

# Curriculum Vitae

## Personal Information

Name: George Walter. Graves Woode  
Nationality: Ghana  
Place of Birth: Ghana  
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## Education

2018 – Present **Dr. Sc. Agrar. Agricultural Science (Awaiting PhD. defense)**  
University of Hohenheim Stuttgart, Germany

2011- 2013 **M.Sc. Agricultural Economics**  
University of Hohenheim Stuttgart, Germany

2006-2008 **B.Sc. Economics**  
Methodist University College -Ghana, Accra, Ghana

1995-1997 **Diploma in Statistics**  
University of Ghana, Accra Ghana

1990-1992 **Teachers Certificate “A”**  
Wesley College of Education, Kumasi-Ghana

## Competent in following computer Analytical software/Digital toolkits

SPSS, STATA, NVivo, MS Office suite, Kobo Collect, ODK, Google forms

## Professional Development

June 2024 –March 5, 2025 Collaborating Learning and Adopting Advisor – USAID/West Africa Collaborative Regional Evidence-based Adaptation for Transformative Economic Solutions (CREATES) Activity

- Contribute to CREATES rapid start-up through contribution to the Year 1 workplan and Annual Learning Plan
- Lead and manage CREATES Output 2 activities: Collaborating, Learning, and Adapting (CLA)activities that enable USAID/West Africa REGO to be introspective, knowledge-driven, and responsive to fluid programming environments and priorities.
- Responsible for developing, managing, and maintaining REGO's learning questions/agenda by mapping and collating knowledge, co-creating and updating the learning agenda, conducting research, disseminating results, facilitating learning events, and fostering continuous learning.
- Responsible for guiding Implementing Partners (IPs) in using Collaborating, Learning and Adapting (CLA) tools; facilitate CLA-Plan development for REGO and its IPs (in conjunction with IPs and their MEL planning).
- Oversee systems and stakeholder mapping; contributing to utilization-focused MEL plan development; establishing a process for ongoing learning and continuous improvement.
- Support and oversee the development and management of a central database to house sector documents for spatial analysis of activities and field data.

- Support design and delivery of training and coaching to Mission staff and partners, around adaptive management and Collaborating, Learning and Adapting (CLA) concepts and practice.
- Support the selection of innovative approaches for implementation and learning in activities, including in Collaborating Learning Adapting (CLA), problem-driven iterative adaptation, continuous quality improvement, action learning, appreciative inquiry, etc.
- Conduct meta-analyses and/or synthesize data compilations of evaluations and research inside and outside of USAID and other data useful for learning.
- In close coordination with the CREATES Communications Advisor, supports strategic communications, including dissemination of events and communication products related to other USAID mechanism's evaluation and assessment findings.
- Lead efforts to improve Coordination and Collaboration (between Implementing Partners (IP), USAID, Donor community, Government ministries at the central and state level and Other Stakeholders) around common development goals.
- Lead stakeholder engagement initiatives, peer-to-peer learning events, workshops, scenario planning, after-action reviews, communities of practice, and other capacity-strengthening initiatives to support enhanced collaboration and adaptive management practices among various activities and sectors.
- Lead and support adaptive management, external stakeholder engagement, stakeholder capacity strengthening design and implementation for identified work plan priority activities.
- Communicate findings; support and facilitate peer-to-peer learning events, workshops and platforms, tools and resource formation and dissemination, research and data collection, case study initiatives, and others.
- Develop stakeholder-informed tools and resources to support Adaptive Management practices by the Mission staff and IPs for Mission activities.
- Perform other duties as required/assigned.

