

CV of Gibson Yadunda Mphepo (PhD)

1. **Full Name:** Gibson Mphepo
2. **Date of Birth:** [REDACTED] [REDACTED] 1965
3. **Nationality:** Malawian
4. **Residence:** Malawi
5. **Passport No:** [REDACTED]
6. **Civil Status:** Married
7. **Contacts:** Shire Valley Transformation Program, P/bag 379, Blantyre, Malawi; [REDACTED]
[REDACTED]

8. Education

Institution (Date from-date to)	Degree(s) or Diploma (s) obtained or to be obtained
Rhodes University (2016-2020)	PhD (Environmental Education)
University of Wales Swansea (2004-2006)	Master of Science in Environmental Biology (with credit)
University of Malawi (1989-1991)	Bachelor of Science Degree in Agriculture (with credit)
University of Malawi (1986-1989)	Diploma in Agriculture (with credit)

9. **Present Position:** Protected Area and Forest Reserves Management Specialist, Shire Valley Transformation Programme (SVTP)

10. **Language Skills:** Competency on scale of 1 to 5 (1-Excellent; 5-basic)

Language	Reading	Speaking	Writing
English	1	1	1
French	5	5	5
Chichewa	1	1	1

11. Special skills and competencies

- Highly experienced in biodiversity and social economic assessments focussing on forest reserves and protected areas.
- Highly committed, innovative, and experienced professional in natural resources management, climate change adaptation, gender and social learning among rural communities.
- A critically minded professional who appreciates and can put into meaningful use the complex nexus between population, environment, livelihoods wildlife research, law enforcement, climate change and livelihoods.

- Solid understanding of major donor fiduciary requirements and procedures including DFID, GCF, GEF, USAID, World Bank and African Development Bank.
- A team player who believes that the success of any development initiative requires a systems approach, networking (partnering) with stakeholders of diverse backgrounds, culture and beliefs.
- Solid experience developing funding proposals and monitoring, evaluation and learning approaches including web-based ones.
- Highly experienced professional in developing training and capacity building materials and facilitating training sessions targeting a wide range of stakeholders including faith leaders, the youth and policy makers.
- Exceptional knowledge and skills in developing and implementing monitoring and evaluation frameworks including web-based one.
- Solid understanding of and exceptional skills in biodiversity conservation, natural resources management and assessment in Southern Africa.
- Vast practical experience working with the United Nations, NGOs, CSO and the Government of Malawi.
- Exceptional skills in project management, research, consultancy, teaching, training, and capacity building.
- Strong people management skills having held some senior management positions such as Deputy Director, Wildlife Division Manager and Head of Programmes.
- Excellent communication skills, computer literacy with familiarity of main software such as Word and Excel and basic remote sensing/GIS/Drone technologies
- Hard worker and dedicated to meeting strict deadlines
- Through his PhD study that focused on ‘*transformative and transgressive*’ learning spaces of development’ that are now gaining popularity, I stand out to be a unique professional who understands and articulates the practical meanings of the two concepts in various disciplines including population, education, biodiversity conservation, climate change and environment in general.

12. **Computer and other skills:** Microsoft Office (Word, Excel, Access, Publisher, Power Point), Statistical Package for Social Scientists (SPSS), NVIVO qualitative data analysis software; Internet and e-mails; Zoom and skype

13. Key qualifications

- PhD (Education-2020)— The study topic was Informal learning by rural women in the Lake Chilwa Basin, Malawi, towards coping and adaptation to climate variability and climate change. The main research question was ‘how do drought and inter-seasonal dry spells influence informal learning processes

to enable transformation adaptation among rural women cultivating maize in the Lake Chilwa Basin, Malawi?

