CURRICULUM VITAE

Surname KOUWOAYE
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8. Education & Training

Education

Institutions, Place & Date	Course & Diploma
CRESA/ University of Niamey, Niger; 2003 - 2005	Farming Systems Improvement & Environment Master of Sciences
University of Lomé, Togo; 1994 - 2000	Agronomy Agricultural Engineer

Trainings

Institutions, Place & Date	Course & Certificates		
Rainforest Alliance Ghana; 4-8 March 2013	Rainforest Alliance, Sustainable Agriculture Network/ SAN Standards, Audit, Chain of Custody, Traceability & Certification		
Grolink & Sida South Africa; 11-23 June 2011	Organic Agriculture: Production & Sector organization - Policies and advocacies - Value chain & Market development - Organic farms' visit		
UNITAR & UNEP-UNCTAD CBTF on Trade, Environ & Dvpt Online training; 2-27 Nov 2009	Successful Organic Production and Export: Organic agriculture, Rural development, Food security & Climate change - Value chain development - Organic processing - Organic market & trade - Organic production & Challenges		
Grolink & Sida Kenya; 9-22 January 2007 Sweden; 29 July -18 Aug 2006	Organic Agriculture Development: Production, Food Security & Safety, Nutrition, Health - Policy & Advocacy - Climate Change - Standards - ICS - Marketing - Agriculture, Gender & HIV/AIDS - Fair Trade - Proposal writing - Project development, audit, evaluation, certification		
EPFL, EIER, ENDA-TM Senegal; Oct - Nov 2003	Urban Environment Management: Urban project - Participatory learning - Community mobilization - Proposal writing - Decentralization		
Swiss Federal Institute of Technology/EPFL, Lausanne Switzerland; 3-28 Sept. 2001	Urban Environment Management in South Countries: Sanitation & Waste Management - Risk analysis - Ecotoxicology - Participatory learning - Research, Action & Training - Decentralisation		
USAID Ghana & IMO Ghana, Togo; 2003 - 2010	Organic Agriculture, Project Inspection & Certification: Standards / Regulations (UE, NOP, JAS, BS, NL) - Intern Control System (ICS) - Quality assurance - Product flow control & Traceability - Audit and Evaluation of projects (farm, smallholder groups, wild collection) GLOBAL G.A.P.		
	3. Quality management, Food safety & Conformity assessment: HACCP - ISO 22000-2005 & 9001-2000 - Hygiene		
	4. IMO "Fair for Life" Social & Fair trade programme (SFT)		
	5. Audit principles, procedures & technique - Psychological aspects & Communication		

9.	Language skills	1 = excellent; 2 = very good; 3 = good; 4 = fair; 5 = weal	k)
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<u>Language</u>	<u>Reading</u>	<u>Speaking</u>	<u>Writing</u>
French	1	1	1
English	1	1	1
Ewe	2	1	2
German	5	5	5

10. Present occupation

Freelance Consultant & Service Provider in Agronomy, Crop Production & Food Security - Organic/ Sustainable Farming - Quality Assurance, Food safety & Ecology - Land management - Environment

- Crop & animal production Horticulture / Arboriculture Farming system improvement & Sustainable farming - Soil fertility & conservation - Crop protection
- Organic agriculture & Sustainable collection of non-timber forest products (NTFP) project development - ICS - Quality assurance - Food safety & security - Produce marketing
- Agricultural, product, private sector & rural development: Smallholder agriculture, Income generating activities & Food security - Organization of small growers' groups - Development of agricultural SME - Coordination, monitoring & evaluation of projects - Value chain development - Product storage & processing - Diagnosis, Feasibility studies & Proposal development
- Inspection, audit, evaluation and certification of agricultural projects or companies: Production, Product processing, export and quality assurance as per standards(Organic, Global G.A.P., HACCP, Food safety, Traceability, Social accountability)
- Quality assurance, Standards assessment & Certification: Organic agriculture HACCP, Hygiene & ISO 22000 & 9001 - Global G.A.P. - Health, safety & environment (HSE) -Traceability - Risk analysis
- Natural resource management (NRM) & Environment: Soil restoration, reclamation and conservation - Water protection - NTFP - Biodiversity - Landscape - EIA
- Capacity building, Technical support, advice and knowledge-sharing Training of trainers, smallholders, communities, auditors, inspectors Awareness-raising

