

CURRICULUM VITAE Dr Ir Carin Vijfhuizen

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| 1. Family name: | Vijfhuizen |
| 2. First name: | Carin |
| 3. Date of birth: | 09-04-1961 |
| 4. Passport holder: | Netherlands |
| 5. Place of residence: | The Netherlands |
| 6. Education & titles: | Dr Ir Ing |

Institution, Duration: from (m/y) to (m/y):	Degree(s)/qualification(s) obtained:
NCOI, NL; Completed 3 masterclass modules (diplomas)	MBA (Master Business Administration, Effective Leadership) Diploma : Masterclass Effective leadership Diploma : Masterclass Personal leadership Diploma : Masterclass Effective influencing and convincing
Wageningen University, NL; 1994-1998	PhD Rural Development Sociology African holistic village study with focus on gender and irrigation
Wageningen University, NL ; 1984-1989	MSc Rural Development Sociology, Extension, Gender, Tropical Animal Husbandry and Research Methods
Professional Agricultural University, Leeuwarden, NL: 1980-1984	BSc Economics and Animal Husbandry

7. Language skills: (level of proficiency: 1 = full professional proficiency to 5 = basic)

Language	Reading	Speaking	Writing
Dutch	1	1	1
English	1	1	1
Portuguese	2	2	3

8. Summarised expertise of 28 years and core/key competences

Dr Ir Carin Vijfhuizen is a rural development sociologist and an **expert on capacity - and institutional development in Higher and Technical Education**. She holds a **PhD in Rural Development Sociology** and is an effective leader & researcher with a focus on: learning; capacity and institutional strengthening; quality (measurable growth) and sustainability. She has 28 years of long term and short term experience.

- **Expert institutional development in Higher and Technical Education:** 1) needs identification missions; 2) monitoring and evaluation; 3) **formulating capacity development projects for institutional strengthening**; 4) organising and facilitating multi-stakeholder platforms and workshops; 5) focussing on quality as measurable growth with **Key Performance Indicators and the criteria of relevance, efficiency, effectiveness and sustainability**
- **Expert Monitoring and Evaluation**, including an **IFAD evaluation on gender and irrigation** in Zimbabwe, **IIED policy impact research on gender in the cashew sector in Mozambique** and **numerous monitoring and evaluation missions/assignments in the area of capacity development and institutional strengthening** using Key Performance Indicators and focussing on relevance, efficiency, effectiveness and sustainability.
- **Expert leadership and governance** in roles of Principal, Team leader, Professor, Researcher, Coordinator, Director of company, focussing on strategic and quality management for measurable capacity and institutional strengthening.
- **Expert on Gender in Rural Livelihoods and Integrated Water Management** in Africa (Zambia, Zimbabwe, Mozambique, South Africa, Tanzania), Middle East (Yemen, Egypt & Saudi Arabia), South East Asia (Indonesia and Bangladesh).
- **Expert Rural development:** Agriculture, Integrated water management/Irrigation in Africa, the Middle East, South east Asia.
- **Researcher and writer** on everyday life, institutional strengthening, leadership, gender (& water) and rural livelihoods, rural development (see publication list attached)

9. Specific Country Experience

Africa (Zambia (long term), Zimbabwe (long term), Mozambique (long term), South Africa, Tanzania); The Middle East and North Africa (MENA: Yemen (long term), Egypt, Saudi Arabia (long term), Palestinian Territories); South East Asia (Bangladesh and Indonesia) and the Netherlands (Wageningen (long term) and the Hague (long term) and Steyl (own company, long term)

