

CURRICULUM VITAE OF GABRIEL TOMAZ MACHADO

Date of Birth: February 20, 1961

Nationality: Mozambican

Marital Status: Married with three children's (22, 19 and 13 years)

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Key Qualifications:

- Teaching, management and analysis of Technical and Vocational Education and Training. Needs assessment and curriculum development of training programs;
- Strategic Planning /Project design, management, monitoring and evaluation;
- Institutional development and organization strengthening;
- Facilitator/chairing of workshops using the Logical Framework and other participative methods;

Main Areas of Interest:

- Technical and Vocational Education and Training;
- Civil Society Organizations/NGOs and development projects;
- Entrepreneurship, Business and Small and Medium Sized Enterprises Development
- Public Sector Reform/ Public Administration Modernization;
- Water Supply and Sanitation (Urban, Peri-Urban an Rural)

Education:

1984 - 1988: Degree in Electrical Engineering - Eduardo Mondlane University.

1978 - 1980: Diploma, Industrial Electrical Systems - Maputo Industrial Institute.

Additional Training

- 2013:** Lean Six Sigma – Yellow Belt (**Profitability Engineers Moz**)
Gemba Masters – Strategic Leadership in the Field (**Profitability Engineers Moz**)
- 2011:** Design a performance monitoring plan – **C-Change (Communication for Change)**

Result Based Management - **C-Change (Communication for Change)**

- 2009:** How to start the journey towards excellence – **European Foundation of Quality Management (EFQM)**
- 2008:** Learn to be Entrepreneur –**Small and Medium Sized Brazilian Service Support (SEBRAE)**
- 2004:** Advisory and Consulting for Small and Medium Sized Enterprises
PROCESS/ Maputo
- 2001:** Assessor Training Performance Excellence, SADC model - **SAEF (Southern African Excellence Foundation).**
- 2000:** Management Consulting. A guide to the profession – **International Labor Organization (ILO) .**
- 1998:** Advisory and Consulting Skills – **Royal Tropical Institute/ Netherlands**
- 1995:** Participatory Learning & Action. A trainer’s Guide - **IIED London.**
- 1994:** ILO methodology for analysis of technical and professional education systems - **CBE Amsterdam.**
- 1993:** Institutional and Organizational Analysis - **CBE Amsterdam.**
- 1992:** Facilitation Skills and Participatory Methods – **GTZ Maputo.**
- 1992:** "Project Planning, Monitoring and Evaluation using the Logical framework" - **Quality and Welding Institute - Lisbon.**
- 1982:** Management of Technical Education and Vocational Training - **AMU Sweden.**
- 1981:** Course for Pedagogic Directors of Technical Schools and Institutes - **Ministry of Education (Mozambique).**
- 1980:** Intensive training course for teachers from technical schools and institutes - **Ministry of Education (Mozambique).**

Employment Record:

- 2014: President of Board of Directors – Mozambican Society for Education and Development (Anonym Society
Business Consultant (consultant and appraiser of businesses) of a Consulting firm of technological base (www.ambisig.com)
- 2013: Executive Director – Confederation of Business Association (CTA)
Organizational Development Consultant/ Trainer/ Facilitator

	Moamba Agribusiness Incubator Coordinator/ Machado's Holding Lta
2010 – 2012	Organizational Development Specialist – Academy for Education Development (AED) American NGO/ Presently designated FHI Development 360;
2007- 2010:	Director Public Sector Reform Technical Unit- Ministry of Public Function/ World Bank
2005 - 2007:	Qualification and Training Manager – Technical and Vocational Education and Training Reform Program – Ministry of Education/ World Bank
2004 - 2005:	Executive Secretary – Formulation of Technical and Vocational Education and Training Reform Program – Ministry of Education/ World Bank
2004 - 2005:	Consultative Mechanisms Coordinator – Confederation of Business Association
1994 - 2003:	Managing partner, Consultants in Business and Education a Management and Training Company (CBE Consultants Mozambique) Ltd.
1989 - 1992:	Pedagogic Director, Maputo Industrial Institute.
1983:	Director, Beira Industrial Institute.
1982:	Pedagogic Director, Maputo Industrial Institute.
1981:	Director in Charge of the evening course, Maputo Industrial Institute.

Professional experience

a) Consultancies/workshops facilitation

2014

- Project Management for establishment of a Public and Private Partnership Mozambican for creation of the Technologic Institute (TVET – Level 1 to 5 qualifications, including associate degree – Level 6) to base in Pemba/ Cabo Delgado (in course)
- Project Management for establishment of the first Portuguese franchise MORANGO Kind garden (www.morangos.pt) in Mozambique (in course)
- Project Management for the establishment of the Architects, Engineers and Designers Cooperative in partnership with www.politecnica.it
- Project Management of the establishment of first CATA – VENTO Family Entertainment Center (www.redecatavento.com.br) in Mozambique
- Mozambican Association for Promotion of Modern Cooperative Strategic Plan 2015-2017/19 (in course)

2013

- Moamba Agribusiness Incubator Business Plan 2014-2016
- Machado's Holding Organizational and Capacity Assessment/Management Development plan

2010:

- MULEIDE NGO (Woman, Law and Development) Strategic Plan 2011-2015

2004:

- Study to support implementation of one Enterprise Incubator Centre in Mozambique- Sociedade Portuguesa de Inovações ;

2002:

- Conduction of a training course in project management for NGOs working in coastal areas - SEACAM: Secretariat for Eastern African Coastal Area Management.
- Resource person for the establishment of the Strategic Study Centre for Water Sector Development - National Directorate for Water.
- Advisory Skills training programme - SNV Angola.
- Advisory in strategic and operational planning - Provincial Directorate for Education- Gaza.