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Oct'2022 – June'2024

Senior Learning Advisor – USAID Ghana Monitoring Evaluation and Learning Platform Activity

- Lead learning, knowledge management, and adaptive programming activities.
- Facilitate strong CLA management practices in USAID/Ghana and the Government of Ghana's business processes throughout the program cycle.
- Assist in identifying and responding to key learning issues, and coordinate efforts amongst implementing partners working in common Development Objectives (DOs) and serving as a convener for dialogue and learning around emerging issues.
- Develop and implement a learning plan for the Government of Ghana, the Mission Community of Practice, and implementing partners that outline key learning questions and stakeholders and their roles.
- Support strategic communications, including producing publications and organizing public events with partners and other stakeholders.
- Conduct business process re-engineering, including assisting in negotiating change management on MEL-related issues.
- Facilitate processes and workshops and CLA among implementing partners and other stakeholders and help develop plans for program adaptation; establish a network of key stakeholders and organize periodic, appropriate opportunities for USAID and GOG to interact with them

LINC <https://linclocal.org/>

Aug 2021 – Oct 2022 Monitoring Evaluation Learning/Knowledge Management Director -USAID/Quality Services for Health

- Providing overall technical leadership to all project-related monitoring, evaluation, learning, and adapting activities based on the Collaborating, Learning, and Adapting (CLA) framework.
- Ensuring the establishment and implementation of an effective and efficient system to monitor the progress, impact, and success of the USAID/Quality Services for Health project activities.
- Designed and oversaw the MEL approach for the Activity, identifying cost-effective means to monitor the progress and measure the impact of project activities and providing insight for adaptive management.
- Regularly reviewing and updating the M&E plan
- Providing technical leadership in the development and implementation of the M&E framework for project implementation in selected intervention areas.
- Developed, managed, and implemented the Activity's M&E systems, including selection and monitoring of relevant performance indicators, establishing or identifying baseline data, and setting annual performance targets.
- Established and maintained traditional and innovative methods and systems to compile, analyze, and report the Activity's data at all levels and across levels, including at the community level.
- Working closely with the technical team to prepare, document, and disseminate monthly and quarterly reports of program results and disseminate results including project reports, publications, summaries, and special reports.
- Ensuring compliance with USAID reporting requirements.
- Analyzing program data and identifying methods for using results for continuous program improvement.
- Ensuring that necessary staff, partners, and stakeholders are included in sharing of information and knowledge and that the flow of information is multi-directional.
- Ensuring that project technical products and Activity accomplishments are shared through various venues, including through regular performance review meetings at the national, regional, and sub-regional levels.
- Supporting improved data collection, analysis, and use of relevant indicators by the Ghana Health Service and relevant local partners for timely and effective decision-making and planning.
- Leading training initiatives as needed in relevant health information systems, data collection, analysis, and use.
- Designing and overseeing data collection at all levels and ensuring quality and completeness of reported data.

University Research Company LLC Ghana <https://www.urc-chs.com/africa/ghana>

March 2020 – Aug 2021 Monitoring and Evaluation Manager -USDA/Ghana Poultry Project

- Guided the technical direction of the M&E strategy and was responsible for all M&E communication and reporting needs for the project and was part of the project management team
- Supervised the work of 6-member Monitoring and Evaluation team
- Demonstrated strong, program monitoring and evaluation skills in the conduct of Ghana Poultry Project annual survey and learning studies, - questionnaire development, training of data collectors, pretesting and finalization of the tool, sampling and field data collection its statistical analysis report writing and dissemination
- Led shared-learning approaches, to empower stakeholders, and partners to use quality data to drive evidence-based decision-making and adaptive management
- led the project to adopt a participatory approach with project stakeholders in field data collection, follow-up, and verification activities to continuously adapt the project approaches using lessons learned to improve the project's development impact
- Undertook grant proposal reviews to closeout, ensuring adherence to donor requirements and organizational policies.
- Conducted compliance reviews, performed due diligence checks, and maintained accurate grant records.
- Overseeing the writing of human interest stories spotlighting stakeholder contributions
- Developed and presented hands-on M&E training program to project M&E team
- Provide technical support in M&E to firms supported by the GPP project

