

CURRICULUM VITAE

Jane Gisin

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PROFILE (BIO)

Current position :

Senior Advisor Inclusive Economic and Systems Development

Education :

MA in Global Development & International Political Economy, University of Leeds

BA / BSc / Licence in International Business Management, Fachhochschule Nordwestschweiz (CH), Duale Hochschule Baden Württemberg (DE), Université de Haute Alsace (FR)

Dual vocational training with vocational baccalaureate at the municipal administration Kloten

Languages :

German (native speaker), English (fluent), French (fluent), Spanish (proficient), Russian (basic)

Profile statement:

Jane is an inclusive economic and systems development specialist with over a decade of experience in market research, project implementation, strategic and management advisory, capacity building of project teams, and results assessments. She support clients by adding thematic expertise and systemic thinking to foster sustainable impact results at scale. Her expertise is rooted in applying systems thinking to private sector development, entrepreneurial ecosystems, trade, financial inclusion, gender equality, and health. Jane has worked with corporates, local and national governments and agencies, civil society organisations and numerous projects in Switzerland, Kyrgyzstan, Kosovo, Serbia, Albania, Moldova, Georgia, Lebanon, Uganda, Kenya, Tanzania, Rwanda, Malawi, Zambia, Madagascar, Benin, Nigeria, and Argentina.

KEY QUALIFICATIONS

Consultancy; strategic advisory; coaching, mentoring and training; project design and implementation; research; results measurement and assessment; systems thinking; sustainability and scale planning

Further professional education

- Introduction to Neuroeconomics
- Gender & Islam Regional Workshop, Helvetas, Tajikistan
- Market System Trainings, Springfield Centre and HELVETAS SwissIntercooperation/SDC
- Private Sector Development in Fragile and Conflict-Affected Countries, DCED (ILO), Torino
- Microfinance Introduction & State of the Art, University of Zurich, Zurich
- Project Cycle Management, SDC, Bern

PROFESSIONAL EXPERIENCE

Institution: Self-employed (UK)

Date: February 2022 – December 2023

Position: Senior Advisor / Consultant

- Provided technical, strategic and management advisory for project design and implementation, including support in partnership building
- Trained, coached and mentored project teams and funders in systems' analysis and strategy / intervention design for sustainability and scale

Institution: The Springfield Centre Ltd.,

<p>Durham (UK)</p> <p>Date: April 2014 – January 2022</p>	<ul style="list-style-type: none"> • Conducted market system assessments, and facilitating or delivering programme and intervention designs • Advised on and developed monitoring and results measurement systems, conducted results reviews and generated knowledge products • Contributed to business development including bid writing and partnership negotiations.
<p>Institution: Helvetas Swiss Intercooperation, Osh (Kyrgyzstan)</p> <p>Date: March 2014 – March 2016</p>	<p>Position: Project Advisor and Gender Expert for three private sector development and/or agriculture projects (SDC, USAID, ICCO)</p> <ul style="list-style-type: none"> • Built gender awareness among project teams • Established and advised on activities across the programme portfolios to foster gender equality in the communities and local partner organisations • Planned and advised intervention strategies applying a market systems development approach • Instigated and supported partnership negotiations for project interventions. • Established and enhanced monitoring and results measurement systems in accordance with the DCED standard • Contributed to knowledge management and sharing • Supported other issues related to the project management including communications, reporting and budgeting.
<p>Institution: Swiss Agency for Development and Cooperation, Focal Point Employment and Income, Bern (Switzerland)</p> <p>Date: January 2013 – March 2014</p>	<p>Position: Trainee</p> <ul style="list-style-type: none"> • Facilitated and supported the knowledge management and sharing of good practices in Private (PSD) and Financial Sector Development (FSD). • Explored the field of “Social Entrepreneurs and Enterprises” as catalyst for social inclusion and supported the planning, development, set up and financing of a pilot project. • Contributed to management and operational activities of the Swiss Capacity Building Facility (SCBF), a Public Private Partnership to further FSD, including participation in project approvals and establishment of a reporting framework and tools. • Supported the development of a microinsurance pilot protecting low-income households in Latin America against natural disasters. • Supported the knowledge capitalisation of Public Private Development Partnerships of SDC which led to the operational standardisation of PPDPs across the agency.
<p>Institution: Zurich Film Festival, Spoundation Motion Picture AG, Zurich (CH)</p> <p>Date: January 2013 – March 2014</p>	<p>Position: Trainee</p> <ul style="list-style-type: none"> • Account management: Acquisition, integration of sponsors in to the event and develop visibility strategies and communication tools, monitor and evaluate activities • Developed various reports, documentations and presentations to sponsors and other stakeholder groups • Supported the development and implementation of the marketing strategy and campaigns • Planned and managed the Audience Award (team of about 30 volunteers) • Managed the invitation process for the main events in cooperation with an event agency and assisted at sponsors’ events
<p>Institution: GastroSuisse, Zurich (CH)</p> <p>Date: 2007</p>	<p>Position: Assistant to Legal Department of GastroSuisse, a Swiss employers' association in the hospitality industry.</p>