2001:

- Previous study related to the establishment of one Enterprise Incubator Centre in Mozambique;
- Facilitation of different workshops in the areas of Water and Sanitation, Education and Fishery.
- Strategic Planning for MISA - Media Institute for Southern Africa and TDM – Telecommunication of Mozambique.
- Formulation of a Plan for Communication of the National Water Policy and the Transition Plan for Rural Water.
- Consultancy services in the area of Management, Organizational Development and Public Sector Reform.

2000:

- Facilitation of different workshops in the areas of Public Sector Reform, Women and Social Action Co-ordination, Water and Sanitation and Education.
- Training courses in project supervision/monitoring and management.
- Participation in the technical mission MINED-Donors on the Vocational and Technical Education Development Programme.
- Participation in the preparation of the Integrated Development Programme of Manica.

1999:

- Participation in the preparation of Inhambane Rural Water Project Proposal.
- Preparation of the final document “Helvetas Mozambique Country Program 1999-2003”.
- Strategic and Operational Planning in the areas of Education and Health.
- Coordination of study "Investment Strategy for Vocational and Technical Education in Mozambique".
- Strategy and Plan for Human Resources Development in Water Sector.
- Facilitation of different workshops in the area of Water and Sanitation.
- Training courses in Project Planning/Management/Monitoring/Evaluation, Leadership and Group Dynamic.

1998:

- Facilitation of different workshops in the area of Education, Water and Sanitation, Marine and Ports, Demining, Democracy Promotion.
- Strategic and operational planning in the areas of Education and Fishery.
- Participation in the external evaluation of the Rural Water Programme of Cabo Delgado;
- Evaluation of projects and formulation of development strategies for water and sanitation sector in Nampula province.
- Participation in a study on “Development of a re-orientation program for exceeding Training Course on Meetings Orientation Techniques”.
- Participation in the evaluation of the training program and improvement of the professional/technical academic and non-academic staff.

1997:

- Facilitation of different workshops in the areas of Education, Health and Coastal and Marine Bio-diversity.
- Strategic planning of Foundation For Community Development -FDC.(Co – facilitator of the process)
- Evaluation of Luanda peri-urban water project - Luanda, Angola and of the project GIDI in Beira.
- Participation in the study “Water Sector Strategy Support Program”;
- Institutional support to Water and Sanitation Training Center CFPAS

1996:

- Elaboration of documents concerning the support of Finland to the Agrarian Training in Mozambique.
- Analysis of the education situation in Nampula province (pre-university, technical-professional and higher education, non-formal education, NGOs and communication agents).
- Facilitation of the workshop on co-operation strategies between Switzerland and Mozambique.

1995:

- Facilitation of several workshops in the area of Water and Sanitation.
- Definition of national education policy and implementation strategies (member of the group of Technical and Professional Training).

1994:

- Evaluation of the functioning efficiency of the hydraulic course at Maputo Industrial Institute.

1993:

- *Institutional Development and Development of Human Resources (ID/DHR) of the water sector for provincial cities (Interviews, workshops and data compilation for the ID/DHR manual).*
- Definition of Policies and Strategies of Technical Teaching and Professional Training.
- Definition of the IBIS NGO performing strategy in the education field.
- Design of mechanisms of inter-institutional relationship between INDER and other Ministries.

1992:

- Member of the working team on Curriculum Development of professional and technical personnel.

b) Teaching

1981 - 2000:

- Maputo Industrial Institute: Teacher of several technical subjects in electrical engineering.

Study Visits and Conferences

2008:

- Singapore – Modernization of Public Administration in the 21 Century;
- Brazil - Continuous Improvement in the Public Sector, The Excellence Model;

2007:

- Swaziland – Public Administration Developments in Africa;

2006:

- Mauritius – Technical and Vocational Education and Training : Put policies in practices;

2005:

- Tanzania – Development of Technical and Vocational Education and Training in Southern Africa.

2004:

- Brazil – Management of Technical and Vocational Education and Training. Competency Based Training

1996:

- Sweden - Management of Technical and Vocational Education and Training.

Professional References

Hayley Bryant - Capable Partners Project Director / FHI Development 360 - +258(82)4021552

Thabisile Mngadi – **Ex-** Capable Partners Project OD Manager/ FHI Development 360 (Ex AED)

Sérgio Chitára – Former Executive Director of Confederation of Business Association – Cell + 258823029280

Alexandra Valerio – Former TVET (Mozambique) World Bank Task Team Leader – Avalerio@worldbank.org

Castigo Langa – former TVET National Director

Nuno Sidónio Uíngé – Managing Partner CBE Southern Africa – Cell +258 82 3108260

Languages:

Mother Language:

Portuguese

Other languages:

Reading

Writing

Speaking

English

Very Good

Good

Good