

STRENGTHENING ENVIRONMENTAL ASSESSMENT PROFESSIONAL CAPACITY IN AFRICA

*2004/05 Capacity Development and Linkages for
Environmental Assessment in Africa), Professional Development
Fellowship Programme in Environmental
Impact Assessment for Eastern Africa sub - region*

Final Report

Compiled by Maureen Babu



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EAAIA
Eastern Africa Association for Impact Assessment

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The World Conservation Union

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*2004/05 Capacity Development and Linkages for Environmental
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November 2005
IUCN EARO
Nairobi, Kenya

Acknowledgement

The 2004/05 Capacity Development and Linkages for Environmental Assessment in Africa (CLEAA), Professional Development (PD) Fellowship programme in Environmental Impact Assessment (EIA), was an important step in building on the success of the pilot phase implemented in 2001/02 by the Southern African Institute for Environmental Assessment (SAIEA), and the Eastern Africa Association for Impact Assessment (EAAIA). Planning and realization of the objectives of the programme could not have been possible without the valuable support received from the donor, selection committee and hosting institutions that supported review of applications and selection, funding and hosting of the fellows.

IUCN-The World Conservation Union Eastern Africa Regional Office, would like to acknowledge USAID/REDSO/ESA and USAID – Rwanda, Tellus Institute in Boston and International Resources Group for funding and facilitating the 2004/2005 fellowship programme. We are grateful to DH Engineering Consultants, ESF Consultants, Institute of Resource Assessment University of Dar es Salaam, Technical Secretariat for Public Work & Employment Creation Project, Galillee College, and International Association for Impact Assessment for their support in providing background training in environmental management, hosting and mentoring the fellows during their practical training. We would also like to acknowledge support from Mr. Peter Leonard of Hydro Québec for his support particularly in identifying hosts and placement of fellows from French speaking countries. We would also like to acknowledge Dr. Walter Knausenberger and Mr. David Kinyua of USAID/REDSO/ESA for reviewing this report.

Abdulrahman S. Issa
Maureen A. Babu

List of Abbreviation

CLEAA	Capacity Development and Linkages for Environmental Assessment in Africa Development Service Office for East and Southern Africa
EA & M	Environmental Assessment & Management
EA	Environmental Assessment
EAAIA	Eastern Africa Association for Impact Assessment
EIA	Environmental Impact Assessment
EIS	Environmental Impact Statement
ENCAP	Environmental Capacity Building Programme
IAIA	International Association for Impact Assessment
IRG	International Resources Group
IUCN EARO	The World Conservation Union, Eastern Africa Regional Office
MoU	Memorandum of Understanding
PD	Professional Development
SAIEA	Southern African Institute for Environmental Assessment
SEA	Strategic Environmental Assessment
ToR	Terms of Reference
UN	United Nations
USAID/REDSO/ESA	United States Agency for International Development Regional Economic Development Service Office for East and Southern Africa.
WB	World Bank

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1. Introduction

Capacity Development and Linkages for Environmental Assessment in Africa (CLEAA), has been running the Professional Development (PD) Fellowship programme in Environmental Impact Assessment (EIA) since 2001 in its various sub - regional nodes. The overall objective of the fellowship programme is *“To promote, support and develop EIA capacity in Africa to enable countries in the region to fully appreciate and effectively use EIA as continuous planning and decision making tool for sustainable development at national and sub-national levels”*.

In realizing the above overall objective, the programme contributes significantly towards attaining the result areas and objectives of the Capacity-building for Environmental Assessment in Africa (CEAA) ¹programme. The specific result area and objective that the CLEAA PD Fellowship programme contributes in the CEAA programme are indicated below:

Result Area 2: *Capacity for effective establishment and management of EIA in Eastern Africa enhanced.*

Objective 2: *To develop adequate human and technical resources, and institutional capacity for EIA implementation.*

So far 15 promising EA professionals from the Southern and Eastern Africa regions have benefited from phase I and II of the programme, of these, 4 being women. The PD Fellows have gained immense confidence and skills as EA practitioners, as a result, the PD Fellows have taken up prominent professional positions in their home countries enabling them to make significant contributions in EA & M. Phase I and II of the CLEAA PD Fellowship programme, have contributed to the realization of offering hands-on-experience to a portion of the proposed 200 PD Fellows² thus enlarging the pool of experienced EA practitioners in Africa.

