prefeasibility.</p> <p>Activities Performed: Assessed all possible impacts, red flags and detailed the methodology required for an ESHIA/ESIA in compliance with EBRD and EIB safeguard requirements.</p>
<b>E&amp;S Compliance and Risk Expert</b>	<p><b>Project: Risk Management and Environmental Compliance in Renewable Energy Projects</b></p> <p>Location: South-Africa (Regional coverage) Year: Oct 15-19, 2018 (0.5 p-m)</p> <p>Client: ICH, Norway (financed by Norad)</p> <p>Position Held: <b>Senior Capacity Building and risk management trainer</b></p> <p>Main Project Features: International benchmarks, capacity building in risk assessment and management</p> <p>Description of the Project: The aim of the project was to build capacity among institutional experts on risk management and environmental compliance (World Bank Group (IBRD; IFC), AfDB, ISO)</p> <p>Activities Performed: Designed the training, tailored inputs to the needs of the training (theory and practice). Examples from Africa, Asia and South America.</p>
<b>E&amp;S cumulative</b>	<p><b>Project: Diakonidze Dam and Diversion Weir Evaluation (river channel enhancement and restoration and land management/planning) – IFC financed</b></p> <p>Location: Georgia Year: May 2017 -Jan 2018 (ca. 0.25pm)</p> <p>Client: Clean Energy Ltd., Norway (with Gross Energy Group)</p> <p>Position Held: <b>International Advisor for Cumulative Assessment (social) and Environmental Flow</b></p> <p>Main Project Features: IFC Performance Standards (project is IFC financed)</p> <p>Description of the Project: The feasibility study for the Shuakhevi scheme (financed by IFC) in the Adjara region requires an intake on the Diakonidze tributary. Various diversion options are being considered to provide the environmentally and socially appropriate wetted stretch of the adjacent source river Diakonidze from which the water is planned to be extracted. Initial studies point to the need for a comprehensive approach to find an acceptable solution, for flow and water needs-users.</p> <p>Activities Performed: Development of method approach for cumulative given the prefeasibility information. Evaluation of the river stretches affected and elaboration of a user, stakeholder analysis and cumulative assessment needs (identification of the valued social and ecosystem components (VEC) and also receptors particularly related to land planning. Support development of a stakeholder management and water use plan (livelihood component and development key components). Approach complies with IFC approach.</p>
<b>Social, IPs and Communication, Risk Expert</b>	<p><b>Project: ADB TA 8530-INO: Sustainable Infrastructure Assistance Program (SIAP) - Strengthening Community Participation in Project Design, Implementation, and Monitoring in Regional Road Development Projects (Subproject 5)</b></p> <p>Location: Regional, Indonesia Year: 2015 – Sept 2017 (6pm) (Java and Kalimantan)</p> <p>Client: Asian Development Bank, ADB (with Dainichi, Japan)</p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>Main Project Features: Infrastructure, indigenous people, ESIA, cumulative aspects, communication processes and disclosure (human-rights approach), capacity building. Linear infrastructure (roads, transmission lines)</p> <p>Position Held: <b>Team Leader and Communication / Social Development Expert</b></p> <p>Description of the Project: This is a regional road development project funded by ADB (TA, SIAP5) and this assignment deals with strengthening community participation in project design, implementation, and monitoring in regional road development projects across Java and Kalimantan in Indonesia. There are rural communities and indigenous people in the regions, along with a range of infrastructure related stakeholders in the regional and national levels identified via ESIA-ESMPs. The main output is the development of practical Communication and Awareness Increasing package for use within the government sector.</p> <p>Activities Performed: Led the international and national team: the development of stakeholder engagement communication analysis and instruments for the implementing agencies (infrastructure): in compliance with ADB. Results based management approach, inclusive of cumulative aspects. Directed, designed and formulated major outputs: Stakeholder Analysis, Communication Plan and Participation Plan (CSPP) and a Communication Package with thematic Tip Sheets for project implementation with Informed Communication and Participation (ICP/FPIC) as a core element. Themes of Tip Sheets include: 1-Communication, 2-Land Acquisition and Resettlement, 3-HSE, 4-Customary Communities (ethnic minorities/IPs), 5-Livelihoods and Environment and 6-Gender. Benchmark ADB.</p> <p>Framework Monitoring and results-based tracking to design a new Theory of change was a driving element.</p>
<b>Compliance and Due diligence</b>	<p><b>Project:</b> <b>Framework for the Implementation of the EU Environmental Liability Directive in Georgia: infrastructure and renewal energy</b></p> <p>Location: Georgia (Tbilisi and Regional) Year: Oct 1, 2015 – Dec 31, 2019 (6 p-m)</p> <p>Client: Norwegian Ministry of Foreign Affairs, Norway (with ICH, Norway)</p> <p>Main Project Features: Infrastructure, assessment, inspection, monitoring and evaluation. Capacity building. Guideline formulation. Benchmarks: EU, EBRD/EiB, ADB and World Bank/IFC.</p> <p>Position Held: <b>Team Leader and Lead International Consultant</b></p> <p>Description of the Project: The project aims to increase knowhow of EU Directives and foster EU acquis: The Water Framework, the Marine Strategy Framework, EIA Directive (2011/92/EU) and the Birds and Habitats Directives and their link to the EU Environmental Liability (EL) Directive will be established. The project deals with assistance and capacity in environmental management, in relation to land use impacts, environmental and related social damages (livelihood and health). It will foster due diligence mechanisms, implementation and monitoring-evaluation, including assist in establishing monitoring indicators/mechanisms for authorities and, where needed, for undertaking regular third-party monitoring (community). The project will also emphasize through analysis the harmonization of the national instruments with the EU framework as well as with other relevant national guidelines and mechanisms. A key component is that of awareness building across stakeholders, the government being central. Includes transmission lines</p> <p>Activities Performed: Lead and manage the technical project implementation. Guided policy-guideline analysis and directly prepare and implement the capacity building and awareness program. Designed the approach, stakeholder engagement and monitoring and evaluation guidelines. Responsible for implementation package including guidance for assessment, monitoring, inspection and evaluation (framework monitoring), checklists and practical training. Assist in EU acquis needed elements.</p>
<b>Compliance Expert</b>	<p><b>Project:</b> <b>ESIA for a transboundary hydropower project: Nam Mo 1 HPP.</b> (approved by MIGA (World Bank Group), Oct 2017)</p> <p>Location: Vietnam and Lao PDR Year: Jul 2016 – Oct 2017 (6 p-m)</p> <p>Client: My Ly and Nam Mo 1 HPP JVC (MIGA and IFC benchmarks)</p> <p>Position Held: <b>International Team Leader for ESIA-ESMP and MIGA compliance expert (World Bank Group)</b></p> <p>Main Project Features: Infrastructure, ESIA with FPIC and CIA, environmental and social safeguards (REMLRP: resettlement and livelihoods restoration), PCDDP/SEP, transboundary.</p> <p>Description of the Project: The project deals a planned transboundary renewable energy greenfield project which was being considered for financing by the MIGA (of the World Bank Group) and Goldman Sacs. The task deals with the development of the ESIA, gap analysis of work previously conducted, methodological assessment and assuring the acceptable environmental and social management and social safeguards are put in place. Includes FPIC and a rapid CIA, Benefit Sharing and CSR policy making. Benchmark is that of IFC.</p> <p>Activities Performed: Leading and designed all works required including the assessments and management documents including safeguard ones: ESIA, ESMP, SAP, REMLRF, SDP (SUP). Full FPIC, CSR process. 575 ethnic minority (IP) households subject to relocation (resettlement plan).</p>
<b>Compliance Expert</b>	<p><b>Project:</b> <b>ESIA for a transboundary renewable energy project: My Ly HPP.</b> (approved by MIGA (World Bank Group), Oct 2017)</p>



<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)		
	Location	Vietnam and Lao PDR	Year: Jul 2016 – Oct 2017 (6 p-m)
	Client:	My Ly and Nam Mo 1 HPP JV Consortium (MIGA and IFC benchmarks)	
	Position Held:	<b>International Team Leader for ESIA-ESMP and MIGA-IFC compliance expert (World Bank Group)</b>	
	Main Project Features:	Infrastructure, ESIA with ESMP, FPIC and CIA, environmental and social safeguards (REMLRF: resettlement and livelihoods restoration), PCDDP/SEP, transboundary	
	Description of the Project:	The project deals a planned transboundary renewal energy project which was being considered for financial guarantee by MIGA (of the World Bank Group) and financing from Goldman Sacs. The task deals with the development of the ESIA's, gap analysis of work previously conducted, methodological assessment and assuring the acceptable environmental and social management and social safeguards are put in place. Includes a rapid CIA. Benefit Sharing and CSR policy making. Benchmark is that of IFC.	