11. Number of years of professional experience: 11 years

12. Technical Skills & Experience

Fieldwork - Research, surveys, data collection and processing - Training & Elaboration of training material - Professional reporting & verbal communication skills - Various technical and social field surveys & multidisciplinary work experience - Development, set up, audit, evaluation and follow-up of agricultural projects/SME (food production and processing) - Organic production projects, smallholder agriculture and value chain development - Quality assurance, produce marketing and export

- 12 year post-university hands-on working experience in agronomy, rural and community development, agricultural and NTFP harvest/collection, project development, monitoring and evaluation, capacity building and trainings, with
- 8 year continuous experiential fieldwork, survey, research experience in West and Central Africa in
- * Food production, livelihoods enhancement and food security, land management, project building
- * Smallholder agriculture and Organic farming project development
- * Capacity building and training in agricultural and organic SME development, coordination and monitoring, sustainable harvest of NTFP project development, organic project building, standards, regulations and certification, project building and internal control system, quality assurance and food safety, supply chain management and traceability, producers group organization, diverse crop production, good agricultural practices (GAP), product and value chain development, soil fertility and conservation, organic pest/disease management, sector development, policy and advocacy, NRM, feasibility studies, and
- * Audit/inspection, evaluation and follow-up of projects.

This experience spans more than 30 small and medium-sized agricultural enterprises in the fields of production, post-harvest activities (transport, storage, packing/packaging), processing, value chain analysis and development, value-added strategies, quality assurance, marketing, export.

- 5 year Global G.A.P., Food safety, Health and Social accountability audit expertise

- 2 year field experience with IFDC in fertilization/crop nutrient management in urban agriculture with market gardeners groups and rainfed rice production with small scale farmer groups, and

- additional 3 years of volunteer working experience with vegetable and staple food producers in capacity building, training in organic farming, soil nutrient and integrated pest/disease management, agroforestry, composting, seed/seedling production, crop rotation, and sensitizing on health and environment effects of pesticides, and
- Over 20 years in diverse crop production and processing in family holding.

Various experiential fieldworks, surveys, researches with smallholders' projects in West and Central Africa through capacity building, training, inspection, audit and evaluation of projects, and through development of smallholder agricultural enterprises allow me to have great familiarity with and good grasp of smallholder agriculture sector. Likewise I get strong and proven experience in production, processing and export of diverse staple food, cash and horticultural crop including cereals (maize, rice, sorghum, millet), pulses (beans, cowpea, Bambara pea, pigeon pea), roots & tubers (cassava, yams, potatoes), stimulants (cocoa, coffee), oleaginous (coconut, peanut, oil palm), fruits (pineapple, citrus, banana, mango...), vegetables, herbs and spices on the one hand, and in smallholder projects of sustainable harvest of NTFP on the other hand.

I am well imbued with different constraints and challenges (production, organizational, technical, social, cultural, political, environmental, economic) that smallholders and projects of smallholders cope with, and I have experience and skills in development of strategies and approaches needed to take them up. This experience stretches over different agro-climatic zones and agro-ecosystems from Ivory Coast to Cameroon with diverse agricultural communities and enterprises, smallholders, farm estates.