The Fellowship covers travel, lodging, meals and other associated expenses for a period of 2 - 3 months while the Fellows are participating in a professional EIA team, applied training and/or appropriately tailored engagement. These Fellowships, each worth about \$10,000, are the mechanism by which the programme achieves its three objectives:

- i. To provide practical EIA training and experience for promising young professionals;
- ii. To link these individuals to national, regional and international EIA professional networks; and
- iii. To strengthen regional and sub-regional EIA networks in Africa.

The Fellowship experience itself is the means by which these objectives are met. The table below sets out the components of the Fellows' experience in relation to the first two objectives.

Objective	Fellowship activities
1. To provide practical EIA training and experience for promising professionals	Fellows gained critical experience by participating in a professional EIA team, an equivalent appropriately tailored engagement

¹ For details, see proposed programme for capacity enhancement for Environmental Assessment in Africa, 1999, available at IUCN-EARO.

² See proposal for a five year African Professional Development Programme in Environmental Impact Assessment, Abridged Version, April 2004, available at <http://www.saiea.com/html/proposals.html>

	<p>and/or by receiving applied training for a period of 1 to 3 months.</p> <p>To the extent possible, Fellows were placed on projects addressing specialized fields they request. Fellows were mentored by senior professionals in the host organization/institution.</p>
(2) To link these individuals to national, regional and international EIA professional networks	<p>Fellows were funded to attend conferences, meetings and trainings/courses of regional and international EIA professional institutions.</p> <p>Fellows received a three-year membership in IAIA and their regional EIA association.</p> <p>In placement experience itself, Fellows formed relationships with the other members of their EIA team and individuals at their host institutions.</p>

The third objective, strengthening regional and sub-regional EIA networks in Africa, is met in two ways. First, the programme has enlarged the pool of qualified professionals to actively support and participate in regional and sub-regional EIA organizations. Second, the programme has increased the visibility, capacity and stature of the networks including host institutions.

The CLEAA PD Fellowship programme benefits are two-fold, in addition to benefits accorded to the PD Fellow, the hosting organization/firm stands to benefit through:

- Opportunity to provide practical experience in EIA to promising African professionals;
- Expertise and assistance added to an EA team, at minimal expense to the host/mentor;
- Fostering public/private sector alliance; and
- Promoting a desirable "convergence" of EIA procedures at country to country, or region to region level.

In 2001 - 2002, the programme initiated by USAID's Environmental Capacity Building Programme (ENCAP), was implemented on a pilot basis with primary funding from USAID/REDSO/ESA. In November 2001, CLEAA assumed the lead role for the Fellowship Programme. CLEAA launched a second round of fellowships for EIA professionals from the Eastern Africa sub – region in 2004.

8 CLEAA PD Fellows from the Eastern Africa sub-region were selected to take up the programme for 2 - 3 months in 2004/05. The fellows were expected to gain practical EIA experience in specialized fields of their own choice, such as road construction, water supply development, health care, irrigation, protected area and wetlands development, use of coastal resources.

Experiences drawn from phase I and II of the CLEAA PD Fellowship programme indicates that there is a large pool of promising young EA practitioners yearning for a chance to build their capacity in EIA/SEA. During phase I, over 60 applications or inquiries were received from candidates representing 16 countries in both Eastern and Southern Africa region. Phase II received 81 applications from the Eastern Africa region. This indicates a growing adoption of EIA/SEA as

efficient environmental management tools in Africa, and thus the need for capacity building to meet the growing demand.

The programme is being administered and further developed by CLEAA, in close collaboration with EAAIA, Southern Africa Institute for Environmental Assessment (SAIEA), IRG/Cadmus Group, United States Agency for International Development/ Regional Economic Development Service Office for East and Southern Africa (USAID REDSO/ESA), International Association for Impact Assessment (IAIA) and IUCN-The World Conservation Union, Eastern Africa Regional Office.