CURRICULUM VITAE Dr Ir Carin Vijfhuizen

10. Professional experience

Duration: from (m/y) to (m/y)	Location	Company/ employer	Position	Description
November 2016- up to date	The Netherlands/ International	SLEE-B Strengthening Leadership in Education and Enterprise-Balance	Director, Senior Int. Consultant, Sociologist; Gender specialist, Researcher Evaluator, Writer	Providing expertise in 1) needs identification studies/research and; 2) designing and formulating capacity development and institutional strengthening programmes in the specific areas of education (higher education and vocational) , rural development (agriculture/ water); 3) monitoring and evaluation of results under two; 4) gender mainstreaming ; 5) ensuring quality as measurable growth; 6) developing and implementing leadership approaches in educational development.
July-September 2018/2019	The Netherlands and Belgium	SLEE-B for VLIR (Flemish Interuniversity Council)	Selection Commission Africa 2.	Commission member for selecting capacity building projects in Africa
May 2018 - December 2018	The Netherlands	SLEE-B for Nuffic, The Hague	Programme and project advisor on global development in various countries	Supporting programme managers with annual year reporting; writing country year reports for the Ministry of Foreign affairs and designing Country Implementation Plans
September 2017	Indonesia	SLEE-B; for the Ministry of Foreign Affairs NL	Team Leader	Organising and executing a two day multi stakeholder Workshop on revitalising Vocational Education and Training in the agricultural sector in Jakarta, with government officials including staff from the presidential office, the Dutch embassy, Nuffic-Neso, certification bodies, ministries of education and agriculture, companies, agricultural schools.
July-Aug 2017	Indonesia	SLEE-B; for the Ministry of Foreign Affairs NL	Team Leader	Conducted a needs identification for a pilot project in Indonesia for the Ministry of Foreign Affairs with the goal of revitalising Vocational Education and Training in the agricultural sector (a reform of agricultural education). Provided a 1) SWOT analysis 2) analysis of policies and programmes from a sustainability perspective 3) assessing gender dimensions and gender needs; 4) Labour Market analysis identifying on how to bridge the skills gaps; 5) Development of a Pilot Implementation Scheme with the baseline data, the outputs and outcomes; on the revitalisation of VET in agriculture with collaborative working groups and a multidisciplinary steering committee
May 2017	South Africa	SLEE-B; for the Ministry of Foreign Affairs NL	Team Leader	Organising and executing a multi stakeholder roundtable on cooperation between Netherlands and South Africa's agricultural educational institutes and business.

CURRICULUM VITAE Dr Ir Carin Vijfhuizen

				Provided a Map of the agricultural educational landscapes in the Netherlands and South Africa and the findings of the study.
April 2017	South Africa	SLEE-B for the Ministry of Foreign Affairs NL	Team Leader	Executed a study on opportunities for structural engagement between Dutch green educational institutes and South African agricultural training institutes and business. Responsible for a 1)research proposal; 2) an overview of the agricultural education landscapes in Holland and in South Africa; and 3) review of the existing collaborations and programmes; 4) stakeholders needs assessment for future collaboration and improvement of relevance, efficiency, effectiveness and sustainability perspectives.
Aug 2014- November 2016	Kingdom of Saudi Arabia	CINOP Research, project management and consultancy firm specialised in lifelong learning, Vocational education and Training, employability Den Bosch, NL	Principal/dean of two female colleges, Al Ahssa and Al Majmaaha,	Long term assignment to set up, lead and manage two brand new Vocational Education colleges for women. Including a book publication about how educational/ institutional programmes were implemented in the gender segregated culture, including a perspective on impact of the new TEVT policy in Saud Arabia. Provided fully operational colleges operationalising: 1) three years of unique international education with language and specialised vocational programmes; 2) advisory boards with the labour market; on the job training and career centre; 3) teacher support procedures and HR; 4) functional academic, exam and quality steering boards; 5) management team with circular leadership, learning organisation, strategic plan and college strategy. Responsible for establishment of a quality assurance system focusing on measurable growth, with quality calendars and internal audits.
June 2014	Palestinian Territories	Nuffic - Dutch organisation for Internationalisation in Education	Senior Programme manager capacity development	Facilitated/lead two tender project out line articulations in the NICHE programme (Netherlands Initiative for Capacity Building in Higher Education). Responsible for the development of SMART and gender sensitive project concept notes for future implementation and fundraising.
June 2014	Amman	Nuffic	Programme manager capacity development	Monitoring and Evaluation of NICHE for Yemen in Amman in water, higher/ technical education and gender; and to facilitate and lead the development of two concept notes with project partners on the efficiency, effectiveness and relevance of the current and future NICHE project in Yemen.
February 2014	Palestinian territories	Nuffic	Senior Programme manager capacity development	Needs identification: 1) formulating the NICHE country programme outline for the capacity development programme of 5 million euro; identifying the needs, selecting the sectors and themes; analysis of current situation; 5 C's and budget. 2) Formulating the Plans of Implementation for each selected sector for the food security and law targeting selected areas; including problem analysis, gender, coherence, coordination, learning mainstreaming, labour market; and a matrix of objectives and expected outcomes