	Activities Performed:	Leading and designed all works required including the assessments and management documents, including safeguard ones: ESIA, ESMP, SAP, REMLRF, SDP (SUP). Full FPIC, CSR process. 535 ethnic minority (IP) households subject to relocation (resettlement plan).	
<b>ESIA Expert</b>	<b>Project:</b>	<b>Pre-Feasibility Studies for Three Sites (Pd.08, Pd.03 And Pd.09) in Padas Basin, Sabah, Malaysia</b>	
	Location	Sabah, Malaysia	Year April 2017 – Dec 2018 (0.4 p-m)
	Client:	Sabah Electricity Berhad, Malaysia. (with Multiconsult, Norway)	
	Position Held:	<b>Prefeasibility International Social Advisor</b> (IFC and ADB benchmarks)	
	Main Project Features:	Proposed sites are on rivers in thick forested landscapes, remote villages and indigenous groups, river use for transport. Includes transmission line assessment	
	Description of the Project:	Projects are within forest areas with low accessibility, indigenous groups make up the main population. 4 indigenous people hamlets to be affected	
	Activities Performed:	Advice on social baseline surveys, responsible for impact assessment and contributing to E&S basis for final project recommendation. Relocation a key component.	
<b>ESIA Expert</b>	<b>Project:</b>	<b>Pre-Feasibility Studies for Two Sites Wc.05 in West Coast Basin and Lw.05 in Liwagu Basin, Sabah, Malaysia</b>	
	Location	Sabah, Malaysia	Year April 2017 – Dec 2018 (1 p-m)
	Client:	Sabah Electricity Berhad, Malaysia. (with Multiconsult, Norway)	
	Position Held:	<b>Prefeasibility International Social Advisor</b> (IFC and ADB benchmarks)	
	Main Project Features:	Proposed sites, agro-forest landscapes, indigenous groups, river channel use	
	Description of the Project:	Projects are in rural areas and in forest – agricultural landscapes, indigenous groups make up the main population. 9 indigenous people hamlets may be affected. Includes both linear and non-linear aspects.	
	Activities Performed:	Advice on social baseline surveys, responsible for impact assessment and contributing to E&S basis for final project recommendation. Relocation is unavoidable and safeguard frames made.	
	<b>Project:</b>	<b>Benefit Sharing Mechanisms and Policy needs – Global perspective and cases advisory workshop</b>	
	Location	Yangon, Myanmar	year Nov 2016 (0.5 p-m)
	Client:	Toolei Co. (development of Bawgata HPP), Myanmar of the Karen National Union (with Norconsult (for Norwegian Water Authority, NVE), Norway)	
	Position Held:	<b>Senior Expert on Benefit Sharing</b> (Capacity Building for Proponents in compliance with IFC/EIB/ADB/EBRD)	
	Main Project Features:	Benefit sharing mechanisms in hydropower projects, sustainable development, ecosystem services and E&S safeguards (ESMP, SAP, RPF/RAP, communication (ICP, FPIC) and equity. Focus on small (<25MW) and Medium (>25-<50MW) and Large dams, wind and solar farms	
	Description of the Project:	Presented benefit sharing processes and mechanisms from across the globe (Asia, central America and Africa) from a range of hydropower projects and project owners. Cases from World bank and private financed projects. Karen National Union/Toolei Co.; Bawgata HPP	
	Activities Performed:	Designed and conducted workshop. Considered safeguard plans, human-rights and communication methods (FPIC and other ICP modes), policy requirements and strategy.	
	<b>Project:</b>	<b>Evaluation of the Project Report of 5-year Programme (Norad)</b>	
	Location	Norway	year 2016 (ca. 1.5 p-m)
	Client:	ICH, Norway / Norad.	

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>Position Held: <b>Senior Evaluator and Review Expert</b></p> <p>Main Project Features: OECD benchmarks, evaluation of outputs and impacts of capacity building.</p> <p>Description of the Project: Conduct a review of the program and establish methods for compliance and monitoring of outputs. In addition, the aim of the project was to build capacity among institutional staff-experts on project monitoring, evaluation and reporting to financing institutions. OECD DAC standards.</p> <p>Activities Performed: Designed and conducted evaluation.</p>
<b>PoE / Compliance Expert / Due Diligence</b>	<p><b>Project: Evaluation of International Compliance of National EIAs of two Hydropower Projects</b></p> <p>Location: Vietnam and Lao PDR Year: July 2016 – Sept 2016 (1.5 p-m)</p> <p>Client: PECC1 &amp; My Ly and Nam Mo 1 HPP Consortium (MIGA, IFC benchmarks)</p> <p>Position Held: <b>Chief International Advisor for IFC compliance (Expert Group/Panel)</b></p> <p>Main Project Features: Evaluation against IFC benchmarks, gap analysis and scoping for ESIA reporting.</p> <p>Description of the Project: The project deals with two planned transboundary renewal energy projects which are being considered for financing by the MIGA (of the World Bank Group) and Goldman Sachs. The task dealt with gap analysis based on previous works (national EIAs, ESMP, resettlement documents/plan about 1000 project affected households) based on IFC standards and preparation of scoping report.</p> <p>Activities Performed: see description above. Included a preliminary SIA, EIA and CIA assessment. The CIA included potential VEC description and resettlement compliance needs. Resettlement and EMP implementation and compliance evaluation. Review of communication processes – FPIC etc.</p>
	<p><b>Project: Capacity Building for Reporting and Evaluation</b></p> <p>Location: Norway Year: Apr-May 2016 (0.5 p-m)</p> <p>Client: International Center for Hydropower (Sintef), Norway.</p> <p>Position Held: <b>Senior Capacity Building and Evaluation Expert</b></p> <p>Main Project Features: Logical framework, evaluation using OECD standards</p> <p>Description of the Project: The aim of the project was to build capacity among institutional staff-experts on project monitoring, evaluation and reporting to financing institutions. OECD DAC standards.</p> <p>Activities Performed: Designed and conducted capacity building through the use of real examples.</p>
	<p><b>Project: International Capacity Building in Social Impact Assessment and Management – (ESIA, SIA, SEA, CIA and ESMP implementation)</b></p> <p>Location: Hanoi, Vietnam (regional coverage) Year: Oct 2015 (1 p-m)</p> <p>Client: NORAD (with ICH) and IFC</p> <p>Position Held: <b>Lead Trainer / IA expert and Safeguards Specialist</b> (IFC, ADB, EIB/EBRD benchmarks)</p> <p>Main Project Features: Benefit sharing mechanisms in hydropower projects (including transmission lines), sustainable development and environmental and social safeguards (SAP, RPF/RAP), communication</p> <p>Description of the Project: Capacity building in SIA (ESHIA), SEA and CIA in hydropower project</p> <p>Activities Performed: Development of course material and cases for SIA, SEA and CIA. Areas covered: social methodology/design, livelihoods, ecosystem services, climate and land-use change, communication (stakeholder engagement and analysis, FPIC), cultural heritage, resettlement, IPs, benefit sharing mechanisms and sustainable analyses. Anchoring of SIA in ESIA and ESMP was also included. Managing and monitoring was also a key focus. Implications for CIA and SEA introduced and introduction to HSAP. Guided case study analysis.</p>
	<p><b>Project: Manpower Study</b></p> <p>Location: Uganda Year: July 2014-15 (0.75 p-m)</p> <p>Client: ESKOM Pvt. Ltd. with Kaizen, Pvt Ltd., Uganda</p> <p>Position Held: <b>International Benchmark Expert</b> (human resources) / <b>Team Leader</b></p> <p>Main Project Features: Human resource management</p> <p>Description of the Project: review of manpower and international standards.</p> <p>Activities Performed: designed the methodology of the study and conducted the analysis for international benchmarks and core reporting. Conducted interviews with international actors.</p>