2. 2004/05 CLEAA Professional Development Fellowship Programme for Eastern Africa sub - region

Advertisements calling for expression of interest in the programme were posted in the local and regional newspapers, websites such as ENCAP & Pamzuka news - a weekly forum for social justice in Africa, and also sent out on email to the larger EA networks. The constituted selection committee of donors and partners (Dr. Peter Tarr-Southern African Institute for Environmental Assessment (SAIEA), Prof. Mwalyosi – Institute of Resource Assessment University of Dar es Salaam, Mr. Abdulrahman Issa – IUCN EARO, Mr. Wes Fisher and Ms. Nancy Odeh –Tellus Institute of Boston, Dr. Walter Knausenberger and Mr. David Kinyua – USAID/REDSO/ESA), were tasked to review the 81 received applications from the Eastern Africa sub - region.

8 PD Fellows (Annex I) were selected using a marking system attached to this report as Annex II, to participate in the 2004/05 CLEAA PD Fellowship programme. Placement of the PD Fellows in various institutions both in Eastern and Southern Africa sub - regions, to undertake various EA related projects was the next step after identification of hosting institutions (Annex III), a process that took over 3 months.

The 2004/05 CLEAA PD Fellowship programme aimed to link the PD Fellows to tailor made EIA/SEA activities. Some of the projects/activities that the PD Fellows were involved in include:

- An environmental assessment of an urban housing project in Lilayi, Zambia;
- Three weeks background training in environmental management at Galilee College, Israel;
- An EA study for the proposed raising of the Masinga hydro-electric dam by the Kenya Energy Generation Company, in Kenya;
- An EA study for the proposed conservation and development plan for the Grumeti Reserves, Western Serengeti, in Tanzania;
- Strategic Environmental Assessment (SEA) on Careers exploitation in Burundi; and
- Rapid Environmental Impact Assessment in Disasters workshop in Nairobi, Kenya, organized by RedR. RedR is an International Federation of regional offices which co-operate to achieve a shared vision concerned with humanitarian needs. The 3 days workshop prepared participants to use Rapid Environmental Assessment (REA) in disaster and crisis situations.

(Reports on these projects/activities are attached as a separate document titled final evaluation reports- CLEAA PD Fellowship)

The PD Fellows were also expected to adhere to some code of conduct during their placement and implementation of the programme. An example of a code of conduct compiled by Dr. Knausenberger for the pioneer PD Fellows was reused for this second round, and is shown in table 1 below. The listed expectations in table 1 were captured in the Memorandum of Understanding

(MoU) developed in the phase II of the programme, between IUCN EARO and the PD Fellows as well as the hosting institutions.

Dear CLEAA PD Fellows of 2004 - 2005.

Congratulations on the various assignments you have accepted. As this is a professional development opportunity all around, please note the below suggestions. You may wish to share these principles regarding the role of the mentor with the mentor! This is all subject to further refinement, so your feedback shall be appreciated.

1. Consider this as an opportunity to develop your "consultancy" skills: planning and organizing, time management, keeping deadlines, regular communication, and output orientation are some basic areas that often need polishing.

2. These types of skills will be honed to greater and lesser extents by the Fellowship, provided the Fellow-Mentor relationship takes a form in which the Mentor genuinely teaches the Fellow their methods and approach at a reasonable level of detail. Certain factors will enable the formation of the type of relationship within which such genuine mentoring can occur.

3. Please remember your hosts will begin to form their impressions of you during your initial communications. Although e-mail is often informal, we urge you to treat all written communications with your prospective or confirmed hosts, by e-mail or otherwise, as formal communications deserving of thoughtful composition, and proofed carefully for spelling and syntax.

4. There is no intent to provide salary remuneration, so the Mentor carries a greater sense of obligation by his/her commitment to the Fellowship program to invest time and attention to the Fellow, while at the same time making it acceptable for the Fellow to perform at the level of a novice-to-aspiring professional.

5. We would like the CLEAA Fellows to approach their placement activities by establishing an appropriate "tone" in the relationship, by expressing and demonstrating their interest and exhibiting openness to learning the mentor's methods and approach in some detail. This is after all one of the principal purposes of the placement. Presenting themselves as what they are supposed to be--a receptive young professional "mentee" seeking to improve her or his skills, and learn new skills-- will allow and encourage the Mentor to actively and fully fill that role, while simultaneously lowering the Mentor's expectations that the Fellow can, let alone should, operate independently and produce polished professional products from the start (all the better if you do!).

Best of success in your EA Fellowship and your endeavors in general!