CURRICULUM VITAE Dr Ir Carin Vijfhuizen

2012 to 2014	The Hague	Nuffic	Lead member food security	Developing and ensuring the integration of food security in the NICHE programme. Conducted food security workshop for programme managers within NUFFIC; 2) assessing concept notes for tendering on food security
September 2013	South Africa	Nuffic	Senior Programme manager capacity development	Identification visit to NEPAD (New Partnership for Africa's Development). to assess possible collaboration with the gender programme unit within the Capacity development in Agriculture (CAADP)
March 2013	South Africa	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NICHE in South Africa on water, agriculture and higher education. Responsible for 1) two workshops, Pretoria and Cape Town with the 11 projects and 2) project visits for data collection of specific indicators to inform on progress and achievement of objectives ; 3) Report analysing the relevance, effectiveness, efficiency and sustainability of NICHE program in SA.
December 2012	Egypt	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NICHE in Egypt on water, agriculture and law. Provided a Report analysing the relevance, effectiveness, efficiency and sustainability of the NICHE project in Egypt.
June 2012	Bangladesh	Nuffic	Senior Programme manager capacity development	Finalising the needs identification of December 2011 and leading and facilitating project articulation in the three sectors, water, food security and SRHR.
January 2012	South Africa	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NICHE in South Africa on water, agriculture and higher education. Responsible for organising a national seminar with 11 projects and compiling an Evaluation Report analysing the relevance, effectiveness, efficiency and sustainability of the NICHE program in South Africa
December 2011	Bangladesh	Nuffic	Senior Programme manager capacity development	Needs identification: 1) formulating the NICHE country programme outline for the capacity development programme in the sectors of Sexual and Reproductive Health and Rights, water and food security as priority areas; identifying the needs. 2) Formulating the Plans of Implementation for each selected sector.
October 2011	Tanzania	Flemish Interuniversity Council (VLIR)	Team leader	Development of a capacity building programme in Higher Education for the VLIR (Flemish Interuniversity Council) Tanzania, including a SWOT analysis
September 2011	Brussels	Flemish Interuniversity Council (VLIR)	Team Leader	Seminar with Belgian universities and interviews with Belgian expertise, assessing their interests on capacity development cooperation between Tanzania and Belgium.
July/August 2011	South Africa	Nuffic	Senior Programme manager capacity development	Finalising needs identification; Monitoring and Evaluation of NICHE in water, agriculture and higher education in South Africa and drafting of concept note. Provided a Report analysing the relevance, effectiveness, efficiency and sustainability if the NICHE programme in South Africa and concept note for future tendering.