- Over 15 year's practical experience in Environment and Natural Resources Management (ENRM), Protected Area Management, Wildlife Research, Climate Change and Environmental Education.
- Excellent quantitative and qualitative researcher in both ecological and social dimensions
- Over 12 years' experience working in the government and NGO sectors including UNDP.
- More than 20 years' experience consultancy works on biodiversity, natural resources management, environment, and climate change.
- Over 10 years' experience managing multiple (and often complex) major donor funded projects including UNDP, DFID, International Development Research Council, International Social Science Council and GIZ targeting a wide range of stakeholders including local communities, policy makers, academicians, the youth, faith leaders and the media.
- Over 20 years' experience in training and capacity building in the leadership for sustainable development, nexus thinking, natural resources management, climate change and general livelihoods targeting middle to senior managers, policy makers, faith leaders, the youth, the media and the general communities.
- Affiliated to several national and international institutions including:
 - ✦ **2018-2023:** Member, Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES).
 - ✦ **2016-2023:** Member, American Education Research Association
 - ✦ **2016-2023:** Member, Environmental Education Association of Southern Africa
 - ✦ **2014-2023:** Member, Sustainable Development Planning Network for Africa (SDPlanNet-Africa). Hosted by African Technology for Policy Studies (ATPS), Nairobi, Kenya
 - ✦ **2014-2023:** Member Civil Society Network on Climate Change (CISONECC), Malawi Based
 - ✦ **2012-2014:** Member, National Community Based Natural Resources Management Forum, hosted by Coordination Union for Rehabilitation of Environment (CURE), Malawi
 - ✦ **2008-2023:** Fellow, Leadership for Environment and Development (LEAD) Network of professionals on sustainable development. Global Network.
 - ✦ **2008-2014:** Member, **Wildlife and Environmental Society of Malawi (WESM)**, Zomba Branch
 - ✦ **1998-2022:** Fellow, Earthwatch Fellowship Programme. Global Network.

14. Professional experience

Years (Date from-date to)	Location	Position & Organization/Institution	Key tasks
April 2021 to date	Blantyre, Malawi	Protected Area Management Specialist (Shire Valley Transformation Program)	<p>Providing technical assistance to the Department of National Parks and Wildlife and Department of Forestry on management of wildlife and forestry resources in the Lower Shire Valley Protected areas namely Lengwe National Park, Mwabvi Wildlife Reserve, Matandwe Forest Reserve, Thyolo Forest Reserve and Thambani Forest Reserve. Main tasks are as follows:</p> <ul style="list-style-type: none"> • Provide technical guidance to strengthen institutional capacity to combat wildlife crime and illegal logging. • Facilitate production and implementation of protected area management plans. • Facilitate capacity building and training of staff on law enforcement and monitoring. • Review and make recommendations for strengthening forestry extension and co-management activities around targeted Protected Areas (PAs). • Support/facilitate the development of an institutional mechanism that brings together key stakeholders at the lower Shire landscape level • Provide technical assistance in research and development, education and extension and law enforcement operations

2020 (August 2020 to April, 2021)	Machinga	District Resilience Coordinator for the Transformational Adaptation to Climate Resilience in Malawi, United Nations Development Programme (UNDP)	<ul style="list-style-type: none"> • Support stakeholders and sector leads at district level in planning, implementation and managing risks with appropriate mitigation measures during project implementation • Provide relevant support to district staff including budgeting assistance and basic translation of the project objectives into activities for implementation. • Strengthening district and community institutions with adequate capacity to manage and respond to climate related risks and shocks • Developing pathways for creating resilient ecosystems for enhanced services and clear linkages with gender responsive and socially inclusive community-based adaptation
2015-2020	Zomba-Malawi	Deputy Regional Program Director): Leadership for Environment and Development (LEAD) Southern and Eastern Africa	<p>Reporting directly to the Regional Program Director of Leadership for Environment and Development, I was responsible for LEAD’s general administration and management support. Specifically, I was responsible for:</p> <ul style="list-style-type: none"> • Directing, planning, supervising, and coordinating the work of senior LEAD staff members. The staff members I supervised are specialized in the following