Table 1: Code of Conduct for CLEAA PD Fellows

3. Funding for the programme

The funding for this fellowship programme was generously provided by USAID/REDSO/ESA through the 'Support for Capacity Enhancement for Environmental Impact Assessment in Eastern Africa' programme. The PD Fellowship programme falls under result area 2 of the overall

programme, "Capacity for effective establishment and management of EIA (in Eastern Africa in particular and Africa at large enhanced)"

Objective 2: To develop adequate human and technical resources and institutional capacity for EIA implementation.

Tellus Institute in Boston provided separate funds for purchase of 5 laptops to support the 2004/05 CLEAA PD Fellowship programme. The laptops were lent to PD Fellows for the duration of their placement. After completion of the phase II of the programme, some of the laptops were disposed as follows with guidance from USAID/REDSO/ESA; 1 laptop was donated to the Rwanda Environmental Management Authority (REMA) for use in its Environmental Impact Assessment Department, while another was lent to a consultant for the duration of the USAID Sudan Transitional Environmental Programme (STEP). The other 3 laptops are still in possession of IUCN EARO, with 2 in its regional office in Nairobi and the other in its Tanzania Country Office.

Table 2: Budget for the 2004/05 CLEAA PD Fellowship Programme: Eastern Africa sub - region

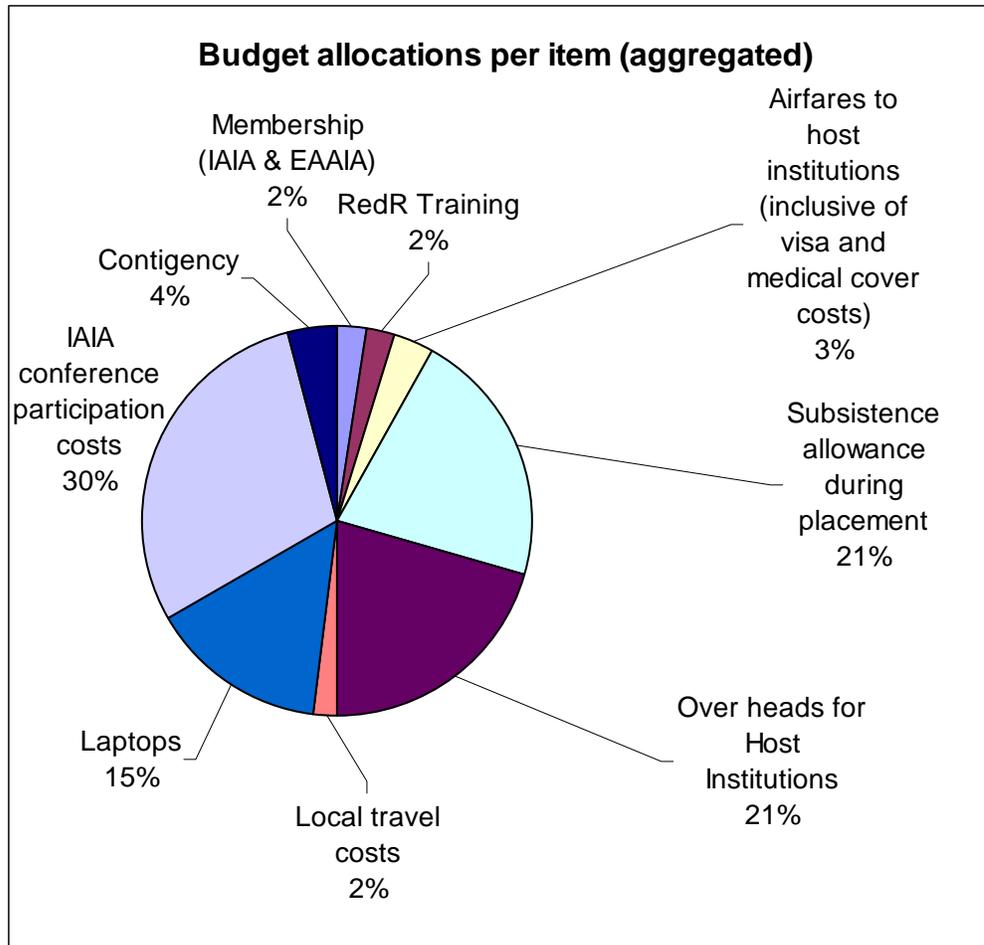
	Name	Country	Budget Item	Cost (US\$)
1.	Echessah P. Namwaya	Kenya	1. IAIA membership @\$58 x 3 yrs 2. EAAIA membership @\$30 3. RedR Training @\$498.9 Subtotal	174 30 499 703
2.	Yatich Thomas	Kenya	1. IAIA membership @\$58 x 3 yrs 2. EAAIA membership @\$30 3. Travel to Lusaka, Zambia @\$974 4. Zambia visa fee 5. Subsistence allowance for 2 months in Zambia 6. Short term medical insurance in Zambia 7. PD Fellows transport costs within Zambia for 60 days 8. DHEC overheads, facilitation, reporting costs Subtotal	174 30 974 435 3,860 100 1200 2700 9,473
3.	Kiragu Serah Wambui	Kenya	1. IAIA membership @\$58 x 3 yrs 2. EAAIA membership @\$30 3. IUCN Technical Input to EAAIA @\$350 x 2days/qtr (4 qtrs to Sept '05) Subtotal	174 30 2,800 3,004
4.	Nshimirimana Emmanuel	Burundi	1. IAIA membership @\$58 x 3 yrs 2. EAAIA membership @\$30 3. Subsistence allowance in the field for 46 days 4. Vehicle hire, fuel, communication, training, reporting & office materials costs 5. Local travel costs to IUCN-EARO Subtotal	174 30 1,840 4,350 39 6,433
5.	Vital Nyilimanzi	Rwanda	1. IAIA membership @\$58 x 3 yrs 2. EAAIA membership @\$30 3. Accommodation costs in Nairobi for meeting with donor & partner	174 30 126