ACDI/VOCA Ghana <http://www.acdivoca.org>

Jul 2017 – Dec 2019

Monitoring and Evaluation Team Lead -USAID/Systems for Health Project

- Led the USAID/Systems for Health project's monitoring and evaluation efforts and served on the project's expanded leadership Team;
  - Planned and implemented the end-line assessment of the project in all five regions.
  - Led the M&E team in the collection, tracking, and analysis of data for the project in collaboration with Ghana Health Service and technical staff.
  - Ensured the maintenance of project databases and carried out responsibilities by USAID – approved Performance Monitoring Plan (PMP).
  - Contributed to required reports ensuring both the validity and quality of data collected.
  - Supported the integration of HIS/M&E activities into all areas of the project;
  - Supported the development, documentation, and dissemination of technical briefs and success stories;
  - Took on additional leadership in the coordination of M&E activities and provision of support and mentoring to the rest of the M&E team in Accra and the regions
  - Supervised 5 M&E Specialist in 5 project supported regions and 3 Advisors in the Accra office
- University Research Company LLC Ghana <https://www.urc-chs.com/africa/ghana>

Nov 2014 – June 2017

Monitoring and Evaluation Advisor -USAID/Systems for Health Project

- Providing support to developing and implementing the USAID Systems for Health Project's Performance Monitoring Plan (PMP).
  - Providing support to the development of the project's Indicator reference sheet.
  - Support improved data collection, analysis, and use of key project indicators by USAID and local partners, including support to surveillance systems and the use of data for timely and effective decision-making and planning.
  - Building the skills of, and supporting, facility and community-based partners in M&E procedures so that data is generated uniformly and partners understand the meaning of indicators upon which data is collected.
  - Coordinated the implementation of the project's baseline
  - Joined in the conduct of analysis and report preparation. Verifying validity and quality of monitoring data from the field; including use in reports on performance
  - Contributing to the preparation of quarterly performance reports with program staff.
  - Participating in and supporting the project implementation team to document and disseminate lessons learned and best practices.
  - Providing training and mentorship to American interns in the basics of measurement and evaluation.
- University Research Company LLC Ghana <https://www.urc-chs.com/africa/ghana>

2005 – 2011

Health Programs Officer – Japan International Development Agency -Ghana

- Participated in Project formulation and evaluations (ex-ante, Mid-term, Terminal, and Ex-post) of JICA Project in West Africa. (Ghana Liberia, Sierra Leone)
- Monitored and evaluated sector projects to assess performance and quality of activities based on the project implementation plan
- In charge of coordination with Development Partners and representing the organization at donor meetings, project meetings, conferences, and workshops.
- Responsible for monitoring and evaluating Japanese Health sector budget support.
- Served on joint coordination committee of Japanese projects
- In charge of commissioned JICA research projects in Ghana
- Undertook request surveys for placement of Japanese volunteers –

- Facilitated at several workshops held to build the capacity of Japanese Volunteers in the area of Research / Monitoring and Evaluation  
Japan International Cooperation Agency-Ghana <https://www.jica.go.jp/ghana/english/office/index.html>

2002 - 2005 Monitoring and Evaluation Training Officer -

- Trainer in monitoring, and evaluation, facilitator at workshops, and a mentor during hands-on site field visits to the district's education offices in Ghana during the implementation of the USAID Monitoring and Evaluation capacity-building program.
- Worked as a Trainer in a United Nations Children Fund (UNICEF) "child scope" project building the capacity of circuit supervisors to effectively discharge their supervisory roles and responsibilities within the educational system in five districts in the northern region of Ghana.

Educational Assessment and Research Center-Ghana [ears](#)

1999 – 2002 Applied Statistician -USAID /Performance Monitoring and Evaluation Project

- Preparation of data entry screens; data collection, data entry, and analysis as well as report writing,
- logistical arrangements and training of implementing partners and government officials at workshops during the implementation of the USAID-Quality Improvement in Primary School/Performance Monitoring and Evaluation project

The Mitchell Group Inc -Ghana <https://the-mitchellgroup.com/>

1998 -1999 Assistant Research Officer -Forum for African Women Educationalist-Ghana

- Employed both qualitative and quantitative research methods to promote girls' education.
- Analyzed data and wrote reports to meet the objectives of the organization

Forum for African Women Educationalist-Ghana <http://fawe.org/home/national-chapters- and-regions/ghana/>

1997- 1998 Statistics Assistant – Ministry of Education

- data cleaning of Educational Management Information Systems (EMIS) data

Ministry of Education, Accra-Ghana

1992 – 1994 Mathematics/Science Teacher

- Mathematics and Science Teaching at the Junior High School

Ghana Education Service.