			<p>portfolios: Communications and Stakeholder Engagement; Research and Training; Food Security and Nutrition; Ecosystems and Livelihoods; Environment and Natural Resources Management; Accounts and Administration</p> <ul style="list-style-type: none"> • Leading in fund-raising ventures through project proposal development for sustainability of LEAD • Leading in resource allocation and budgeting across various portfolios. • Monitoring, evaluation, and analyzing trends in LEAD, identifying issues and developing and recommending solutions to the National Director • Increasing the profile and visibility of LEAD at national and international levels through innovative and strategic planning, envisioning, and implementing • Organizing and attending weekly staff meetings to maintain effective communication among LEAD staff • Selecting, hiring, coaching, and discipline of LEAD employees • Compiling, maintaining, and reporting on the monthly, quarterly, and annual LEAD statistics. • Managing a regional network of LEAD Fellows <p>Doubling as Deputy Director, I was also responsible for Project Management in Climate Change, Environment and Natural Resources.</p> <p>2016-2019: Project Manager: Transgressive Social-Learning for Social Ecological Sustainability in times of climate change (funded by International Social Science Council). The study took place in 9 countries each with its own activities.</p>
--	--	--	---

			<p>In Malawi, the study looked at how social learning via women can transform local farming practices under a changing climate.</p> <p>2018-2020: Programme Manager, Malawi-Mozambique Sustainable Agriculture Programme (funded by the Development Fund of Norway) with activities on income generation ventures such as Beekeeping and Village Savings and Loan Schemes, promotion of high value crops; improving food security and nutrition- e.g. through irrigation farming, conservation agriculture, drought tolerant crops, livestock; Tree planting and management</p>
2008-2015	Zomba, Malawi	<p>Programme Officer: Leadership for Environment and Development (LEAD) Southern and Eastern Africa</p>	<p>Training, research, consultancies, project proposal development on natural resources management issues and climate change Project Management in Climate Change, Environment and Natural Resources</p> <p>2008-2011: Project Manager, Building Capacity for Climate Change Adaptation in West and Southern Africa (DFID Funded).</p> <p>2010-2017: Natural Resource Management and Governance Expert in the Lake Chilwa Basin Climate Change Adaptation Programme (Funded by the Royal Norwegian Embassy).</p>

2006-2008	Liwonde National Park, Malawi	Wildlife Division Manager	Reporting directly to the Deputy Director (Wildlife Management and Utilization), I was responsible for giving policy guidance and supervising senior wildlife staff at division level. These staff members were: 2*Park Managers, 2*Wildlife Biologists, and 2*Education and Extension Officers working in protected areas of Liwonde National Park and Lake Malawi Lake National Park.
1997-2006	Nyika National Park, Malawi	Wildlife Biologist	Designing and executing both ecological and socio-economic research projects in and around national parks and wildlife reserves.
1992-1997	Namitete Secondary School, Malawi	Ministry of Education, Culture and Technology	<ul style="list-style-type: none"> • Teaching Biology and Agriculture • Supervising student projects

15. Consultancy Works

Consultant, development of a Climate Change Strategy for GIZ Malawi. Contracted by GIZ Malawi (2022). For reference, contact [REDACTED].

Consultant and deputy team leader, Terminal Evaluation for a **European Funded Project** Sustainable management and wildlife law enforcement of the Nyika-north Luangwa component of the Malawi Zambia Trans frontier conservation area (TFCA), 2021. Contracted by Peace Parks Foundation. Reference. (Reference: Lee-Anne Robertson, Project Administrator: Kavango Zambezi and Malawi-Zambia Transfrontier Conservation Areas. Peace Parks Foundation, Termoo Road, Techno Park, Stellenbosch 7600, P.O. Box 12743, Die Boord. Email: [REDACTED]).

Individual consultant, A rapid impact assessment on the use of improved services offered under CISP and **European Union**-KULIMA-MIERA Programme, 2021. (Reference: Mr. Christopher Masara, Value Chain Expert, GFA Consulting Group. E-mail: [REDACTED]).

Consultant and team leader: Environmental and Social Impact Assessment of expanding tea growing area in Kawalazi Estate Reference, 2021. (Reference: Mr. G. Manoj, Deputy General Manager, Kawalazi Estate. [REDACTED]).