			4. Out of pocket allowance in Nairobi 5. Local travel costs in Nairobi Subtotal	90 69 489
6.	Ojok Luke Opot	Sudan	1. IAIA membership @\$58 x 3 yrs 2. EAAIA membership @\$30 3. RedR training & accommodation Subtotal	174 30 605 809
7.	Oyaro Duncan Ochenga	Kenya	1. IAIA membership @\$58 x 3 yrs 2. EAAIA membership @\$30 3. RedR training @\$498.9 4. Subsistence allowance for 3 months 5. ESF consultants costs for 3 months: desktop review, site visits, interviews & consultations, impact identification & analysis, reporting and facilitation costs 6. Local expenses at Galillee College (paid directly to the college) 7. PD Fellow's allowance at Galillee College for 22 days 8. Travel costs to Israel Subtotal	174 30 499 1,500 2,300 3,960 440 700 9,603
8.	Yassin Bakari Mkwizu	Tanzania	1. IAIA membership @\$58 x 3 yrs 2. EAAIA membership @\$30 3. Subsistence allowance for 5 months 4. Travel, accommodation and out of pocket allowance in the field for 43 days 5. IRA costs for 5 months: facilitation, communication, reporting Subtotal	174 30 1,000 1,390 1,800 4,394
			IAIA 2005 participation	
			1. 4 PD Fellows travel to Boston @\$2,000 2. DSA in Boston @\$190 per day for 10 days 3. Conference fees and course registration Subtotal	4,000 7,600 4,000 19,600
			Contingency 5%	2,725
			Other costs	
			5 laptops for the programme	9,801
			Grand total	67,033

NB: The original 2004/05 CLEAA PD Fellowship programme budget had catered for only 4 PD Fellows though this was adjusted to accommodate 8.

Budget notes:

1. EAAIA regular membership is for 3 years
2. Air ticket costs to IAIA 2005 are inclusive of visa costs
3. The 4 PD Fellows (Serah Kiragu, Luke Opot, Protase Echessah and Yatich Thomas) selected to participate at IAIA 2005 conference, presented papers during some the sessions. They were also trained on various courses such as Mainstreaming Biodiversity in EIA, Strategic Environmental Assessment (SEA): Strategic Approaches.