- Strong field and community work experience with remarkable insight into diagnosis and analysis of rural, community and agricultural sectors, and development of adaptable solutions
- -Very broad experience in pro-poor project development at grassroots level and good understanding of lore as well as socio-cultural, political, economic factors in force in communities that control community and production decisions (Cameroon, Nigeria, Ghana, Niger, Ivory Coast, Senegal...).
- Years of continuous work with and monitoring of projects in different countries have enabled me to deepen my skills and knowledge as well as to acquire broad experience in wide range of commodities production Rural and community development Land tenure Sustainable agriculture SME development, evaluation and certification procedures Organic standards implementation Various crop cultivation, staple and cash crops Report writing.
- Involvement in diverse self-help/volunteer groups for agricultural, nature protection and social activities: advice, public awareness, reforestation action, sanitation and hygiene, education
- Proposal development Research, Action & Extension Participatory methodologies.
- Computer literacy: Word 2003-2007; Excel 2003 -2007; Internet; Power Point.

13. Country working experience

Country	Start - End
Cameroon	2009 - 2012
Ghana	2003 & 2005 – 2013
Ivory coast	2007, 2010, 2011
Niger	2004 - 2013
Nigeria	2007 - 2010 & 2013
Switzerland	July - Oct. 2000
Togo	1985 ongoing

14. Key professional experience

Start-End	Place	Institution	Position	Description
2005 - 13 2010 -11 2007 -10 999 -2013	Ghana Cameroon Nigeria Togo	SME: - Fruits & vegetables growers groups / associations: Volta mango grower association; Agrobio, Agro-Filiere, Tropic Bio Coffee, cocoa, spices production projects: Yayra glover, Barbex, GIC-Sondason, Kitampo ginger growers associations Women cooperative of shea nut collection and processing - Oil & essential oil production: Barbex, Fairless planet	Technical Assistant, Trainer, Adviser & Service provider	 Institution Strengthening Organizing projects, SME, associations and growers' groups • ICS development SWOT analysis • Risk analysis • Performance appraisal Training & capacity building; Staff & team building; Assisting projects in setting up internal control documents for activities follow-up and for quality assurance Policy formulation, Strategy development Sector Organization & Development - Project Building - Crop production & Food security Crop & animal production: organizing production • developing products and value chain • planning and coordinating field activities Smallholder agriculture & Community development: Contracting agriculture • Smallholder group building and organization • Growers and field staff training • Contract formulating and liabilities • Production organization • Field activity supervision and control • Value chain development • Supply chain organization and management • quality assurance Organic agriculture & Sustainable NTFP harvest: developing project • organizing growers • setting up internal standards and ICS in smallholder projects • developing human resource, competence, product, product quality and risk analysis system • developing quality management plan • complying with market requirements • certification Quality assurance: Risk and hazard analysis (risk evaluation; management tools development) • Training • Implementation of and compliance with internal procedures, export and market standards (Organic, HACCP, Global G.A.P.) • Food safety Certification, Access to niche markets & Income enhancement: Viability studies guiding producers prior to enrolment in certification scheme (Organic, Global G.A.P., HACCP, Fairtrade) • Policy, manual, procedure development • ICS • Internal inspection • Organic produce harvest, handling, storage, packaging • Quality control system • Market and export chain requirement conformity • Traceability

• Capacity Building, Training & Technical Support, Awareness-raising Training need analysis • developing training materials • organizing and executing training courses and field days for agricultural SME staff, trainers, smallholders, NTFP collector groups and processors Organic production: Production and GAP • Internal control system • Quality management • Value chain development • Processing • Risk analysis • Marketing • Activity documentation • Ecology & NRM • Documentation keeping • Traceability and Certification Good agriculture practices: • Land, Erosion control & Soil fertility: cover crops, drainage, agroforestry, crop rotation, manure production, composting, mulching, windbreak, use of soil fixative plants • IPM, Natural crop protection & Plant health: Intercropping • Crop rotation • Field sanitation • Balanced fertilization • healthy planting materials, plant extracts, baits, traps, pheromone... Yield enhancement Sustainable collection of NTFP & Certification: Women group building and organization • Development of sustainable collection plan • Organic collection management • ICS • Risk analysis Documentation keeping, harvest control and monitoring • Product handling, packing, packaging • Quality management • Traceability Food safety: HACCP • Food hygiene • Risk and hazard analysis • Procedure and forms development • Activity implementation and follow-up • Compliance control Global G.A.P.: Soil, water & agrochemical management • Harvest, produce handling, hygiene & food safety • IPM • Health, safety & welfare • Waste management • Pollution prevention • **Environment & NRM** Audit & Certification: Project organization and preparation • Development of internal documents • Audit/Inspection process and requirements • Standards (Organic, GlobalG.A.P., HACCP, ISO, Fairtrade) implementation • Internal evaluation • Cash Crop Production & Value Chain Development: Cocoa, coffee, fruits, vegetables... • NRM: EIA, Awareness-raising & Environment Protection