Sept 1985 – June 1989, Laboratory Assistant, -Ghana Film Industry Company

- Printing and editing of motion picture films

Ghana Film Industry Company, Accra (now defunct)

## Professional Services

Oct-Dec 2019 Consultant Researcher

- Development of research proposal,
- Research field coordinator,
- Data cleaning and analysis, and report writing on "Assessment of Trade and counterfeit medicines in West Africa" in three West African countries. (Togo, Niger, and Guinea)

West African Health Organization (WAHO) in collaboration with the Open Society Initiative for West Africa

Dec 2018 - June 2019 Consultant Researcher

- Development of Concept note
- research field coordinator,

- data collection, cleaning, and analysis using mixed methods Interpretation of results and report writing on “Assessment of Trade and counterfeit medicines in West Africa” in six West African countries. (Ghana, Nigeria, Benin, Liberia, Cote d’Ivoire Burkina Faso)  
Open Society Initiative for West Africa (OSIWA) <http://www.osiwa.org/contact-us/>
- Aug- Oct 2014 Outcome Evaluation Consultant Data Analyst
- Qualitative and quantitative research data cleaning and analysis, interpretation of results, and report writing on agriculture and health.
  - Computation of Progress out of Poverty Indexes
- The Hunger Project Ghana <http://www.thp.org/our-work/where-we-work/africa/ghana/>
- June – Aug 2014 Acting Director
- Conduct periodic visits to project sites to monitor/evaluate ongoing projects
  - Oversee the proper archiving and retrieval of organizational information.
  - Liaise with the NGO president to establish performance standards to measure staff performances
  - Build capacity of interns and other staff in key areas for the smooth running of the organization.
- Community Directed Development Foundation, Ghana <https://www.facebook.com/cddftoday/>
- April – Oct 2013 Researcher
- Employed a quasi-experimental research design using a combination of qualitative methodologies such as Net-Mapping and quantitative methods, to assess the efficiency in the goat value chain targeted at value chain upgrading.
  - Analyze goat production and marketing systems in Ghana in terms of size, functions, structures, and infrastructures, as well as the financial and key actors involved in the market
  - Described The market information system and identified the institutional limitations that hinder livestock market efficiency.
  - Undertook an economic analysis to trace the distribution of marketing margins along the value chain and proposed ways to improve the overall performance of the system of commercialization by targeting different aspects of the value chain
- International Food Policy Research Institute (IFPRI) Ghana <https://www.ifpri.org/country/ghana>
- March -June 1998 Research Assistant
- Questionnaire administration for baseline studies on Micro Finance Impact Assessment Survey undertaken on behalf of a European Union Sponsored GRATIS/ITTU project.
- Institute of Statistical Social and Economic Research University of Ghana
- . Other Relevant Training /Seminar/conferences attended.**
- March 2019 Oral Presentation at 5<sup>th</sup> African Health Economics and Policy Association conference, Accra-Ghana
- March 2019 Poster presentation at 4<sup>th</sup> International Congress on Hidden Hunger, Germany
- Sept 2018 Poster presentation at FOOD2030 congress University of Hohenheim, Germany
- March 2017 3rd International Congress on Hidden Hunger, Stuttgart, Germany
- March 2017 Food Security Network Seminar University of Hohenheim, Germany
- Dec 2015 Agricultural Economics Winter School University of Hohenheim, Germany
- Dec 2014 Impact evaluation training World Bank (Health Population and Nutrition Group), Ghana
- Nov 2007 Project Management (Monitoring and Evaluation), ICNET, Nairobi, Kenya

Oct-Dec 2004 Health Social Sciences for Implementation Research School of Public Health, University of Ghana

Feb – Mar 2002 Monitoring and Evaluation short course USAID /CSA, M&E project, Ghana

1998 - 2001 On-the-Job training in Measurement and Evaluation USAID/QUIPS Project, Ghana

LANGUAGE PROFICIENCY		
LANGUAGE	Proficiency Speaking	Proficiency
English	4S	4S
French	3R	3R
German	2R	2S

**2. Limited working proficiency**

S Able to satisfy routine special demands and limited work requirements.