<b>Expert Panel / Compliance Expert</b>	<p><b>Project: Inspection and safety (HSE) guidance and tools (infrastructure projects)</b></p> <p>Location: Georgia Year: 2015 (1.25 p-m)</p> <p>Client: Netherlands Commission on Environmental Assessment (NCEA), Ministry of Foreign Affairs, Netherlands</p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>Position Held: <b>Lead Senior Consultant</b> (for safety, environmental-social, labor and liability issues for all energy related infrastructure) and <b>Team Leader/Expert Panel.</b> (benchmarks: IFC and ADB; EU directives,)</p> <p>Main Project Features: Capacity building in inspection, monitoring and evaluation, and guidelines development</p> <p>Description of the Project: Develop guidelines and tools for monitoring infrastructure (including dam, roads, transmission lines, wind and solar farms) safety related social, health and environmental guidelines and tools. ESMP implementation and monitoring, and resettlement monitoring processes and guidance for minimizing environmental liability (litigation avoidance and precautionary aspects).</p> <p>Activities Performed: To develop monitoring tools working closely with construction safety experts. Led the team. ESIA, ESMP and HSAP needs and existing guideline gaps. Climate change assessment and mitigation monitoring included in tools. Water resources management.</p>
	<p><b>Project:</b> <b>Sustainable Hydropower Development</b> (ESHIA, SEA and CIA, ESMP) (all infrastructure: project, roads and transmission)</p> <p>Location: Georgia Year Oct 2012 - Aug -15 (15 p-m)</p> <p>Client: Norwegian Ministry of Foreign Affairs (with Norsk Energi)</p> <p>Position Held: <b>Lead International Consultant and Project Team Leader</b> (World Bank Group and EU Directives benchmarks on ESIA/EIA/SIA)</p> <p>Main Project Features: Evaluation / PoE for EIA/ESIA projects to develop input to guidelines. Capacity building on ESIA, CIA, SEA, M&amp;E and Communication and compliance.</p> <p>Description of the Project: The project aims to identify and fill gaps in the national IA regulatory and processes through bringing up to date the assessment and monitoring/inspection procedures for infrastructure of renewable energy power generation projects (including consideration of climate change, social-environmental-health safeguards, ecosystem services, cumulative, resettlement and communication) and enhance citizen's knowledge base and participation). Conduct a policy review of the sector. Provide capacity building in assessments (ESIA (ESHIA/EIA/SIA), SEA, CIA and Stakeholder) and management of social and environmental plans (ESMP/ESAP, M&amp;E and safeguards, ICP) for power projects and associated transmission lines and associated roads.</p> <p>Activities Performed: Led the National teams and advice on International Standards for Social and Environmental Safeguards, Cumulative and Strategic Assessments of the World Bank Group, EBRD and EU Directives (EIA, SEA, Habitats and Water). Conducted analysis of the IA system and guidelines (policy review), identified needs and provided options for filling gaps. Addressed global change issues. Designed training programs and provided capacity building in assessment and management for hydropower projects and all associated infrastructure (including transmission lines and roads): ESIA, SIA, CIA, safeguards, ICP (informed communication and participation) M&amp;E. Also developed a full communication training package for trainers and for use by the government, and other stakeholders including NGOs (awareness).</p> <p>Led and conducted a review of a portfolio of 20 EIA/ESIA of renewable energy projects in Georgia.</p>
<b>Compliance Expert</b>	<p><b>Project:</b> <b>Alimit Hydropower Complex</b> (all infrastructure: dam, roads and transmission)</p> <p>Location: Philippines Year 2014 – 2016 (5 p-m)</p> <p>Client: SN Aboitiz Power - Generation, Inc. (SNAPG) (SN Power Invest, Norway of Statkraft)</p> <p>Position Held: <b>International ESIA-ESMP Review/Compliance Expert (IFC (World Bank Group) and ADB benchmarks)</b></p> <p>Main Project Features: ESIA, ESMP, CIA and Safeguards compliance (planning, M&amp;E) in hydropower complex project. Benefit sharing component with indigenous people, land use management and river use.</p> <p>Description of the Project: The complex is a facility with a potential capacity of 385 MWs in Ifugao province. It has three large components: a dam and reservoir; a diversion weir and; a pumped storage reservoir. Environmental and social impacts are expected on local indigenous communities (IPs) lands.</p> <p>Activities Performed: Advise Client's environmental and social team, review international ESIA consultants approach and outputs, analyze stakeholder approaches, assist in safeguard formulation (IP development plans), land-forest restoration, climate change, resettlement (ca.350 households/families, Ifugao indigenous group) and implementation and M&amp;E. Has included also review of transmission line ESIA proposals. Preparation for a HSAP and overall gap analysis and FPIC process in line with national indigenous group requirements, and internal ESAP monitoring tools. Scope including vulnerability /risk community engagement and development, and benefit sharing (CSR) mechanisms. Included assessments: ESIA, CIA and SEA</p>
	<b>Project:</b> <b>Tanzania Sustainable Hydropower Assessment (a SESA)</b>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>(Climate change, water resources and river use, cumulative, social impact and vulnerability assessment and management – leading to strategic decisions for sustainability) civil</p> <p>Location: Tanzania Year 2013-2014 (1.5pm)</p> <p>Client: World Bank (with Sweco-Norway (lead) /Deltares-Netherlands)</p> <p>Position Held: <b>Anthropogenic Impacts Expert / Land-Geographical Management</b></p> <p>Main Project Features: SESA, cumulative and E&amp;S analysis as part of SESA</p> <p>Description of the Project: Analysis of all existing and planned hydropower projects and anthropogenic status under scenarios of climate change.</p> <p>Activities Performed: Assessment of anthropogenic/social impacts of hydropower development (all infrastructure, including roads and transmission corridors), including cumulative and VEC definition, stakeholder analysis, climate change, land use, population and agricultural projections and watershed management impacts.</p>
	<p><b>Project: Access and Benefit Sharing: Technology transfer mechanisms</b></p> <p>Location: India Year 2013-14 (2 p-m)</p> <p>Client: Norwegian Environmental Agency / Fridtjof Nansen Institute, Norway</p> <p>Position Held: <b>Research Professor</b></p> <p>Main Project Features: Case study analysis of Benefit sharing and lessons learned</p> <p>Description of the Project: The project looks at technology transfer mechanisms.</p> <p>Activities Performed: Conducting the field work (all stakeholders: government, NGOs, industry and academia, experts), analysis and reporting (research article form). Themes covered: traditional knowledge, benefit sharing, IPs, medicinal plants, sustainability, and policy.</p>
	<p><b>Project: International Capacity Building – Social Assessment (in ESIA/SEA/CIA)</b></p> <p>Location: Myanmar Year 2015 (1 p-m)</p> <p>Client: ICH (NORAD, Norway) / UNESCO</p> <p>Position Held: <b>Lead International Trainer and Expert</b></p> <p>Main Project Features: Capacity building in ESMP, CIA and safeguards. Benefit sharing mechanisms.</p> <p>Description of the Project: capacity building in IA: Evaluation approaches (ESIA, SEA and CIA), Social-Environmental links and Development, Energy Alternatives, Cumulative and Strategic Assessment, IWRM, Public Engagement and Disclosure, FPIC, Benefit Sharing. Resettlement.</p> <p>Activities Performed: Development of course material and cases; training NGOs, Line-agencies and Developers. Areas covered: Energy; Infrastructure; ESIA, CEA and SEA; Small and Large infrastructure development; hydropower, roads and transmission lines</p>