Project design, management, evaluation & review/readjustment • Proposal writing

Erosion control & Soil conservation • Water protection and conservation • Pollution prevention • Sustainable NTFP harvest • Biodiversity conservation • Landscape management • Sanitation and

waste recycling

2003 -13 2004 -13 2007- 10 2005 -13 2007 2008 2013 2009-12	Ghana Togo Ivory Coast Niger Nigeria Cameroon	1. Operations (Farms, smallholder groups) producers, processors and/or exporters of organic & conventional commodities: - Cereals; tubers/roots - Fruits: citrus, banana cashew, papaw,mango, plantain, pineapple, Vegetables & spices: Solanaceae, Cucurbits, Crucifers, Compositae, Liliacae, zingiberacea Stimulants: cocoa, coffee, colanut - Oil palm, coconut, peanut - Pulses: beans, peas - Essential oil: citronella, lemongrass, eucalyptus, patchouli, ylang-ylang 2. NTFP Projects	IMO Consultant, Senior Inspector/ Auditor & Evaluator of agricultural projects & Trainer	Agricultural and NTFP Projects: Over 30 agricultural SME (farms, smallholders & women groups of NTFP projects) producing, collecting, processing and/or exporting cereals, tubers/roots, pulses, fruits, vegetables, stimulants, oleaginous, nuts and spices, NTFP • Audit/Inspection, Monitoring & Evaluation • Coording with projects • planning inspection activities • developing work plan • organizing travels • Meeting with projects • planning inspection activities • developing work plan • organizing travels • Meeting with stakeholders: project staff, employees, farmer organizations, grower groups, NGOs, governmental authorities, research centres, input suppliers, clients, exporters • Desk auditing: reviewing project organization • controlling production manual, procedures, policies, records, data, transaction documents • verifying product handling, traceability system and quality assurance plans • On-site inspection & Production system diagnosis: production units/facilities, data collating; land tenure (ownership, use rights, resource access); analysing & assessing production system (land, crop, animal, pest/disease management, NRIM), post-harvest activities • Quality assessment and management: Verifying enterprise quality control documents • assessing the level implementation • appraising risk, hazard analysis system and traceability plans • Environment & Sustainability: Assessing NRM policies and management plans • EIA • Staff performance appraisal: qualification and competence assessment • evaluation of training document contents and training relevance • accountability • achievements • Evaluation or Conformity assessment vis-à-vis standards • Evaluation or Conformity assessment vis-à-vis standards • Evaluation projects on technical, organizational, managerial, environmental, social, sustainable basis as per standards (Organic, Global G.A.P., Environment, Social) • Weaknesses and threats identification • Formulate proposals for improvements or remedial actions • Draft report & Debriefing: Discuss findi
2009 ongoing	Togo Ghana	Smallholder Groups & SME: Farm and horticultural crops, animal production	Coordinator & Supervisor	 Projects: Agricultural SME & Smallholder groups' organization, development and management Diagnosis and Technical Support: Identifying constraints • anticipating obstacles and failures • helping with solutions Organizing growers • setting up an ICS • defining strategies and priorities • planning activities Managing project resources to achieve impacts Farm and horticultural crops' production & Animal husbandry Diagnosis • scheduling and monitoring activities • developing training materials and production