CURRICULUM VITAE Dr Ir Carin Vijfhuizen

July 2011	Canada	Nuffic	Senior Programme manager capacity development	Author and presenter of a paper on gender mainstreaming in Nuffic's capacity building programmes at the Women's World conference in Ottawa
February 2011	South Africa	Nuffic,	Senior Programme manager capacity development	Monitoring and Evaluation of NICHE in water, agriculture and higher education and articulation of project outlines for tenders.
2007-2014	The Netherlands,	Nuffic, The Hague, NL	Senior Programme Manager in The Hague managing Tanzania, Yemen, South Africa, Egypt, Bangladesh, Palestinian Territories	Identifying, developing, formulating and managing through monitoring and evaluation the capacity development programmes for institutional strengthening in Tanzania, Yemen, South Africa, Egypt, Bangladesh, Palestinian territories. In each country: 1) identified and formulated country programme outline, indicating the sectors, themes and funds for capacity development and institutional strengthening; 2) formulated and developed programme outlines for selected sectors; 3) lead the selected institutions to formulate the project outline formulation for tender; 4) monitoring and evaluation through a) workshop with all project partners in the country; b) visiting projects for data collection of specific indicators to inform on progress and achievement of objectives ; c) Annual Report analysing the relevance, effectiveness, efficiency and sustainability of the program
2007 to 2014	The Hague	Nuffic	Lead member gender team	Develop and ensure integration of gender mainstreaming methods in the NICHE programme. Responsible for 1) facilitating workshops in Nuffic for programme managers; 2) publishing a booklet on gender mainstreaming in higher education capacity development programmes, assessing the impact of gender policy in the programme ; 3) assessing project outlines for tender on gender mainstreaming
2007 to 2014	The Hague	Nuffic	Lead member learning organisation	Develop and ensure the integration of a learning approach in the NICHE programme. Organised a workshop in Nuffic for programme managers.
November 2010	South Africa	Nuffic	Senior Programme manager capacity development	Needs identification: 1) formulating the NICHE country programme outline for the capacity development programmes in selected sectors of higher education, water; and agriculture ; and 2) Formulating the Plans of Implementation for each selected sector, including problem analysis, gender, labour market; coherence, coordination, learning and a matrix of objectives and expected outcomes
July August 2010	South Africa	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NPT (Netherlands Programme for Institutional Strengthening of Post-secondary Education and Training) and NICHE capacity building programme and project articulation. Responsible for 1) project visits for data collection of specific indicators to inform on progress and achievement of objectives ; 2) Report analysing the relevance, effectiveness, efficiency and sustainability ; 3) articulation of NICHE project outlines for tender.

CURRICULUM VITAE Dr Ir Carin Vijfhuizen

March 2010	South Africa	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NPT and NICHE capacity building programme and project articulation
February 2010	Tanzania	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NPT and NICHE capacity building programme and project articulation
December 2009	Yemen	Nuffic	Senior Programme manager capacity development	Continuation of the needs identification as started in October 2009 and multi stakeholder workshop.
October 2009	Yemen	Nuffic	Senior Programme manager capacity development	Needs identification: 1) formulating the NICHE Yemen country programme outline for the capacity development programme in the sectors of higher education, technical education and water. 2) Formulating the Plans of Implementation for each selected sector.
May 2009	Tanzania	Nuffic	Senior Programme manager capacity development	Continuation of the needs identification as started in February 2009 and multi stakeholder workshop;
February 2009	Tanzania	Nuffic	Senior Programme manager capacity development	Needs identification: 1) formulating the NICHE country programme outline for the capacity development programme of higher education, private sector development, governance of 15 Million euro 2) Formulating the Plans of Implementation for each of the three sectors and selecting focal areas; problem analysis, gender, labour market; coherence, coordination, learning and a matrix of objectives and expected outcomes.
November 2008	Tanzania	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NPT capacity building programme; project articulation. Responsible for the organisation of a workshop with 12 projects and 2) project visits for data collection of specific indicators to inform on progress and achievement of objectives; 3) Report analysing the relevance, effectiveness, efficiency and sustainability; 4) articulation of project outlines for tender with clearly formulated outcome and measurable indicators, relevance and effectiveness.
September 2008	Yemen	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NPT capacity building programme; project articulation. Responsible for the organisation of a workshop with 12 projects and 2) project visits for data collection of specific indicators to inform on progress and achievement of objectives; 3) Report analysing the relevance, effectiveness, efficiency and sustainability; 4) articulation of project outlines for tender with clearly formulated outcome and measurable indicators, relevance and effectiveness.