	<p><b>Project: International Capacity Building (impact assessments)</b></p> <p>Location: Myanmar Year 2014 (1 p-m)</p> <p>Client: ICH (NORAD, Norway) / UNESCO</p> <p>Position Held: <b>Impact Assessment and Management Planning and Implementation, and Social Safeguards Specialist / Trainer (IFC and ADB)</b></p> <p>Main Project Features: Capacity building: ESIA, CIA, safeguards and M&amp;E. Benefit sharing mechanisms.</p> <p>Description of the Project: capacity building in IA: Evaluation approaches (ESIA, SEA and CIA), Social-Environmental links and Development, Energy Alternatives, Cumulative and Strategic Assessment, IWRM, Public Engagement and Disclosure, FPIC, Benefit Sharing. Resettlement.</p> <p>Activities Performed: Development of course material and cases; training NGOs, Line-agencies and Developers. Areas covered: Energy; Infrastructure; ESIA, CEA and SEA; Small and Large infrastructure development; hydropower, roads and transmission lines. Gap Analysis of Hydropower power sector practice.</p>
<b>Panel / Commission of Experts / Compliance Expert</b>	<p><b>Project: International Review of Khudoni HPP – auditing and inspection</b></p> <p>Location: Georgia Year Jul 2013 (0.75pm)</p> <p>Client: Netherland’s Commission for Environmental Assessments, Ministry of Foreign Affairs Government of the Netherlands)</p> <p>Position Held: <b>International Panel of Experts (PoE)- Social Inspection and Review–</b> covering ESIA/SIA, SEA, Resettlement and Social safeguards</p> <p>Main Project Features: ESIA and safeguard review and advisory</p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>Description of the Project: The project reviewed an updated technical feasibility based ESIA and ESAP. Compliance with World Bank Group and ADB Guidelines. RAP and SDP.</p> <p>Activities Performed: Advising on International Standards for ESIA and Social and Environmental Safeguards (including resettlement policy and plans, climate change) for hydropower as per World Bank/IFC/ADB standards and EU Directives. Advising for actions directed to specific SEA for energy and hydropower sectors – for social and conservation off-sets, and cumulative impact analysis and resettlement planning (350 households of minority group, Swans). A gap analysis and sites inspections were conducted and corrective measures were recommended.</p>
	<p><b>Project:</b> <b>Lower Manang Marsyangdi Hydroelectric Project (LMM HEP)</b></p> <p>Location: Nepal Year: May 2011 – 2014 (2 p-m)</p> <p>Client: HydroConsult Private Limited (<a href="http://www.BPC.com.np">www.BPC.com.np</a>)</p> <p>Position Held: <b>International Social Safeguards Advisor</b></p> <p>Main Project Features: ESIA and safeguard review and advisory. 10MW</p> <p>Description of the Project: The hydropower project will impact a protected area, indigenous communities (IPs) in the upper mountain areas of Nepal, has a thriving tourism industry and is a sensitive area to climate change.</p> <p>Activities Performed: Advising on International Standards for Social and Environmental Safeguards of World Bank/IFC/ADB; Liaison with international review consultant and advising national consultants, and training of Developer’s unit on ESMP (including SDP and RAP. IFC or ADB will be one of the financial partners.</p>
IFC Due diligence and safeguards	<p><b>Project:</b> <b>Devoll Hydropower Project Environmental and Social Management Plans (ESMP/EMP) and Resettlement Action Plans (RAP) - 3 Dams and transmission lines, each with a Social Development Plan (SDP), RAP and Environment Restoration</b></p> <p>Location: Albania Year: Jan 2011 – 2012 (5 p-m)</p> <p>Client: Devoll Hydropower Sh. A. (for: Statkraft AS, Norway and EVN-Austria) – with Norconsult</p> <p>Position Held: <b>Social &amp; Environmental Management Plan and Implementation Specialist – implementation phase</b></p> <p>Main Project Features: Management planning and capacity building</p> <p>Description of the Project: A three dam project with individual social and environmental plans and resettlement action plans, ICP (informed communication and participation).</p> <p>Activities Performed: Detailed development of safeguards and implementation with focus on Social Development Plans and the Resettlement Action Plans (RAP, total of 1055 households) for three dams, roads and transmission line (in compliance with IFC standards). Capacity building of Developer’s Environment and Social Management and RAP Teams/Units. Implementation is in progress.</p>
Compliance Expert	<p><b>Project:</b> <b>Sector Guidelines for Environmental and Social Impact Assessment and Management and links to Strategic Assessments</b></p> <p>Location: Georgia Year: June-July 2012 (0.5 p-m)</p> <p>Client: Netherland’s Commission for Environmental Assessments (Government of the Netherlands) &amp; Norsk Energi (for the Ministry of Foreign Affairs, Norway)</p> <p>Position Held: <b>International Expert for Sector Guidelines for Environmental and Social Assessments/Management and Safeguards (World Bank and ADB benchmarks)</b></p> <p>Main Project Features: ESIA and ESMP guideline development</p> <p>Description of the Project: To enhance recent IA policy and environment and social sensibilities with detailed guidelines.</p> <p>Activities Performed: Development and input into Sector EIA Guidelines (including cumulative and stakeholder engagement) for sectors dealing with all infrastructure (roads, hydropower, mining infrastructure) as per IFC/World Bank, ADB and EU Directives. Included climate change impacts and adaptation strategies, GRM, ICP, Benefit sharing and disclosure processes.</p> <p>Elaborated on needs for SEA for hydropower sector and links to Georgian EIA needs.</p>
Compliance Expert	<p><b>Project:</b> <b>Social and Environmental Assessment, Safeguards and Management - IFC Compliance Analysis</b></p> <p>Location: Central-South America &amp; Africa Year: 2012 - 2014 (3 p-m)</p> <p>Client: Aqua Imara AS. (<a href="http://www.aquaimara.com">www.aquaimara.com</a>), a company of SN Power, Norway</p> <p>Position Held: <b>Senior Hydropower Social and Environment Management and Safeguards Planner and Compliance Expert</b></p> <p>Main Project Features: ESIA, CIA and ESMP, CIP safeguard review and advisory.</p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>Description of the Project: Hydropower projects that are being developed requiring Social and Environmental guidance, action plan development and implementation and FPIC</p> <p>Activities Performed: Advice on methodologies for all assessments, outlined safeguard requirements (including resettlement, climate change), conducted Gap Analyses / HSAP. Developing an E&amp;S management plan for implementation. IFC benchmarks.</p>
	<p><b>Project:</b> <b>Devoll Hydropower Project Transmission Line ESIA and Public Hearing</b></p> <p>Location: Albania Year 2011 (1.5 p-m)</p> <p>Client: Devoll Hydropower Sh. A. (JA: Statkraft AS, Norway and EVN-Austria) with Norconsult</p> <p>Position Held: <b>International ESIA Expert (specially commissioned for public hearing &amp; social impacts)</b></p> <p>Main Project Features: ESIA and safeguard review and advisory.</p> <p>Description of the Project: A three dam project.</p> <p>Activities performed. Prepared the impact assessment for the transmission lines and Social Impacts for the Public Hearings (3 locations, 1100 households to be relocated) for the Project.</p>