				 manuals Trainings, technical supports, advice to project staff and growers: Land and nursery management Crop management, GAP and NRM • Product & Value chain development • Crop protection • Documentation keeping and reporting Support to food production (crop and animal) and productivity increase through feed production, local resource use, care and hygiene enhancement, veterinary care, food safety Activity coordination and Internal evaluation Job description Responsibility definition Activity supervision and follow-up Preparing and compiling periodic reports of activities showing progress and achievements, and highlighting changes, constraints Output and performance appraisal Orientation review and planning re-adjustment
2007, 2008, 2009, 2010	Cameroun Ivory Coast Togo	- AgroEco & Cargill - Growers groups of cocoa and coffee	Consultant	 Pre-feasibility studies for organic and sustainable cocoa project development Exploratory mission, Research, Consultations with key actors & sector diagnosis Production site visit: farms, facilities/equipment, production cycle and techniques, warehouse Diagnosis of cocoa production sector on agronomic, technical, organizational, ecological, social, institutional, economic levels: sector organization • production systems • land tenure and management • gender • performance assessment • post-harvest treatment • value chain and quality management (fermentation, drying, flavour, taste, sorting, purity, packaging) • marketing chain • identification of opportunities, constraints and challenges • solution proposition Risk & Training need analysis Debriefing, Report & Recommendations
2007- 09	Togo	University of Lomé	Tutoring	Course development & Teaching - Responsible of Module: "Agriculture, Energy & Climate Change"
1999- 00 & 2004	Togo	International Fertilizer Development Centre, IFDC	Researcher & Field Coordinator	 Smallholder Agriculture: Horticultural crops (Urban Agriculture) & Rice Production Research: Integrated soil fertility management & Farmer field school (FFS) approach • Questionnaire design • Participative diagnosis and farming system SWOT analysis • Data collating Mobilization, organization and training of market gardeners and farmers • FFS with growers for enhancement of observation, grasp and research capacities through on-farm research Set up of experimental plots & Implementation of field activities with farmers: irrigation, manure/fertilizer application, weed/pest & erosion control • Data collection, harvest, yield estimate, soil restoration and reclamation, NRM On-farm briefing sessions • Follow-up & Performance evaluation with farmers • Training Field report • Results analysis & Dissertation writing • Recommendations • Extension

Oct -Nov 2003	Senegal	EPFL, EIER, Enda TM	Training associate	Urban Project development with Urban Community of Fandène, Thiès • Awareness-raising • Community mobilization and Bottom-up approach use • Participatory diagnosis: data collection • identification of strengths, weaknesses, problems, conflicts • Identification of needs • Priority definition • Project elaboration; • Meeting with government authorities and local development committee for debriefing
2002 - 03	Togo	Self employment	Farm manager	Vegetable production • Animal husbandry • Nursery raising • Citrus & mango tree planting
2001, 1997- 00 & 2010 ongoing	Togo	Rural communities, Smallholders & Market gardeners	Volunteer & Community developer	 Agricultural & environment project development with market gardeners and staple crop growers Support to rural associations and growers groups development and organization Capacity building & training in Conservation/ Sustainable Agriculture: Soil and water management • Ecological farming • Horticulture • Waste management and Composting • Sustainable crop nutrition, rotation and association • Nursery management • Disease/pest control • Product storage Livelihoods & food security support: Crop production • Animal husbandry • Income generative activities development for income and nutrition improvement: crop diversification, off-season production, agroforestery and fuelwood, forage production and animal husbandry NRM: Awareness-raising • Soil, water, waste and biodiversity management • EIA • Reforestation HSE: Awareness on health and environment effects of agrochemicals • Sound agrochemical use • Promotion and use of natural crop protection methods Association / NGO statute development
Jul-Oct. 2000	Switzerland	Pfister farm & Jucker Farmart	Trainee	 Mixed farming Horticultural crop production, packaging and marketing: tomato, marrows, pumpkins, courgette, melons, carrot, French beans, leek, lettuce, zucchini Cattle and pig production: animal care, dairy, haymaking & silage production
1985-97 & 2007 ongoing	Togo	Family-held farm & Own farm	Production manager	 Crop Production: Cereals • Roots & tubers • Fruits & vegetables (pineapple, mango, citrus, banana, pepper, tomato, okra, aubergine, watermelon) • Pulses • Oleaginous • Nursery raising Animal husbandry: Rabbit, fowls, pig, goat, sheep Activity planning, supervision and monitoring Product processing, storage and marketing