Consultant and team leader: Development of farmer field school (FFS) training materials for **smallholder tea growers** in Mulanje and Thyolo, 2019. (Reference: Dr. Jonathan Mkumbira, Director, Tea Research Foundation of Central Africa; Tel: [REDACTED]).

Consultant: Landscape Scoping Study **in the tea growing districts of Thyolo and Mulanje** alongside the Malawi Tea 2020 Programme, 2019. Contracted by IDH the Sustainable Trade Initiative in Malawi, in partnership with Grow Africa; Reference: Daisy Kambalame, Country Director. [REDACTED].

Consultant: Mainstreaming Climate Change into Malawi Growth and Development Strategy (MGDS) III, 2017. Contracted by United Nations Development Programme, Malawi. (Reference: Sothini Nyirenda, Climate Finance Specialist at African Development Bank Group (Former Programme Analyst-Climate Change & Disaster Risk Reduction at United Nations Development Programme; [REDACTED]).

Consultant and team leader: End of project **evaluation** for the Global Poverty Alleviation Fund (GPAF) Resilience Programme in Malawi, 2016. Contracted by Trocaire Malawi Reference: Violet Moyo, Programme Officer, [REDACTED].

Consultant: Research on indigenous knowledge practices for Natural Resources Management in Malawi, 2014 contracted by Environmental Affairs department (Reference: Mr. Michael Makonombera, Deputy Director Department of Environmental Affairs P/Bag 394, Capital City, Lilongwe 3, Malawi. Mobile: [REDACTED]).

Consultant: Collecting baseline data and developing a project proposal entitled Climate Proofing Local Development Projects in Machinga and Mangochi, Southern Malawi (2014) and submitting for funding to GEF on behalf of Government of Malawi. Contracted by UNDP (Reference: Sothini Nyirenda, Climate Finance Specialist at African Development Bank Group (Former Programme Analyst-Climate Change & Disaster Risk Reduction at United Nations Development Programme; [REDACTED])

Consultant: Development of meteorological policy for Malawi: contracted by department of meteorological services and climate change in Malawi, 2014. (Reference: Mr. Jolamu Nkhokwe: Director of Department of Climate Change and Meteorological Services; [REDACTED])

Consultant: Development of a Climate Change Policy for Malawi: Contracted by UNDP, 2013. (Reference: (Sothini Nyirenda, Climate Finance Specialist at African Development Bank Group (Former Programme Analyst-Climate Change & Disaster Risk Reduction at United Nations Development Programme; [REDACTED])

Consultant and team leader: Training of Kusamala Project Extension Workers on Value Chain Analysis. Contracted by Kusamala Project. Contact—Dorothy Mainga [REDACTED]

Consultant and administrator: Malawi's Progress towards Achieving Sustainable Development Goals 20 Years Since the 1992 Contracted by UNDP, 2012 (Sothini Nyirenda, Climate Finance Specialist at African Development Bank Group (Former Programme Analyst-Climate Change & Disaster Risk Reduction at United Nations Development Programme; [REDACTED])

Consultant: Scientific Validation of Early Warning Signals for Drought and Floods in Nsanje and Chikhwawa Districts, Malawi in Nsanje and Chikhwawa—Contracted by Goal Malawi, 2011. (Reference: Ms Chimwemwe Kachepa, Rights in Crisis Officer at Oxfam, Blantyre, Malawi Tel: [REDACTED])

Consultant: Reviewing the Decentralised Environmental Management Manual and developing Decentralised Environmental Management Guidelines for Malawi—contracted by Ministry of Local Government, 2011. (Reference: Moses Zuze, Economist & Climate Change/Poverty & Environment Focal Point at Ministry of Local Government and Rural Development, Lilongwe, Malawi Tel: [REDACTED])

Consultant and team leader: Developing **Guidelines for Sustainable Use of Biodiversity in Malawi**. Environmental Affairs Department (Malawi)—2009. (Reference: Sothini Nyirenda, Climate Finance Specialist at African Development Bank Group (Former Programme Analyst-Climate Change & Disaster Risk Reduction at United Nations Development Programme; Email: [REDACTED])