	<p><b>Project:</b> <b>Kali Gandaki Korban HPP</b></p> <p>Location: Nepal Year 2011 (0.5 p-m)</p> <p>Client: Green Ventures (Canada/Nepal) with Norconsult, <a href="http://www.greenventuresinternational.com">www.greenventuresinternational.com</a></p> <p>Position Held: <b>International Social Impact Assessment Advisor</b></p> <p>Main Project Features: ESIA and safeguard review and advisory.</p> <p>Description of the Project: The project is a RoR with conservation area, community forest use and resettlement aspects as significant impacts.</p> <p>Activities Performed: Safeguards were advised. Methodology and processes were outlined. Gap analysis was conducted on SIA.</p>
	<p><b>Project:</b> <b>Tama Koshi 1 HPP</b></p> <p>Location: Nepal Year: 2011-2012 (0.5 p-m)</p> <p>Client: Green Ventures (Canada/Nepal) with Norconsult, <a href="http://www.greenventuresinternational.com">www.greenventuresinternational.com</a></p> <p>Main Project Features: ESIA and safeguard review and advisory.</p> <p>Position Held: <b>International Social Impact Assessment Advisor</b></p> <p>Description of the Project: The project is RoR, with resettlement and river use as significant impacts. Transmission line land take and resettlement.</p> <p>Activities Performed: Safeguards were specifically designed for this. Methodology and processes were outlined. Gap analysis was conducted on SIA.</p>
	<p><b>Project:</b> <b>Supervision of ESIA Maqueo Hydropower Project</b></p> <p>Location: Chile &amp; Panama Year: Dec 2009 – 2010 (2 p-m)</p> <p>Client: SN Power, Norway (of Statkraft, Norway)</p> <p>Position Held: <b>Senior ES Safeguard Action Plans and M&amp;E Advisor / Expert Group-Panel</b></p> <p>Main Project Features: ESIA and safeguard review and advisory.</p> <p>Description of the Project: A hydropower project in a ranching region with impacts on indigenous communities (IPs), a complex river system for diversion of water, rare species, a lake as an outlet, with tourism industry and climate change sensitive.</p> <p>Activities Performed: Advising on compliance of ESIA with the International Financial Institutional standards (WB, IFC) and ILO C169. Formulation of safeguard documents, including land acquisition, public communication analyses and plan, indigenous (IP) and non-indigenous community development plans, NRM and ecosystem services, GEF evaluation, Social and Environmental Management Action Plan, Awareness and Policy. Developed corporate social and environmental policy, communication strategy, and energy options, along with the M&amp;E requirements.</p>
<b>Compliance Expert / Safeguards Supervisor</b>	<p><b>Project:</b> <b>Machinga Hydropower Project ESIA</b></p> <p>Location: Zambia Year: May 2011 – 2013 (2 p-m)</p> <p>Client: Aqua Imara AS, Norway (<a href="http://www.snpower.com">www.snpower.com</a>)</p> <p>Position Held: <b>Senior ESMP and Safeguards Supervisor, IFC compliance expert</b></p> <p>Main Project Features: ESIA and safeguard review and advisory. Implementation of EMP, RAP, IPP+LAR</p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>Description of the Project: The project involves new roads and dam related rural infrastructure, in conservation and Climatically sensitive area. Resettlement along linear dam related structures (roads and transmission line). Climate change sensitive area.</p> <p>Activities Performed: Gap Analyses of ESIA documents/process and advised on international standards of WB/IFC/AfDB for social and environmental management planning, including Social Development, Resettlement and tourism and Benefit Sharing mechanisms/policy. Updating RAP and livelihood restoration plans.</p>
	<p><b>Project: ESIA of Tamakoshi 3 Hydropower Project and Feasibility Study</b></p> <p>Location: Nepal Year: Oct.2008–Feb.2010 (12pm)</p> <p>Client: SN Power, Singapore (www.snpower.com)</p> <p>Position Held: <b>International Team Leader for ESIA and EMP/RAP</b> (&amp; Project Manager, step-in basis)</p> <p>Main Project Features: ESIA and safeguards including CIA</p> <p>Description of the Project: The project capacity of 880 KW meeting all international safeguard requirements.</p> <p>Activities Performed: Responsible for the social and environment impact assessment, including global, cumulative and trans-boundary impacts, catchment/watershed, climate changes, GHG, CDM and carbon offset options, public communication and disclosure activities, institutional and stakeholder analyses, capacity building and training, and all safeguard documents (including SDP and RAP, and IP development plans). Responsible for compliance with international standards. Wrote social and environmental safeguard documents (capacity building and training). Conducted Sustainability Protocol Assessments and prepared specific safeguard documents for international financial Institutions. Developed environmental policy.</p>
	<p><b>Project: Magalarasi Stage 3 Hydropower Project ESIA</b></p> <p>Location: Tanzania Year: Sept 2010 – 2011 (2 p-m)</p> <p>Client: Millennium Challenge Corporation-Tanzania (MCC-USA) with Norconsult</p> <p>Position Held: <b>Social Impact Assessment Expert</b></p> <p>Main Project Features: ESIA and safeguard review and advisory. RAP and Compensation Plans.</p> <p>Description of the Project: A hydropower project with resettlement and conservation species impacts.</p> <p>Activities Performed: Updated the social impact assessment and methodology for social management planning, (including RPF). Responsible for social planning and development, and compliance with international standards (Millennium Challenge Corporation - USA, and IFC). Land use change and climate impacts were included in assessment.</p>
	<p><b>Project: ESIA of the Song Bung 4 Hydropower Project Phase II</b> (ADB funded)</p> <p>Location: Vietnam Year: Feb-Aug 2006 (7 p-m)</p> <p>Client: Asian Development Bank (ADB) and Sweco, Norway</p> <p>Position Held: <b>Team Leader for ESIA (also as Social-Environmental Expert / Acting Project Manager)</b></p> <p>Main Project Features: ESIA and safeguard review and advisory.</p> <p>Description of the Project: ESIA and safeguard developments for a hydropower project in the central region of Vietnam, including roads, transmission line and impact assessment of all project infrastructure and stakeholder analyses.</p> <p>Activities Performed: Assessed the environmental and social impacts of the range of activities to be undertaken under the projects. Prepared the ESIA (both EIA/SIA) reports (including cumulative and global impacts), Environmental and Monitoring Plan, and assisted in social plans (especially on land access/tenure/quality for involuntary resettlement).</p>
	<p><b>Project: International Capacity Building</b> (Energy, Infrastructure, SIA, ESIA, SEA, Finance and Legal: Small and Large infrastructure development; hydropower, roads and transmission lines)</p> <p>Location: (i)Trondheim and Oslo, Norway; (ii) Zambia, (iii) Honduras and (iv) Uganda Year: 2011, -12 and -13 (3 pm)</p> <p>Client: ICH (NORAD), Norway</p> <p>Position Held: <b>Impact Assessment and Management Planning, and Safeguards Specialist / Trainer</b></p> <p>Main Project Features: Capacity building on assessments and safeguard development</p> <p>Description of the Project: ESIA/CIA/SEA: Evaluation approaches, Social-Environmental links and Development, Energy Alternatives, Cumulative and Strategic Assessment, IWRM, Public Engagement and Disclosure, Benefit Sharing.</p> <p>Activities Performed: Development of course material and cases; training postgraduates.</p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p><b>Project:</b> <b>International Training / Capacity Building</b> (infrastructure and Social Impact Assessment)</p> <p>Location: Trondheim, Norway Year: June 2011 (0.25 p-m)</p> <p>Client: Norad, Norway</p> <p>Position Held: <b>Social Impact Assessment and Management Planning Specialist / Trainer</b></p> <p>Main Project Features: Capacity building on assessments and safeguard development</p> <p>Description of the Project: Financing and Project Economy course: Economic and development aspects of energy; Social capital; Processes and M&amp;E and adaptation; Payments for ecosystem services; Climate Change, Cultural heritage.</p> <p>Activities Performed: Developed course material and conducted training for international postgraduates.</p>
