

JOSEPHINE MARIA GORETTI MONTFORD

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Nationality: Ghanaian
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PROFESSIONAL SUMMARY

A dedicated researcher, academic professional and corporate executive with over 15 years professional experience in agricultural economics, training and banking. Adept in qualitative research, participatory rural appraisal tools, and stakeholder engagement. Over the years, I have acquired strong leadership and managerial skills, coupled with experience in executive training and programme development. During this period, I have developed the ability to deal with cross-cutting issues in a multi-cultural environment and to build effective working relations with colleagues. I am passionate about fostering sustainable agricultural practices and policy development through evidence-based research recommendations.

KEY SKILLS

- Research: Ph.D candidate at University of Hohenheim: Qualitative research, application of participatory rural appraisal tools, moderating group discussions, in-depth interviews, high analytical capability.
- Training: Programme Development Advisor at Centre for Management Development at GIMPA. Trainer of trainees at ProCredit
- Teaching: Adjunct Lecturer at Ghana Institute of Management and Public Administration (GIMPA)

PROFESSIONAL EXPERIENCE

Feb. 2019 – Oct. 2020: Adjunct Lecturer, Business School, Ghana Institute of Management and Public Administration (GIMPA), Achimota, Ghana.

- Lecture and conduct examinations for Level 200 and Level 100 students in Business Management and Administration and in Introduction to Public Administration respectively.

Oct. 2019 – October 2020: Assistant Registrar, Academy of Leadership and Executive Training (ALET), GIMPA.

- Management of staff and work flow at the centre
- Directly support the Director of the Centre in managing training programmes.

Oct. 2013 – Sep. 2019: Programme Development Advisor, Centre for Management Development, GIMPA.

- Conduct training needs assessment
- Develop executive training programmes
- Market training programmes
- Organise training programmes
- Evaluate training programmes
- Manage clientele base
- Write relevant reports
- Assist in management of staff

Jan. 2013 – March 2013: Research Assistant, Institute of Social and Institutional Change in Agricultural Development. University of Hohenheim; Germany.

- Assist in research work
- Wrote a paper for publication at the World Bank Land Conference

Aug. 2011 – March 2012: Student Assistant, Department of Social Sciences in Agriculture, University of Hohenheim.

- Facilitated research
- Editor of departmental newsletter
- Assisted in writing papers for publication

Nov. 2008 – Sep. 2010: Branch Manager, ProCredit Savings and Loans Co. Ltd, Accra, Ghana.

- Prepared financial and operational budget and planned work schedules
- Reviewed and analyzed branch statistics and reports, products, policies and procedures
- Controlled daily operations
- Staff capacity development and management
- Ensured effective risk and arrears management at the branch level, et cetera.

May 2008 – Oct. 2008: SME Coordinator for the Airport Corporate Branch ProCredit Savings and Loans Co. Ltd.

- Supervised and trained SME loan officers in credit analysis and appraisals.
- Strategized and analysed for branch productivity

- Leadership, managerial and supervisory abilities: Management experience at Centre for Management Development (CMD) and Academy for Leadership and Executive Training (ALET) at GIMPA and Branch Manager for Agro-lending and General Banking Branches at ProCredit (a financial institution).
- Excellent communication and interpersonal skills
- Education and work experience in a multi-cultural environment

REFERENCES

- Prof. Dr. Regina Birner, Chair of the Institute of Social and Institutional Change in Agricultural Development, University of Hohenheim, Germany.
- Prof. Dr. Charles Amoatey, Director, Academy of Leadership and Executive Training, Ghana Institute of Management and Public Administration, Ghana

- Chaired credit assessment committees and approved credit
- Supported implementation of policies, products, processes and procedures

Aug. 2007 – Apr. 2008: SME Coordinator (Credit) for Southern Sector. ProCredit Savings and Loans Co. Ltd.

Sep. 2005 – Jul. 2007: SME Loan Officer. ProCredit Savings and Loans Co. Ltd.

- Educated loan applicants and clients on products and product requirements
- Conducted credit analysis, proposals and appraisals
- Effective portfolio and arrears management

Sep. 2004 – Aug. 2005: National Service; Loan Officer. ProCredit Savings and Loans Co. Ltd.

Jun. & Jul. 2003: Internship at IWMI (Research on Fertilizer use in Ghana) KNUST Campus, Kumasi – Ghana.

Jun.1999 – Sep. 2000: Laboratory Technician Grade 1. University of Cape Coast; Zoology Department. Cape Coast – Ghana.

EDUCATION

Ph.D. Candidate at University of Hohenheim, Germany. Division of Social and Institutional Change in Agricultural Development. Nov. 2020 - Expected end: Dec. 2025.

Master of Science Agricultural Economics, University of Hohenheim; Germany Achieved grade: 3.5 GPA (on a grade of 4) Dec. 2012.

Bachelor of Science Agriculture, Kwame Nkrumah University of Science and Technology, Kumasi, Ghana May 2004.

RESEARCH AND PUBLICATION

Montford J., Birner R., Bosch C., and Kyereh B., 2025 **(submitted)** Converting Cocoa Farms into Gold Mines – Negotiations, Compensation and Outcomes for Farmers in Ghana.

Montford J. and Birner R., 2013. The role of customary land tenure in large – scale land acquisition in Ghana; insight from two case studies. Paper presented at the World Bank Conference on Land and Poverty, 8 – 11 April, 2013, Washington DC.


AWARDS

- Deutscher Akademischer Austausch Dienst (DAAD) Scholarship
- Katholischer Akademischer Ausländer Dienst (KAAD) Scholarship.
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ADDITIONAL SKILLS

Languages

- English (Native)

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- German (Fair knowledge)
 - Fante (Native)
 - Twi (Excellent command)

Computer Skills

- MS office application: Word, Excel and Power Point.
- Statistical package: SPSS
- MAXQDA