CURRICULUM VITAE Dr Ir Carin Vijfhuizen

May 2008	Yemen	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NPT capacity building programme; project articulation. Responsible for the organisation of a workshop with 12 projects and 2) project visits for data collection of specific indicators to inform on progress and achievement of objectives; 3) Report analysing the relevance, effectiveness, efficiency and sustainability; 4) articulation of project outlines for tender with clearly formulated outcome and measurable indicators, relevance and effectiveness.
March 2008	Tanzania	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NPT capacity building programme; project articulation. Responsible for the organisation of a workshop with 12 projects and 2) project visits for data collection of specific indicators to inform on progress and achievement of objectives; 3) Report analysing the relevance, effectiveness, efficiency and sustainability; 4) articulation of project outlines for tender with clearly formulated outcome and measurable indicators, relevance and effectiveness.
September 2007	Yemen	Nuffic	Senior Programme manager capacity development	Monitoring and Evaluation of NPT capacity building programme in Higher education, health and ICT. Provision of a workshop with 15 projects and 2) project visits for data collection of specific indicators to inform on progress and achievement of objectives; 3) Report analysing the relevance, effectiveness, efficiency and sustainability
2011 to 2015	Zimbabwe	Dzimbashanu	Co-founder and Managing Director	Managing local trust in Zimbabwe on child education
2005-2006	Yemen	MSM, Maastricht, NL	Team leader, in Aden University	Leading, coordinating, advising an institutional development project in the Women Research and Training Centre of the Aden University and 2) Guest lecturer in Gender and water at the Sanaa University. Responsible for new educational programmes in gender at BSc and MSc levels; 3) strengthened research capacity of staff (PhD/MSc); 4) research conducted in gender & business; gender & water
2003-2004	The Netherlands	Wageningen University, Wageningen	Programme advisor in Wageningen	Advising and Coordinating International Development studies. Responsible for 1) advising international development students on their study programmes; 2) writing the competency profiles for the BSc and MSc international development studies in consultation with the academic staff
2002-2004	London and The Netherlands	IIED, International Institute for Environment and Development, GB	Research coordinator and team leader in Mozambique	Coordinating and conducting IIED international policy research on the liberalisation of the cashew sector in Mozambique and its impact on gender. Provided policy research reports including and using the value chain approach following cashew production, processing and marketing.
1998-2002	Mozambique	Ministry of Foreign Affairs, The Hague, NL	Professor in and Team leader of Rural development and extension in	Leading the section Rural Development and Extension in the Agricultural Faculty of the Eduardo Mondlane University in Maputo, coordinating six staff. This included capacity strengthening of staff and establishing research programme in rural development and agricultural extension.

CURRICULUM VITAE Dr Ir Carin Vijfhuizen

			the Eduardo Mondlane University, Maputo	
1998	Zimbabwe	International Fund for Agricultural Development	Evaluator Gender and Irrigation	IFAD consultancy on irrigation in Zimbabwe. Provided a report outlining on how to integrate gender in irrigation in Zimbabwe.
1994-1998	Zimbabwe	Ministry of Foreign Affairs, The Hague, NL	Researcher in the University of Zimbabwe, Harare	PhD Research into the livelihoods of Ndau people in Chipinge, Zimbabwe, a gender study in a village with an irrigation scheme ; and 2) guest lecturer at University of Zimbabwe. This resulted in 1) A PhD dissertation of how women and men make a living in a village with an irrigation scheme, providing policy advice for integrated water management and preserving cultural practices of the Ndau people; 2) capacity building of university staff in scientific research and the use of the actor oriented approach.
1990-1993	Zambia	RDP Livestock Services, Zeist, NL	Coordinator Socio-Economic analysis team in Livestock Department, in Mongu, Zambia	Coordination of livestock development research in the Western Province of Zambia, including work on 1) reports on socio economic research; 2) advising policymakers and implementers; 3) monitoring implementation of the results into livestock development; 4) capacity building of Zambian staff; 5) Evaluation of a tse tse control and a chicken project with recommendation for improved implementation

11. Selected Relevant Publications

- Vijfhuizen, C and Tautan, C (forthcoming 2019) **“We want to be great”**. Bridging worlds to **establishing educational programmes for young women** in Saudi Arabia.
- Vijfhuizen, C (forthcoming 2018) Jouw Schatkamer. Een gids voor jou als ontdekkingsreiziger van het alledaagse leven. Novum publishers.
- Vijfhuizen, C, Buter, J. and Suandana, S (2017) **Needs identification on revitalisation of Vocational Education and Training in Agriculture in Indonesia**, September 2017,
- Vijfhuizen, C and Letty, B (2017) Report: **Opportunities for structural engagement** between Dutch green educational institutes (TEVT/applied science) and South African agricultural training institutes and business. A STUDY commissioned by the Embassy of the Kingdom of the Netherlands in South Africa.
- Vijfhuizen, C (April 2016) **Saudi Leadership Experience Express** (SLEE). A leadership course of Saudi staff in the CINOP Female colleges, Kingdom of Saudi Arabia.
- Langeveld, M, Vijfhuizen C and Gondwe M, (2012) Complexities of gender mainstreaming in higher education capacity development programmes. Netherlands organization for international cooperation in higher education (Nuffic), The Hague.
- Vijfhuizen, C and Omari, I (2011) Strategy Identification and International University Cooperation in Tanzania for the Flemish Interuniversity Council (VLIR).