Consultant and team leader: Training of Environmental Affairs Department Senior Staff on **Biodiversity Clearing House Mechanism:** 2008. Contracted by Environmental Affairs Department (EAD) Malawi (Reference: Sothini Nyirenda, Climate Finance Specialist at

African Development Bank Group (Former Programme Analyst-Climate Change & Disaster Risk Reduction at United Nations Development Programme; [REDACTED]
[REDACTED]

Consultant and team leader: Production of a constitution for the Upper Shire Association for Conservation of **Liwonde National Park**— Contracted by Danish Hunters Association Liwonde Community Based Natural Resources Management (CBNRM) Project: 2007 (Reference: Mr. Yamungu Botha, Former Project Manager of Liwonde Community Based Wildlife Management Project, Currently a Project Manager, United Purpose, P.O. Box 165, Balaka. [REDACTED]

Consultant: An **Evaluation** of registered village trusts in **Lake Malawi National Park**— Sponsored by UNESCO; 2006 (Reference: Mr. Chiza Manda, Former Deputy Director of National Parks and Wildlife (Wildlife Management). Currently a Technical Advisor, SADC GIZ, Transboundary Use and Protection of Natural resources Project, P/Bag X12, Gaborone, Botswana; Tel: [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]
[REDACTED]

16. Relevant Research experiences

- **2016-2019:** Transgressive **Social learning** for social-ecological sustainability in time of climate change. Participated in proposal development and on implementation of the research work. The project took place in 9 countries: Malawi, South Africa, Zimbabwe, Ethiopia, Colombia, Sweden, India, Netherlands and Vietnam.
- 2012 to 2016: Attaining Sustainable Services from Ecosystems and Trade-Off Scenarios (ASSETS). Participated in proposal developed and has been funded. Jointly implemented with University of Southampton in collaboration with CIAT (Colombia), Chancellor College and WorldFish (Malawi), Basque Centre for Climate Change Research (Spain), Conservation International (USA) and the University of Dundee.
- 2011 to 2013: Adaptation to Climate Change on Access and Use of Water and Forestry Resources in the Liwonde – Mangochi Protected Area Complex in Malawi to enhance Food Security. Developed a proposal. Also, Researcher on PGIS-Food Security Forestry Nexus. Same project implemented in Kenya, Senegal, Rwanda and Mali. A Policy Brief on Forest and Food Security has been produced.
- 2009: Baseline study for the Lake Chilwa Basin Climate Change Adaptation Programme. Funded by the Royal Norwegian Embassy.
- 2005 to 2006: Nyika Biodiversity Project. Co-investigator. Sponsored by NORAD through National Herbarium and Botanic Gardens of Malawi. Funded my MSc thesis on “attitudes and perceptions of people bordering protected areas-the case of Nyika National Park”.
- 1998 to 2005: Bio search Nyika Scientific Expedition. Co-investigator on large mammals. Sponsored by the Royal Geographic Society through UK Scientific Expedition Group

17. Relevant Publications

1. **Mphepo, G.** and Joseph Nkhoma (2018). Livestock promotion for building social and ecological resilience under a changing climate in the Lake Chilwa Basin. Book Chapter in