	<p><b>Project:</b> <b>Benefits Sharing: Enhancing Development Benefits in Hydropower</b></p> <p>Location: Africa, Asia (Nepal, Lao PDR, Vietnam) and Central-South America Year: Oct 2010 – 2011 (3 pm)</p> <p>Client: World Bank (with Sweco)</p> <p>Position Held: <b>Rural Development and Watershed / Natural Resources Management Specialist, &amp; Asia Coordinator</b></p> <p>Main Project Features: Benefit sharing studies across hydropower projects – a global analysis</p> <p>Description of the Project: The project’s aim was to make a global comparison and lessons learned from practices on benefit sharing particularly in large infrastructure projects, like hydropower.</p> <p>Activities Performed: Developing and testing a conceptual framework and participatory methodology for the study for analyses of benefit sharing regimes based on legal instruments (policy), development project evaluation, social and environmental indicators and impact assessments, including those of resettlement, climate change, watershed, payment for ecosystem services (PES), NRM, socio-economic and corporate social responsibility (CSR).</p>
	<p><b>Project:</b> <b>Rapid ESIA for the Cambodian side of the Se San River</b></p> <p>Location: Vietnam and Cambodia (transboundary) Year: Nov. 2006 – July 2007 (4 p-m)</p> <p>Client: Electricity of Vietnam (EVN)</p> <p>Position Held: <b>Environmental/Social Impact Assessment and Ecology Expert (ADB and National benchmarks)</b></p> <p>Main Project Features: Evaluation and assessment of hydropower project and cumulative impacts</p> <p>Description of the Project: The project on the Se San required the assessment of energy development that had already taken place along the Se San in Vietnam in Cambodia. The break of a dam 10 years prior caused major impacts on community and agricultural resources, which were the focus of this study.</p> <p>Activities Performed: Designed methodology, and led and conducted field work. Edited and wrote segments of the final main report and provided expert advice regarding the environmental impact assessment of the project.</p>
	<p><b>Project:</b> <b>Rapid ESIA for the Cambodian side of the Sre Pok River</b></p> <p>Location: Vietnam and Cambodia (transboundary) Year: Nov. 2006 – July 2007 (2 p-m)</p> <p>Client: Swedish International Development Agency (SIDA)</p> <p>Position Held: <b>Environmental/Social Impact Assessment and Ecology Expert (ADB and World Bank benchmarks)</b></p> <p>Main Project Features: Evaluation and assessment of river use for infrastructure enhancement and cumulative impacts</p> <p>Description of the Project: The project on the Sre Pok required the ESIA and accumulative assessment of planned hydropower and other infrastructure projects along the Sre Pok River.</p> <p>Activities Performed: Designed methodology, and led and conducted field work. Edited and wrote segments of the final main report and provided expert advice regarding the environmental impact assessment of the project.</p>
	<p><b>Project:</b> <b>National Hydropower Plan (NHP) Study, Stage 1 and Stage 2</b></p> <p>Location: Vietnam Year: Jan. 2002 – 2005 (9 p-m)</p> <p>Client: Electricity of Vietnam (EVN) and Norad, Sweco-Norway</p> <p>Position : <b>ESIA Expert and Planner</b></p>



<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>Main Project Features: Evaluation and assessment of hydropower project and cumulative impacts. Selection of hydropower projects with minimum E&amp;S impacts</p> <p>Description of the Project: EVN required the development of a national hydropower plan which consisted of IEEs with field work on both the environment and social aspects to make a strategic choices across the country.</p> <p>Activities Performed: Reviewed and ranked prospective hydropower projects based on social, ecological, biological, and social criteria. Screened over 50 potential projects. Provided recommendations for each hydropower project including transmission line considerations. Formulated environmental management criteria. Lectured on environmental impact assessment methodology. Strategic based ranking done.</p> <hr/> <p><b>Project: Strategy and Methodology for Improved Integrated Water Resource Management</b></p> <p>Location: Vietnam, Cambodia, India (transboundary) Year: 2005 – 2006 (2 p-m)</p> <p>Client: Centre for Development &amp; the Environment, Univ. of Oslo (EU Projects)</p> <p>Position Held: <b>Senior Expert / Team Leader</b></p> <p>Main Project Features: Integrated water resource management – guidance and capacity building</p> <p>Description of the Project: An integrated interdisciplinary assessment of 4 twinning basins.</p> <p>Activities Performed: Development and formulation of project component dealing with land and water interface in IWRM – innovative aspects developed which have not been assessed earlier in the context of Natural Resource Management. Also development of analyses approaches (including stakeholder analyses) and climate change.</p>
	<p><b>Project: Maintenance of Biodiversity: Conservation of Culture and Natural Resources</b></p> <p>Location: Vietnam, Lao PDR, Thailand Year: May 2001 – 2007 (3 p-m)</p> <p>Client: European Commission (EU)</p> <p>Position Held: <b>Team Leader</b></p> <p>Main Project Features: Studies of local cases and guideline development for conservation</p> <p>Description of the Project: The project aimed at employing social anthropological and ecological tools for the study of the maintenance of biodiversity by communities. (Note: 1 p-m for Lao PDR)</p> <p>Activities Performed: Designed all project activities, enhanced the interdisciplinary methodologies for natural and social science approaches in the project, conducted forest field and market (forest products) surveys, and program based approach.</p>
	<p><b>Project: Sustainable Environmental Management, Norway-Indonesia cooperation</b></p> <p>Location: Indonesia Year: 2004 – 2006 (2 p-m)</p> <p>Client: Indonesian Ministry of Environment and NINA, Norway</p> <p>Position Held: <b>Environmental Specialist</b></p> <p>Main Project Features: Assessment and guideline development for conservation in National Park (SAP)</p> <p>Description of the Project: Project established sustainable environmental management practices in the Ministry of Environment in Indonesia.</p> <p>Activities Performed: Provided advice on protected area (including buffer zone IPs and their development) and ecosystem management, NRM, and the Strategic Action Plan (SAP) for a National Park. Designed the Logical Framework and scoping and indicator selection. Used participatory methods with provincial officials and local communities. Provided advice on customary law, national legislation and environmental management compliance with international standards.</p>
	<p><b>Project: Land Use Policies and Sustainable Development In Developing Countries</b></p> <p>Location: China, India, Indonesia, Mali, Tunisia, Niger, Kenya, Brazil Year: Nov 2005 – 2006 (2 p-m)</p> <p>Client: Centre for Development &amp; the Environment, Univ. of Oslo (EU Projects)</p> <p>Position Held: <b>Team Leader &amp; Senior Expert</b></p> <p>Description of the Project: The project was designed to review policy and land use change due to global changes. A sustainability dimension of land use policy was central with strategic assessment.</p> <p>Activities Performed: Development and formulation of project, including project cycle management and planning methodological approaches (participatory, program-case based) and outputs (policy briefs).</p>
