

Curriculum Vitae: Tamara Merrill

Nationality	United States of America; South African residency in process
Education	MA, Development Studies (2012) Nelson Mandela Metropolitan University BA, Social Sciences (2007) University of Washington
Languages	English (fluent)
Employment record	
2017 - Present	General Manager OneWorld Sustainable Investments
2014 - 2017	Programme Development Manager Orbis Africa
2012 - 2014	National Economic and Skills Development Manager Epilepsy South Africa
1998 - 2010	Program Manager Highline Community College

Relevant professional experience

October 2017 - current
OneWorld Sustainable Investments

General Manager

Project and Project Finance Management: Tracking projects and informing decisions on new projects, project deadlines and project delivery, and human resource management across all OneWorld projects, from project contracting to conclusion; coordinating decision support systems with business development activities and deadline scheduling; managing project finances in line with project budgets; project and grant reporting and monitoring

Project Delivery: Coordinating individual projects as these arise and within targeted thematic focus areas of work; provide relevant research, technical advisory and stakeholder engagement management as appropriate.

Business Development: Assist in managing financial and administrative aspects of proposal development and informing decisions on which proposals to develop, as part of the business development committee; ensuring business development decision support tools are in place and continuously updated.

Office management: generally, ensuring the smooth running of the office and its various systems.

Oct 2017 – April 2019
The Just Transition to a Low Carbon Climate-Resilient Society

National Planning Commission, managed by the Department of Planning, Monitoring & Evaluation, Government of South Africa; in partnership with Sustainable Energy Africa (SEA)

Project coordinator

The project, currently underway, includes a series of cross-cutting social dialogues; aimed at implementing a just, equitable and sustainable, climate-resilient society in SA, considering a co-developed 2050 vision and pathways for achieving that. The project entails dialogues, research and facilitation of visioning (scenario-building) to establish plausible pathways and a social compact for achieving Vision 2050. Project coordinator, liaison and stakeholder management and coordination, and facilitation support.



June – October 2017	<p>District Assessments of Eye Health Services in Gauteng, South Africa Orbis International</p> <p>Independent Consultant</p> <p>Conduct detailed district assessments of the provision and access of eye health services within Gauteng province to determine key provincial level gaps in the eye health system. Assessment included eye health services from all clinical services ranging from clinic to surgical output as well as service integration with Community Health Workers, Traditional Healers and other auxiliary health service providers. Assessment included desktop research, including statistical analysis of identified health indicators, as well as participatory analysis, through interviews with government, ophthalmologists, optometrists and various health professionals to inform programme strategy. Looking at various levels of health as well as investigative analysis of health trends, matching beneficiary needs, hospital capacity and provincial and national capacity.</p> <p>Outputs include three-year programme strategy and detailed project plan, including targets, workplan and budget. The district assessments included various multiple stakeholder engagements at the different district health levels: primary and secondary.</p>
September 2017	<p>Participatory Project Evaluation for University Teaching Hospital, & Development of Strategic Project Plan & Theory of Change, Lusaka, Zambia Orbis International</p> <p>Independent Consultant</p> <p>Conduct a participatory project evaluation for programme activities with University Teaching Hospital including efficiency and effectiveness assessment within the context of political priorities, policy, and other existing and related projects. Developed a detailed three-year strategic project plan, Theory of Change, workplan and budget. This process was underscored by an extensive stakeholder engagement process to promote ownership of the developed workplan. This was to ensure that the strategies developed aligned with national policy, hospital priorities as well as beneficiary needs.</p>
June 2017	<p>Review and edit nine Provincial Reports, South Africa Sustainable Livelihood Foundation</p> <p>Independent Consultant, Researcher</p> <p>Review and edit nine provincial reports (South Africa) examining informal labour sector throughout the country. Finalise aggregate report to ensure content is consistent, conclusions are supported by evidence, data presented is consistent and accurate and organisation /structure is logical.</p>
April – May 2017	<p>Three-year Programme Assessment for Orbis Eye Health programme in three provinces, Zambia; and Development of three-year National Country Strategy, Zambia Orbis International</p> <p>Independent Consultant</p> <p>Through literature review (policy, institutional arrangements and health reports) and participatory analysis, conduct feasibility, reliability and sustainability assessment of project activities for previous three years within three provinces in Zambia, with additional project opportunities investigated for political support and feasibility for new project implementation. Develop three-year country strategy that incorporated political priorities, national policy priorities, Orbis Africa strategic framework and coherently links multiple programmes operating within different parts of the country. Outputs included high level national strategy, including project outputs, targets, and budget.</p>
March 2017	<p>Revision & Development of Resource Economics training materials Sustainable Livelihoods Foundation</p> <p>Independent Consultant (South Africa)</p> <p>Revise and update training materials for Resource Economics manual for NQF6 training manual delivered by Southern African Wildlife College.</p>