4. Planned Results not achieved

Due to circumstances beyond control, CLEAA was unable to place or replace the PD Fellow from Rwanda, to participate in a UN/e7 Losoko hydropower project in Northern Madagascar. Mr. Peter Leonard of Hydro-Québec in collaboration with USAID/REDSO/ESA, was instrumental in establishing contacts in Madagascar and the development of a Statement of Work (SoW) for the PD Fellow and hosting institution. The e7 project in partnership with USAID/REDSO/ESA, would have supported local costs for the placement of the PD Fellow from Rwanda.

However, the partnership the PD Fellowship programme established with Hydro-Québec should be further enhanced especially in the implementation of the 5 years proposal on *African Professional Development Programme in Environmental Impact Assessment*.³

³ See proposal for a five year African Professional Development Programme in Environmental Impact Assessment, Abridged Version, April 2004, available at <http://www.saiea.com/html/proposals.html>

5. Emerging and potential problem(s) that can hinder project implementation

Some of the problems cited by the PD Fellows include problems in communication and transport to the field, delay in the transfer process of funds to their respective project sites from IUCN, including exchange losses.

As EIA studies are carried out by a team of experts, reaching consensus on pertinent issues due to professional orientation caused delays in decision making on the next required steps. Language also seemed a challenge especially for the PD Fellows from Francophone countries within the Eastern Africa sub - region.

Locating willing and able hosting institutions for the PD Fellows is of paramount importance to the programme, but it's not an easy process. There are negotiations carried out between the coordinator of the Fellowship Programme and the host institutions on budget, duration of the fellowship, the capacity of the PD Fellow's involvement in the project, and the expected outputs. Depending on how soon consensus is reached, the negotiating process could delay or hinder project implementation.

6. Suggested actions to meet the problem(s)

Development of a database on past, present and potential hosting institutions needs to be established. This will be important for the implementation of the 5 years proposal on *African Professional Development Programme in Environmental Impact Assessment*. However, CLEAA nodes will be expected to contribute to the further development of the database in establishing contacts with potential hosts from their respective sub - regions.

Currently, the CLEAA PD Fellowship programme is administered in English. Consideration should be given to non - Anglophone countries in Africa. PD Fellows from non - Anglophone countries should be encouraged to write out their PD Fellowship reports in either French or any other acceptable future Fellowship programme language(s). Thereafter, such reports would be translated by a multi-lingual person into English as this is currently the official language for the programme. Hydro Québec is one such partner that was willing to assist in the translation of any such PD Fellowship reports.

Delay in transfer of funds from the institution in which the CLEAA PD Fellowship programme was been administered was due to long banking transfer process, from one country or region, to another. This could be partially solved if the administering institution entered into an agreement with the hosting institutions to pre - finance some of the on - going activities, and this recovered once funds are received by the hosting institution. It is important to note that the PD Fellows received their subsistence allowance prior to going to the field. The funds released in tranches to the hosting institutions were meant for implementation of EA project activities.

A strong EIA team leader would help reduce conflicts and delays in delivery of outputs if s/he understands the group dynamics, and strategically maximizes the strong points of the group as well as minimizing the weak points that could deter project implementation and delivery. However, it is important to note that conflicts are unavoidable, it is therefore most important to know how one can move from the conflict environment to a more output oriented environment through consensus building.

Allocation of time for negotiations with mentoring institutions should be built into the Fellowship programme timetable, thus reducing delay in project implementation.

7. Other relevant/comments

The PD Fellows recommend that an alumni be established to enable them share their experiences, challenges and success as EA practitioners. This group of past, present and future PD Fellows could also be a pool to be tapped into for future mentors for new PD Fellows.

The programme should seek further collaborations with colleges offering environmental management or related courses, such as Galilee College in Israel. Galilee College offered a scholarship covering tuition costs to one of the PD Fellows to undertake a 3 weeks course, on environmental management. Participants who successfully completed their course work receive a diploma from the college.

A niche to explore further would be the inclusion of more private consultancy firms, as potential mentoring institutions for PD Fellows. The 2004/05 CLEAA PD Fellowship programme benefited from the relations established with private consultancy firms in both Eastern and Southern Africa sub – regions.