CURRICULUM VITAE Dr Ir Carin Vijfhuizen

- Garcia, C, Hassan Al-Syed N., Vijfhuizen, C (2007) **Women and Water rights in Wadi Tuban**, Yemen,
- Vijfhuizen, C; Bafakih, S, Sallam, N (2006) **Integrating gender in the curriculum of the Aden University**. Paper presented at an International conference about Women, Science and Development, Aden University Yemen, 4-6 February 2006; published in the conference proceedings by the Aden University.
- Kanji, N and Vijfhuizen, C, Arthur, L and Braga, C (2004) Liberalisation, Gender and livelihoods: The Mozambique Cashew Nut case (Summary report). International Institute for Environment and Development (IIED), London.
- Kanji, N and Vijfhuizen, C (2004) **Cracking cashew nut myths?** The challenges of gendered policy research in the cashew sector in Mozambique. IDS Bulletin Repositioning Feminisms in Development, Volume 35, Number 4, October 2004, pp 51-60
- Vijfhuizen, C. (2003), **Women farmers make the markets; Gender, value and performance of a smallholder irrigation scheme**. In A. Bolding, J. Mutimba, and P. van der Zaag, Interventions in Smallholder agriculture: Implications for extension in Zimbabwe; University of Zimbabwe Publications; pp 209-227.
- Jaarsma & Bos; Vijfhuizen & Ganhane (2001) **The credibility of an ant. Flood forecasting, hydrological models, credibility and communication in Mozambique**. Paper for the 2nd WARFSA/ Waternet symposium: Integrated Water Resources Management: Theory, Practice, Cases: Cape Town, 30-31 Oct 2001 (on the webiste)
- Waterhouse, R and Vijfhuizen, C., (eds) (2001) **Strategic women, Gainful men**. Gender, land and natural resources in different rural contexts in Mozambique. Land Studies Unit, Faculty of Agronomy and Forestry engineering and Action Aid Mozambique (both in English and Portuguese)
- Vijfhuizen, C. (2001) **Losing control. Gender and land in Massaca irrigation scheme**, Maputo Province, Mozambique. In: Waterhouse and Vijfhuizen (eds, 2001). **In Strategic women, Gainful men** pp 77-104, Land Studies Unit, Faculty of Agronomy and Forestry engineering and Action Aid Mozambique (both in English and Portuguese)
- Vijfhuizen, C. e Cavane, E. (editoras) (Março 2001) **Aprendendo a entender os aspectos do desenvolvimento rural. Estudos de trabalho de diploma a nivel de licenciatura e mestrado**; FAEF/UEM
- Vijfhuizen, C and Jaarsma, M (2000) **"We become more and more disorganised". A gender analysis of water rights and the dynamics of organisation and disorganisation in an irrigation scheme in Mozambique**. Paper for the 1st WARFSA/Waternet symposium: Sustainable Use of water recourses; Maputo, 1,2 –11- 2000
- Vijfhuizen, C. (1998), **'The people you live with'; Gender identities and Social Practices, Beliefs and Power in the livelihoods of Ndau-Shona women and men in a village with an irrigation scheme in Zimbabwe**. PhD dissertation, Wageningen University, The Netherlands; and Published by Weaver Press in 2002 (www.weaverpresszimbabwe.com)
- Vijfhuizen, C. (1996), **Who feeds the children? Gender ideology and the practice of plot allocation in an irrigation scheme**. In E. Manzungu and P. van der Zaag, The practice of smallholder irrigation; case studies from Zimbabwe, University of Zimbabwe Publishers; pp 126-147.

References:

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