	<p><b>Project: Environmental and Social Assessment: Mangde Chhu Hydropower Project</b></p> <p>Location: Bhutan (transboundary) Year: Sept. 1999 – 2000 (5 p-m)</p>

<b>11. Key Task relevant:</b>	<b>12. Work undertaken as consultancies</b> (main projects (since 2000), solely research projects not included)
	<p>Client: Sweco-Norway and Ministry of Trade and Industry Power, Royal Gov.Bhutan</p> <p>Position Held: <b>ES Management Plan and Environmental Specialist</b></p> <p>Description of the Project: A hydropower project in the high central mountains of Bhutan, the area inhabited by rare species and small-scale agricultural and forest dependent communities.</p> <p>Activities Performed: Prepared Watershed Management Plan and included transmission line.</p>
	<p><b>Project: Environmental and Social Assessment: Alto Yuna Multipurpose Project</b></p> <p>Location: Dominican Republic Year: Jan. 2002 – 2003 (2 p-m)</p> <p>Client: Energy Department, Dominican Republic and Sweco As, Norway</p> <p>Position Held: <b>Environment Expert / Ecologist</b></p> <p>Description of the Project: This project dealt with a large government planned hydropower project seeking international funding and thus followed international standards within the national context.</p> <p>Activities Performed: Conducted part of EIA – land use and agriculture, Social Development, vegetation, fauna and protected areas, transmission lines and roads. Developed Environmental Management Plans along with Resettlement and Rehabilitation Plans.</p>
	<p><b>Project: Integrated ESIA of the Aysen Hydropower Projects</b></p> <p>Location: Chile Year: Jan. 2007 – 2009 (2 p-m)</p> <p>Client: Sweco Norge, AS. and HidroAysén, Chile</p> <p>Position Held: <b>Terrestrial / Land Expert</b></p> <p>Description of the Project: Two projects with cascades. ESIA, CEA and Needs assessments.</p> <p>Activities Performed: Integrative input prepared for reports for the Client, including Transmission Lines and roads. Interpretation of ESIA of biota (forest/fauna) and land conducted, IP knowledge, and methodological approaches – basin/watershed scale input. Cumulative and global impacts. Mitigation recommendations. Providing responses to stakeholders.</p>

---

### 13. Publications (selected)

#### (Total of over 90 refereed articles, chapter publications and reports: 3 edited books; numerous documents for public/communities)

Selected recent conference full papers, book chapters and papers below:

- Dhillion, S.S. 2020. Benefit sharing: enablers, framing mitigation, conflict resolution and development goals. ASIA2020, Hydropower and Dams, Surrey, UK. (symposium volume Dec 2020, new date due to COVID19)
- Dhillion, S. S. 2019. Benefit sharing for project risk-conflict reduction and fostering sustainable development?: current understanding and mechanisms. In *Gooch P and G A. Olsson. (Eds.) Natural Resource Conflicts and Sustainable Development*. Earthscan, London
- Hagen, L.A. and S. S. Dhillion. 2019. Results monitoring framework for capacity building projects in the energy sector. HYDRO 2019, Porto. (paper to be published in October 2019)
- Dhillion, S.S. 2018. Enablers for benefit sharing: impact assessment, framing mitigation and sustainability goals. The Competing Challenges of Sustainability and Economic Development: Using IA to Achieve the SDGs in Asia. IAIA Special Symposium. Kuching, Malaysia.
- Dhillion, S. S. et al. 2018/19. Guidance Tip Sheets on Valuation of Environmental Damage, Inspection and Monitoring, Biodiversity and Stakeholder Engagement in Hydropower Projects. ICH, Norway, and Georgian Ministry of Environment Protection and Agriculture (MEPA), Trondheim & Tbilisi.
- Dhillion, S.S. 2017. Informed Consultations and Participation (ICP): legacy, indigenous people and livelihoods. IAIA and Inter-American Development Bank, Washington D.C., USA. (abstract)
- Olsson, G. A., S.S. Dhillion, K. Hermele, S. Permanto and A. Godsater. 2016. Revisiting drivers for Environmental Migration in Africa. Development Research Conference 2016. August 22-24, Stockholm University
- Dhillion, S. S. 2014. Hydropower EIA in Georgia: Stakeholder Working Group Recommendations, Volume A. Sustainable Hydropower Development in Georgia. Report No.2a (17 pages), Norsk Energi, Oslo. ISBN: 978-82-7252-205-5.
- Dhillion, S. S. 2014. Hydropower EIA in Georgia: Stakeholder Working Group Recommendations, Volume B. Sustainable Hydropower Development in Georgia. Report No.2b (75 pages), Norsk Energi, Oslo. ISBN: 978-82-7252-204-8.
- Dhillion, S.S. and Bakhtadze, M. 2014. A Trainer's Citizen Awareness Guide - Communication, EIA and Hydropower. Sustainable Hydropower Development in Georgia. Report No.3a (36 pages), Norsk Energi, Oslo. ISBN: 978-82-7252-203-1.
- Dhillion, S.S. and Bakhtadze, M. 2014. A Citizen's Awareness Guide: Communication and Hydropower EIA. Sustainable Hydropower Development in Georgia. Report No.3b (12 pages), Norsk Energi, Oslo. ISBN: 978-82-7252-202-4.
- Dhillion, S.S. 2013. Stakeholder Concerns and Values Note – Hydropower Sector. Sustainable Hydropower Development in Georgia. Report No.4 (6 pages), Norsk Energi, Oslo. ISBN: 978-82-7252-201-7. All Norsk Energi publications are available from: <http://www.energi.no/en/projects>.
- Dhillion, S.S. 2014. Technology Transfer in India: biodiversity, institutions, actors, typologies and perceptions. Fridtjof Nansen Institute, Lysaker, Norway . <http://www.fni.no/doc&pdf/FNI-R0214.pdf>
- Dhillion, S.S. 2013. Benefit sharing and enhancing development. In *Resettlement, rehabilitation and benefit sharing in infrastructure development*. R. Nair (Ed.), *Journal of Management*, 44(1):51-53. (ISSN:0257-8069) (World Bank organized and invited)
- Dhillion, S. S. and M. Gvilava. 2014. Hydropower EIA in Georgia: A Review and Recommendations. Sustainable Hydropower Development in Georgia. Norsk Energi, Oslo, 63 pages. <http://www.energi.no> (on request).
- Dhillion S. S. 2012. CSR and Benefit Sharing mechanisms. HydroVision, New Delhi. Proceedings. ( [www.hydrovision.org](http://www.hydrovision.org) )
- Lillehammer L., O. San Martin and S. Dhillion (eds). 2011. *Synthesis Report*. Benefit Sharing and Hydropower: Enhancing Development Benefits of Hydropower Investments Through an Operational Framework. World Bank.
- Lillehammer L., Dhillion S. and O. San Martin. 2010. *A Working Definition of Enhancing and Sharing Development Benefits*. Discussion Note 1. Delivery in: Benefit Sharing and Hydropower: Enhancing Development Benefits of Hydropower Investments Through an Operational Framework. World Bank.
- Lillehammer L., Dhillion S., O. San Martin and J. Sandgren. 2010. *Policy, Institutions and Governance in Benefit Sharing*. Discussion Note 5. Delivery in: Benefit Sharing and Hydropower: Enhancing Development Benefits of Hydropower Investments Through an Operational Framework. World Bank.
- Dhillion, S. and T. Granfelt. 2010. Enhancing stakeholder participation: mainstreaming global threats (climate) and, cumulative and trans-boundary impacts. ASIA2010, IHA, UK.
- Brouwer, F., T. van Rheenen, S. S. Dhillion. and A. M. Elgersma (eds.) 2008. *Sustainable Land Management: Strategies to Cope with the Marginalization of Agriculture*. Edward Elgar, Cheltenham, UK. (3 chapters by Dhillion)
- Invited Lectures (World Bank 2013; Univ. of Gothenburg, Sweden 2015)
- 

#### **Following Table on Experience on Provision of Capacity Building Globally**

SUMMARY of TRAINING and CAPACITY BUILDING EXPERIENCE PROVIDED BY DHILLION – International benchmarks  
World Bank Group (IBRD; IFC; MIGA), AfDB and ADB.