3. Other relevant skills & strengths

- Teaching experience - Participative learning - Extension - Environment protection and sustainable development

- Intercultural experience and good knowledge of rural areas Insight into countryside lore and diverse communities' idiosyncrasy Respectful and sensitive to different cultural values Interpersonal skills: easy connection to people, good sense of humour, team spirit, ability to motivate team, leadership quality
- Inclination to community development, social justice and equity Great interest in social and field work
- Enthusiastic, venturesome, creative, proactive, result-oriented, great organizational skills, dynamic, flexible
- Confidentiality, good adaptive capability to new situations and adverse conditions, enjoy teamwork and challenging projects Good physical conditions Propensity & eagerness to learn Travelling
- Attendance to different workshops/seminars in Sustainable agriculture, fishery, certification, product export, Organic and fair trade value chain development with Helvetas, Textile Exchange, Marine Stewardship Council (MSC), Swiss Import Promotion Programme (SIPPO)...

On the whole, I have deep experience and know-how in agricultural production as regards diverse commodity cultivation and sustainable farming based on years of production activities in family-held farm, on educational background and on fieldwork. I have good grasp of different farming systems and I am well aware of production constraints that communities cope with and adaptive strategies they may develop to ensure their livelihoods.

4. Member of associations or professional bodies:

- IMO-CH, Institute for MarketEcology, an International certification body
- International Federation of Organic Agricultural Movements (IFOAM)
- Collaborator of ECHO, Educational Concerns for Hunger Organization, through humanitarian activities: knowledge sharing, advice, training, trial of seed of cultivars from ECHO seed bank for farming system improvement, livelihoods and food security support
- Technical Centre for Agricultural and Rural Cooperation (CTA)
- Textile Exchange (TE)
- Marine Stewardship Council (MSC)
- Accredited GLOBAL G.A.P. Auditor by FoodPLUS

5. Thesis/Written documents

- "Integrated Soil Fertility Management in Rice Production in Lowland: Analysis of Production System and Optimization of Mineral Fertilizer Use in Rainfed Rice Production in Lowland (North-Togo)". Master's Thesis, CRESA, University of Niamey, Niger, 2005.
- "Pesticide Management in Vegetable Production (Urban Agriculture) in Lomé". Memoir of Certificate in Urban Environment Management in South Countries, Swiss Institute of Technology of Lausanne (EPFL), Switzerland, 2001.
- "Integrated Soil Fertility Management in Vegetable Production: Effect of Organic Matter on the Efficient Use of Mineral Fertilizers by *Daucus carotae* L. and *Solanum macrocarpon* L. in the Coastal Sandy Soil of Lomé". Agricultural Engineer Thesis, University of Lomé, Togo, 2000.
- "Energy, Agriculture & Climate Change". Lecture Notes, University of Lomé, 2008.
- Development of diverse training documents in: Organic agriculture Organic crop production, Wild harvest & Certification - ICS & Group organization - Risk analysis - Quality management - Global G.A.P. - Soil life & fertility - Composting - Good practices in pineapple production, Cocoa value chain development - HSE - Fair trade