March 2014 – Feb 2017 Various projects, as Programme Development Manager: South Africa, Ghana, Cameroon, Malawi

Orbis Africa

Programme Development Manager, Africa Region

Conceptualisation, design and implementation of public health programmes and projects, focusing on strengthening health systems to promote improved eye health services throughout Africa. This included the conceptualisation, development and management of projects in various countries throughout Africa including leading various multi-disciplinary teams for local and national capacity development activities. Conducted research, including the design and participation in participatory analysis of various stakeholders, and literature reviews as part of evidence-based programme development and programme evaluations. Participate or lead the development of key monitoring and evaluation tools and processes, selected examples below. Developing the questionnaire, with traditional healers, identifying stakeholders, putting together structure for focus group and individual interviews. Developed a program based on the outcomes of the interviews.

Programme development & management

- Led the design and development of projects and programmes in Cameroon, South Africa, Malawi and Ghana
- Developed new concept papers, project plans and project budgets related to new and expanded programme development
- Analysed and managed financial performance reports to ensure that the approved projects spend is within budget
- Led multi-disciplinary teams on the development of expansion of programmes in sub-Saharan Africa.
- Provided support, guidance and performance monitoring for in-country programme staff.

Reporting, Knowledge Management and Documentation

- Prepared quantitative and qualitative quarterly reports, annual reports and other reports to internal and external stakeholders as required, including institutional donors
- Document findings from assessments, workshops, and in-country visits to diverse internal audiences
- Contributed to the development of key programme monitoring and evaluation tools and the analysis of collected data
- Developed funding proposals through data collection, analysis and technical assistance.
- Conduct research and literature reviews as part of evidence-based programme development and programme evaluations.

March 2014 – Feb 2017 Development of Three-year Paediatric Eye Health Project in Kumasi, Ghana

Orbis Africa

Programme Development Manager

Development of a three-year expansion programme linking sub-specialty paediatric eye health services at Komfo Anokye Teaching Hospital with eye health service provision with district and community health services. This included an integrated assessment of the provision of eye health services, access and uptake through community engagement with various levels of government, institutional and communities throughout the Ashanti Region. The program development process sought to address community health needs and involved participatory analysis- speaking with beneficiaries, community leaders, local leaders, questionnaire development. Involved in the final development of the community aspect of the program and engaging with clinics and hospitals to determine their priorities and needs for



equipment and training- aligning this with national strategy, health and policy. Including speaking to national and regional and government in terms of their priorities.

March 2014 – Feb 2017
Adult Eye Health Access in Yaoundé, Cameroon
Orbis Africa

Programme Development Manager

Implement and manage the establishment of an adult cataract surgical centre at Yaounde Central Hospital, including the identification and purchase of specialised equipment, the development of an integrated capacity development programme for eye health professionals and project financial management and donor reporting.

March 2014 – Feb 2017
Ophthalmology Specialty Medical Training Capacity Building Programme in Malawi
Orbis Africa

Programme Development Manager

Manage capacity building project with Lions Sight First Eye Hospital at Queen Elizabeth Central Hospital in Blantyre, as the only national ophthalmology training centre, to enhance efficacy and efficiency of training programme with an aim to ensure high quality graduates upon receiving ophthalmology qualification. This included the coordination and deployment of multi-disciplinary training teams, development of a coherent training plan and identification and purchase of specialised equipment.

June 2012 – Feb 2014
Epilepsy South Africa

National Economic and Skills Development Manager (South Africa)

The primary function of the position is facilitating gainful employment and economic empowerment through the removal of barriers to and creation of opportunities for employment and income generation initiatives. The position entailed the provision of a range of services and trainings that support entrepreneurial training and development and skills development.

Leadership and Management:

- Managed skills development at a national level, ensuring compliance with national skills development regulations
- Developed the booklet on guidelines of reasonable accommodation for people with epilepsy in accordance with the law and judicial precedence
- Developed an employment manual to promote people with epilepsy to obtain employment

Programme Development and Management:

- Designed and implemented economic development initiatives in South Africa based upon community needs and market assessment
 - **Assessed employment sites** and developed plan to improve efficiency and productivity
 - Developed, facilitated and presented entrepreneurship development workshops in targeted areas
 - Developed proposals to fund projects.
-

Oct 1998 – July 2010
Highline Community College, USA
Program Manager

Management of a range of dynamic programmes including basic employment skills training, technical skills training by bridging our services with existing educational programmes, and workforce development through the expansion of partnerships with private and public sector businesses.

Publications

Merrill T. (2011). *The Efficacy of Learnerships for People with Disabilities in the Western Cape*. The Association for Persons in Supported Employment, Seattle, USA