- Socio- Ecological Resilience to Climate Change in a Fragile Ecosystem: The Case of the Lake Chilwa Basin, Malawi. Routledge Publications.
2. Heila Lotz-Sisitka, Million Belay Ali, **Gibson Mphepo**, Martha Chaves, Thomas Macintyre, Tichaona Pesanayi, Arjen Wals, Mutizwa Mukute, David Kronlid, Duc Tuan Tran, Deepika Joon and Dylan McGarry (2016). Co-designing research on transgressive learning in times of climate change. *Current Opinion in Environmental Sustainability* 20:50–55.
 3. Marlene Chikuni, **Gibson Mphepo** and Sosten Chiotha (2015). Chapter 8: **Mainstreaming Environment** and Sustainability in **Tertiary Education**: Some Experiences from MESA in Malawi. Book Chapter in: *Mainstreaming Environment and Sustainability in African Universities*, Published by the Environmental Learning and Research Centre, Rhodes University.
 4. **Mphepo, G.**, W. Phalira, J. Chibwe, M. Tsirizeni and S. Mahonya (2016). *Building Community Resilience to climate change through income generating activities: A best Practice Guide for Extension workers and Communities*.
 5. **Mphepo, G.** 2014. *Humans and wildlife: how to reach harmony. A resource book for practitioners and community*. LEAD Southern and Eastern Africa Publications
 6. Pullanikkatil, D., **Mphepo, G.**, Phalira, W., & Chiotha, S. (2013). *Non-formal Climate Change education and Advocacy: Experiences from Malawi*. Experts Meeting on Climate Change Education. UNESCO.
 7. Chiotha, S., Pullanikkatil, D., Chipeta, C., Mvula, P., Phalira, W., **Mphepo, G.**, Mkanthama, C. 2013.” *Malawi’s Progress towards Achieving Sustainable Development Goals 20 Years Since the 1992 Earth Summit in Rio: Stocktaking Report on Rio+20*”. LEADSEA Publications, Zomba.
 8. **Mphepo, G.**, Phalira, W., Pullanikkatil, D., Ngwira, T., Dzimbiri, T., Bandason, E., Taylor, S. (2013). *Climate Change Toolkit: A Manual for Trainers (First Ed.)*. (S. Chiotha & K. Gondwe, Eds.) Zomba: LEAD Southern and Eastern Africa.
 9. Davies Luhanga, Likongwe, P., Meke, G. and **Mphepo, G.** (2012). *Basket Weaving Rapid Value Chain Analysis around Thuma Forest Reserve*. LEAD Publications, Zomba, Malawi;
 10. **Mphepo, G.**, D. Pullanikkatil, S. Chiotha, P. Kishindo and W. Phalira (2011): *Training of Hon. Members of Parliament on Climate Change Adaptation and Advocacy*, LEAD Publication, Zomba, Malawi.
 11. Phalira, W., Chiotha, S., Kamlongera, C., Kossam, F., Maliwichi-Nyirenda, C., **Mphepo, G.** (2011). *Scientific Validation of Traditional Early Warning Signals for Drought and Floods in Nsanje and Chikhwawa Districts, Malawi*. National Symposium for Climate Change and Environment, 19 - 21 October 2011. Lilongwe: Department of Environmental Affairs.
 12. Nampota, D. and **G. Mphepo** (2010): *Environmental Education and Awareness*. In: *Malawi State of Environment and Outlook Report*. EAD Publication, Lilongwe, Malawi
 13. **Mphepo, G.Y.A.** 1999. *Community Based Management of Natural Resources: Case Study from Nyika/Vwaza Border Zone Development Project*. In *Community Based Management of Miombo Woodlands in Malawi*, Proceedings of a national workshop.
 14. Steve Bass, James L.L. Banda, Sosten Chiotha, Joseph Kalowekamo, Themba Kalua, Daisy Kambalame-Kalima, Boyd Hamella, Michael Mmangisa, **Gibson Mphepo**, Nyuma Mughogho, Dennis Mulebe, Friday Njaya, Elliot Phiri, Benon Yassin, and

Gil Yaron (2010): Mainstreaming the environment in Malawi's development planning.

15. Key references

Name	Relationship with myself	Current Position	Contact details
Professor Sosten Chiotha	My previous supervisor at Leadership for Environment and Development (LEAD)	Regional Program Director, LEAD	[REDACTED]
Mr. Welton Phalira	My previous supervisor in the Lake Chilwa Basin Climate Change Adaptation Program	Executive Director and Founder, Bigpot Consulting	[REDACTED]
Mr. Daulos Mauambeta	My current supervisor at Shire Valley Transformation Program (SVTP)	Natural Resources Management Coordinator	[REDACTED]

16. Statement

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that any wilful misstatement described herein may lead to my disqualification or dismissal, if engaged.

Date: 01/01/2023