R Sufficient comprehension to read simple, authentic written material in a form equivalent to usual printing or typescript on familiar subjects within familiar contexts.

**3. General professional proficiency**

R Able to read within a normal range of speed and with almost complete comprehension of a variety of authentic prose material on unfamiliar subjects.

**4. Advanced professional proficiency**

S Able to use the language fluently and accurately on all levels normally pertinent to professional needs.

## Publications

1. Daum, T., Biesalski, H.K., Blaschke, N., Bosche, C., Guttler, D., Heni, J., Kariuki, J., Katsuiime, R., Seidel, A., Senon, Z, N., **Woode, G.**, Birner, R. (2023) Nutrition-Sensitive lockdowns conceptual framework and empirical insights from Africa during COVID-19. *Development Policy Review*, 41(3), 1-20. doi:10.1111/dpr.12666
2. Woode G, Birner R (2021) How Does Governance Impact Malnutrition? A Close Look at Factors Associated with Underweight in Children Under 5 Years in Ghana. *J Nutr Food Sci*. 11:822 <https://www.longdom.org/nutrition-food-sciences/inpress.html>
3. Regina Birner, Nikola Blaschke, Christine Bosch, Thomas Daum, Sarah Graf, Denise Güttler, Jakob Heni, Juliet Kariuki, Roseline Katusiime, Anna Seidel, Zinsou Narcisse Senon, **George Woode** (2021) We would rather die from Covid-19 than from hunger’ – Exploring lockdown stringencies in five African countries. <https://doi.org/10.1016/j.gfs.2021.100571>
4. Thomas Daum, Regina Birner, Konrad Biesalski, **George Woode** (2020) Between pandemics and famines: Towards nutrition-sensitive lockdowns during Covid-19 and beyond. Project: Program of Accompanying Research for Agricultural Innovation (PARI) DOI: 10.13140/RG.2.2.28221.28641
5. **George Woode**, (2015) “Improving the Nutritional Status of Women and Children through Health Access and Quality: A Public Privately-owned Partnership to Deliver Development Assistance in Ghana.” [https://worldwithouthunger.uni-hohenheim.de/fileadmin/einrichtungen/worldwithouthunger/Presentations/Book\\_of\\_Abstracts.pdf](https://worldwithouthunger.uni-hohenheim.de/fileadmin/einrichtungen/worldwithouthunger/Presentations/Book_of_Abstracts.pdf)
6. Moses Aikins, **George Woode**, et. al (2013) “Evaluation of facilitative supervision visits in primary health care service delivery in Northern Ghana.” *BMC Health Services Research* <https://bmchealthservres.biomedcentral.com/articles/10.1186/1472-6963-13-358>
7. **George Woode** (2013) “An analysis of the goat value chain as a strategy for poverty reduction in Ghana” <https://www.academia.edu/20649256/>
8. **George Woode** et. al., (2010) “Quality, Privacy, and Confidentiality of HIV counseling; A Knowledge Attitude and Practice Study in six districts in Ghana” Japan Overseas Cooperation Volunteer
9. Snyder, W., **Woode, G.**, et. al. (1999) “Monitoring and Evaluation: Volume I: Training Manual, M&E of a Simple System. Resource Handbook, USAID Contract No. 641-C-00-98-00106 “ [http://pdf.usaid.gov/pdf\\_docs/PDABW427.pdf](http://pdf.usaid.gov/pdf_docs/PDABW427.pdf)

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