It is important to point out that the PD Fellows gained immense confidence as EA practitioners after their fellowship programme, as expressed by Mr. Yassin Mkwizu, PD Fellow based in Tanzania. Mr. Mkwizu was involved in the EA study for the proposed conservation and development plan for the Grumeti Reserves, Western Serengeti, Tanzania, and he sums up his experience as follows; *“the project integrated various ecosystems for consideration during the EA study, and this built my knowledge on, and appreciation of various ecosystems and their related services. The experience further enhanced my skills and confidence as an EA practitioner. This has seen me take up a new job with my new employer, IUCN EARO, as a project coordinator for the forest governance project.”*

Other PD Fellows have not been left behind in utilizing their experiences gained from the programme. Mr. Thomas Yatich was attached to a housing project in Lusaka, Zambia. He has since moved from his assistant lecturing position at a local university in Kenya to become a research analyst in environmental policy with the World Agroforestry Centre. Ms. Serah Kiragu was attached to EAAIA to give technical assistance and support. On behalf of, and assistance from the environmental assessment and planning team of IUCN EARO, she developed a training manual on EA that was used during a two-week training workshop on economic evaluation and environmental assessment in Kenya. She also facilitated the environmental assessment component of the workshop. Mr. Duncan Oyaro, a recipient of the scholarship awarded by Galilee College has since moved to full time consultancy on environmental management. He is operating a consultancy firm together with his two other managing partners. He was involved in an EA study for the proposed raising of the Masinga hydro-electric dam by the Kenya Energy Generation Company, in Kenya.

Both the PD Fellows and mentoring institutions received certificates for recognition of their participation in the 2004/05 CLEAA PD Fellowship programme. (Annex IV- sample of certificates)

6. Closing Remarks

The CLEAA PD Fellowship programme is a vehicle for building indigenous Africa EIA capacity. This programme has enlarged the pool of indigenous experts who can train and manage multi-disciplinary EIA teams. More female EA practitioners from Africa should be encouraged to participate in this programme as statistics show that more male than female have participated in phase I and II of the programme.

Implementation of the 5 years proposal on *African Professional Development Programme in Environmental Impact Assessment*, will assist CLEAA to realize its vision that, *“By 2015, all African countries have the capacity for, and commitment to, employing environmental assessment and management tools in the promotion of sustainable development.”*

IUCN EARO and EAAIA will develop a strategy and action plan for soliciting support from various partners in implementing the objective of the programme. The strategy will include follow-up on contacts made with donor agencies, partners and national, regional & global impact assessment networks etc., whose interest is in capacity building in EA & M. In addition, follow-up will be made on possible IUCN global framework funding for the larger proposal.

Annex 1: List of Short Listed 2004/05 PD Fellows: Eastern Africa

Name	Resident Country	EA Project/Activity	Hosting Institution
Echessah, Protase Namwaya	Kenya	Participation in the Rapid Environmental Assessment Training and 25 th IAIA annual conference, Boston, USA.	Could not get a host within the programme period however, the PD Fellow worked on a project as a private consultant
Yassin B. Mkwizu	Tanzania	EA study for the proposed conservation and development plan for the Grumeti reserve, Western Serengeti, Tanzania.	Institute of Resources Assessment (IRA), University of Dar es Salaam, Tanzania
Kiragu, Serah Wambui	Kenya	<ul style="list-style-type: none"> ▪ Developed EA training manual and trained participants in Kenya. ▪ Serves in the EAAIA executive committee as the Treasurer. ▪ Participation in the 25th IAIA annual conference, Boston, USA. 	Eastern Africa Association for Impact Assessment (EAAIA) & IUCN The World Conservation Union, Eastern Africa Regional Office
Nshimirimana, Emmanuel	Burundi	<ul style="list-style-type: none"> ▪ Strategic Environmental Assessment on quarry exploitation in Burundi. ▪ Serves in the EAAIA executive committee as a Member. 	Technical Secretariat for Public Works & Employment Creation Project(ST-PTPCE), Bujumbura, Burundi
Nyilimanzi, Vital	Rwanda	Losoko hydropower project in Northern Madagascar.	PD Fellow was not placed to participate in the project
Ojok, Luke Ipoto	Sudan	Participation in the Rapid Environmental Assessment Training and 25 th IAIA annual conference, Boston, USA.	Could not get a host within the programme period however, the PD Fellow worked on a project as a private consultant
Oyaro, Duncan Ochenge	Kenya	<ul style="list-style-type: none"> ▪ An EA study for the proposed raising of the Masinga hydro - electric dam by the Kenya Energy Generation Company, in Kenya. 	ESF Consultants, Nairobi, Kenya & Galilee College, Israel