Relevant Qualifications for advising, capacity building and training in relation to assignment			
Assignment Theme	Degree of Responsibility	Period (incl. preparation)	Location
<i>International Training / Capacity Building in ESIA / ESHIA / ESMP and other related themes</i>			
<b>ESIA (EIA+SIA), ESHIA, ESMP and social safeguards</b> <b>HSE</b> <b>HIA</b> (including resettlement, and indigenous people)  Hydropower Development and Project Management ( <b>HDM</b> )	Part for Social Impact Assessment in ESIA – infrastructure and the environment (energy sector)	1 week, April-May 2017 1 week, May 2015	Trondheim, Norway
	Full for HSE and M&E training (with technical safety experts)	3 weeks, 2015-2016	Tbilisi, Georgia
	Part for Environmental and Social Management Planning	2 weeks in May 2015	Nay Pyi Taw, Myanmar
	Contractual and Legal Framework for ESIA and ESMP	3 days in March 2015	Trondheim, Norway
	Full for ESIA, EMP/ESMP, safeguards, M&E, communication processes (ICP; FPIC). Shared responsibility for exercises.	4 days to 2 weeks each in Aug. 2018, 2017, 2016, 2015, 2014, and 2013,	Trondheim, Norway
	Full for training and case study, Hydropower Development and Environment	4 weeks, May-Jun 2012	Tegucigalpa, Honduras
	Full for ESIA methodology, communication, social development in Hydropower Development	2 weeks, May 2014	Nay Pyi Taw, Myanmar
	Full for training and case study	3 weeks, Sept. 2013	Entebbe, Uganda
	ESIA for small HPPs	3 days in Oct. 2011	Kafue, Zambia
	HDM	2 days in Aug. 2019	Trondheim
<b>SIA (Social Impact Assessment (SIA) and management)</b> (including resettlement) all infrastructure <b>ICP and FPIC</b>	Joint for SIA, full for Management (M&E). (also designed training agenda with IFC). FPIC	3 weeks, 2015	Hanoi, Vietnam
	Full for SIA, Risks and Safeguards Land acquisition and resettlement	2 Weeks in Oct. 2013,	Trondheim, Norway
	The process of Social Impact Assessment. FPIC and BCS needs.	2 Weeks in Nov. 2018 2 Weeks August 2019	Accra, Ghana
<b>SIA, Compliance and Risk Management</b>	Full for SIA, Risks and Safeguards. Including FPIC, and M&E.	3 weeks in Sept 2020 (e-course) 3 weeks Sept-Oct 2021	E-course (from Norway) Accra, Ghana
<b>Risk Assessment and E&amp;S Compliance</b>	E&S compliance under different standards (central IFC and ISO). Designed course. In collaboration	3 weeks. Oct. 2017	Ladysmith, South Africa
<b>Risk Assessment, Social and Environmental Compliance</b>	E&S compliance and inspection (World Bank Group and ISO). Designed full course. In collaboration	2 weeks. Oct. 2018 planned, Oct. 2019	Ladysmith, South Africa
<b>Contractual and Legal Framework /Financing</b>	Full for ESIA, Country Assessments and Safeguards (IFC, ADB)	1 week each: Oct. 2018, Oct. 2015, Mar.2014, Apr. 2013, 2012, Jun 2011	Trondheim, Norway
<b>Risk Management (renewable energy sector)</b>	In the context of ESIA and social impacts (part), communication (FPIC)	3 days in Oct. 2012 1 week in May 2020 (e-course)	Trondheim, Norway
<b>Sustainable Hydropower Development – Georgia</b>	Full as Lead International Consultant/Project technical management. Capacity Building: ESIA, ESMP, M&E, Resettlement and land acquisition, communication, stakeholder management & safeguards.	2 weeks each in July, July, Mar and Jan 2015 (8 weeks in all); 3 weeks in Oct-Nov 2014 2 weeks in Oct 2013; 4 weeks in June 2013	Tbilisi, Georgia
<b>Natural resources and hydropower – potential challenges and benefits for local communities</b>	International Consultant (World Bank Group and EIB benchmarks).	1 week in Sept 2019	Batumi, Georgia
<b>Hydropower development – balancing the long term impacts on local communities</b>	Full as Lead International Consultant (IFC and EIB benchmarks).	1 week in Sept 2019	Tbilisi, Georgia
<i>International Project/s related Work which includes capacity building modules</i>			

<b>EIA/SIA guidelines (cross-sector, infrastructure, hydropower, roads, including O&amp;G)</b>	Outlined specific and edited draft for all sector guidelines.	Varied period (2012 – 2013)	Georgia
<b>Inspection and Safety Issues (HSE) – IFC, EU and IBRD</b>	Drafting of HSE and social-environment monitoring during construction period. (with dam experts)	2015	Netherlands Commission on Environmental Assessment
<b>Environmental Liability, Guidelines for valuation, baseline documentation, Inspection and M&amp;E</b>	Led training and development of guidelines Valuation methods and approaches	2017 – 2019 2019 (June 18; July 1)	Georgia Georgia and Norway
<b>Sustainable Hydropower Development - Georgia</b>	Full as Project Manager. EIA Policy Review Review of 20 HPP EIA Projects Stakeholder Engagement Processes	10 months during Oct 2012- June 2015	Georgia
<b>Sustainable Hydropower Assessment - Tanzania</b>	Responsible for anthropologic impacts: basin and project level	6 weeks, 2013 - 2015	Tanzania
<b>Alimit Hydropower Complex</b>	Responsible for guiding Developer's E&S units and ESIA Consultant ( <i>on a need basis</i> ) <u>Resettlement and indigenous people</u>	approx., 8 weeks, Dec-June, 2014-2015	Philippines
<b>Man-Power Study / Audit</b>	Responsible for Benchmarking Methodology	approx., 2 weeks, 2014-2015	Uganda
<b>ESIA and ESMP gap/compliance analysis.</b>	Full for Analysis. Advice also to Regional ESIA consultant.	Three 10-day periods, 2012, 2014.	Zambia and Norway
<b>ESIA Review – social and resettlement</b>	Panel of Expert (PoE)- <u>ESIA, Social and Resettlement</u>	3 weeks, Aug-Sept 2013	Tbilisi
<b>Social Impact Assessment upgrading</b>	Full. <u>Including resettlement and conflict-zone refugees</u>	6 weeks in 2010-2011	Tanzania and Norway
<b>Review of SIA; methods</b>	Full for 2 projects <u>Resettlement and indigenous plans</u>	2 weeks in 2012	Nepal
<b>ESMP: Social Development Plans, RAP</b>	Shared with Resettlement Expert	7 months, 2011 -2012	Albania
<b>ESIA – Public Hearing</b>	Full, prepared presentation	2 weeks Aug-Sept 2011	Norway (Albania)
<b>ESIA</b>	Full responsibility for ESIA	9 months, 2010	Nepal
<b>Benefit Sharing Mechanisms (A Global Study) – The World Bank</b>	<u>Asian Region Coordinator Resettlement and Indigenous policy and plans</u>	2 months 2010-2011	6 core nations, among 40 screened

Sponsors and Clients: a. Norad, ICH (International Centre for Hydropower) UNESCO; b. International Finance Corporation (IFC); c. Norwegian Ministry of Foreign Affairs (NMFA); d. World Bank; e. Asian Development Bank (ADB); f. Netherlands Commission for Environmental Assessment; g. NVE (Norwegian Water Resources and Energy Directorate); h. with International Consultancy Firm