		<ul style="list-style-type: none"> ▪ Diploma course on Environmental Management, Galilee College, Israel. 	
Yatich, Thomas T.B.	Kenya	<ul style="list-style-type: none"> ▪ An environmental assessment of an urban housing project in Lilayi, Zambia. ▪ Participation in the 25th IAIA annual conference, Boston, USA. 	DH Engineering Consultants, Lusaka, Zambia

Burundi – 1
Kenya – 4
Rwanda - 1
Sudan -1
Tanzania -1

Female – 1
Male - 7

Annex 2: Marking System for the applications selected after the initial screening



Capacity Development and Linkages for Environmental Assessment in Africa-CLEAA

Strengthening EIA Professional Capacity in Africa
CLEAA Professional Development Fellowship Program
for Eastern Africa sub-region

Selection Criteria	Source of information	Points
1. Relative benefit to the individual and to practical EIA capacity in home country and region	Proposal, Current or Previous Position and institution, reviewers' opinion	25
2. Candidate will have access to support network of EIA professionals and or mentor in Eastern Africa countries.	Home country, Current position and institution, Proposal, reviewers' opinion	20
3. Persuasiveness and quality of proposal; evidence of having done "homework" on proposed activities to be pursued; demonstrated vision & determination	Proposal	20
4. Academic Qualifications for conducting EIA	CV	5
5. Extent and quality of relevant work experience beyond university and degree of relevance to preferred areas of EIA specialization	CV, references	10
6. Strength of language and computer skills (computer: word processing, spread sheet, internet, GIS)	CV and Proposal	10
7. Demonstrated ability to work in teams	Proposal, references	5
8. Candidate's potential to act as a trainer of trainers in EIA	Proposal, references	5
Total		100

Annex 3: List of Mentoring Firms for the 2004/05 CLEAA PD Fellowship Programme

Mentoring Institution	Contact Person/Mentor	Contacts
DH Engineering Consultants, Lusaka, Zambia	Mr. Danny Holmes	Tel: + 260 (01) 227176 Plot 2333 Kabalenga Rd, Lusaka, Zambia email: dhec@zamtel.zm
Institute of Resources Assessment, University of Dar es Salaam, Tanzania	Prof. Raphael Mwalyosi & Dr. Hussein Sosovele	Tel: +255 22 2410144 P. O. Box 35097 Dar es Salaam, Tanzania Email: ira@udsm.ac.tz or sosovele@udsm.ac.tz
ESF Consultants , Nairobi, Kenya	Mr. James Kambo	Tel: +254 20 3876512 P. O. Box 7745-00100, Nairobi, Kenya Email: james.kambo@esfconsultants.org or info@esfconsultants.org
Technical Secretariat for Public Works & Employment Creation Project(ST-PTPCE), Bujumbura, Burundi	Prof. Francois Nkurunziza	Tel: +257 244196/925445 P. O. Box 989, Bujumbura, Burundi Email: frankur2002@yahoo.fr
EAAIA & IUCN - EARO	Mr. Abdulrahman S. Issa	Tel: +255 22 2669084/5 P. O. Box 68200-00200 Nairobi, Kenya Email: issa@iucn.or.tz or issa_iucntz@yahoo.com
Galillee College, Israel	Ms. Shoshi Norman or Ms. Inna Berkowits	Tel: 972 4 9837444 International Department, Galillee College P.O.B 1070, Tivon 36000 Israel Email: sgnorman@galilcol.ac.il or iberkowits@galilcol.ac.il or International Department@galilcol.ac.il

Annex 4: 2004/05 CLEAA PD Fellowship Programme Certificates



Capacity Development and Linkages for Environmental Assessment in Africa (CLEAA)

This is to Certify that

Name of PD Fellow

has successfully completed his 2004/2005
CLEAA Professional Development Fellowship Programme



CLEAA Coordinator



Capacity Development and Linkages for Environmental Assessment in Africa (CLEAA)

This is to Certify that

Name of mentoring institution

was instrumental in
Environmental Assessment Capacity Building for
the 2004/2005 CLEAA Professional Development Fellowship Programme



CLEAA Coordinator