Institution: Federal Court of Switzerland, Lausanne (CH) Date: 2004 - 2006	Position: Assistant / Secretary to the II. Public Law Department, managing the process of court decisions to publication.
Institution: Lawyer's Office von Meiss, Blum & Partner, Zurich (CH) Date: 2001 - 2003	Position: Personal Assistant
Institution: City Administration Kloten (CH) Date: 1998 – 2001	Position: Apprentice / dual vocation training

REFERENCE PROJECTS

KENYA: Fred Hollows Foundation: Senior Internation Expert, Inclusive Systems Development

The foundation was looking to increase the sustainability and scale of its interventions by complementing the portfolio with an innovation programme that pilots a different approach to solving eye healthcare in Kenya. Jane co-led the research and design of an this innovation programme, bringing her in her expertise in strategic systemic thinking, yielding in a coherent set of eight pilots working on facilitating use of the demand-side and strengthening service delivery of private and public eye health services. These pilots lay the foundation to test new approaches to scale across other African countries. [2024]

GLOBAL: Lead Advisor, Swiss Import Promotion Programme (SIPPO)

SIPPO strengthens the capacities of Business Support Organizations to provide export promotion services to companies in developing and transition countries enabling them to better integrate into global trade. Jane is lead advisor of a team of three to support the programme in strategy design for phase 3 aiming at deepening the sustainability and scale of its results. This includes a systemic lessons learnt approach, reinforcing the teams capabilities in applying a systems change approach and reviewing management and operational tools to facilitating this. [2024-2025]

DRC: Team Leader for the helpdesk to PAFEQ – UNIDO project

The project is supporting training and skilled employment in the heavy equipment sector through public-private development partnerships and applying a market systems development approach. The helpdesk is set-up to deliver strategic and technical advisory to the intervention portfolio, strengthening the team's capacity in using systemic thinking and support a measurement, knowledge and learning framework for the project and UNIDO more broadly to apply MSD. Jane is leading the implementation of this helpdesk with a team of advisors. [2022 – 2025]

MENA: Senior Consultant, Inclusive Systems Development Training for Regional Teams

Co-developed a three days MSD crash course in French for a face-to-face training, aiming at strengthening skills, identifying capacity and competency gaps and defining a follow up plan for the ISD and regional leads. [2023]

GLOBAL: Senior Consultant, Addressing Structural Constraints to Scaling Innovation in Healthcare and Welfare Services , Botnar Foundation

Part of a four-person team supporting Botnar Foundation's initiative to improve the delivery of the third United Nations Sustainable Development Goal (SDG3). Supporting the field research to investigate means of better provision in primary healthcare and welfare services to increase the resilience of health systems. The research delve into three key countries and a number of key innovations to then extract and test learning across other health innovations and countries. Wrote two deep dives case studies, contributed to the compilation of findings and the wider lessons learnt and supported knowledge sharing. The aim of the final report was to guide health funders and health actors in amplifying solutions which enhance the ability to achieve and maintain scalable health innovations in-country. [2023]

ALBANIA: Lead Consultant, New Perspectives Kukës Programme, Swisscontact (FCDO/Home Office)

The programme aims to use a systems development approach to addressing drivers and enablers of irregular migration from Albania. The consultancy provided a multi-pronged method which included technical and thematic support whilst enhancing the skills of the economic development team. The results were a series of tailored theoretical inputs on using the MSD approach and five tentative sector and intervention strategies including a rough idea of tactics and concrete activity plan for the following year. [2023]

GEORGIA: Lead Technical Consultant on A2F, Rural SME Development Project, Swisscontact

Implementation: Providing advice, guidance and technical inputs on intervention strategies, partner selection and partnership building, regular reviews of interventions in terms of sustainability and effectiveness of results and systemic changes, identification and development of new intervention areas, advise on MRM where it intersects with intervention strategies and ongoing monitoring needs, practical capacity building to team in strategy and intervention development through coaching and mentoring, representation of the Springfield Centre in the consortium and steering committee with the funder SDC. [2021 - ongoing]

Inception: Guided the project team in performing market diagnostics, analysing findings, and providing direction in project design. Enhanced the local team's skills in both technical and procedural aspects of market systems development, and technically on Access to Finance. Coordinated technical inputs with other short-term experts and collaborated with the Team Leader. Acted as the representative of the Springfield Centre in the consortium and steering committees. [2020]

BÉNIN: Lead Technical Consultant, Béninclusif, Swisscontact

Provided technical advice to review the programme with particular focus on existing skills development interventions, advise on new or better intervention opportunities to enhance the effectiveness and sustainability of results and develop improved skills development interventions for farmers. The assignment focused not only on the technical delivery but on enhancing the capacity of the project team in review and design systemic change interventions going forward. All inputs, materials and reports were delivered in French. [2022]

GLOBAL: Lead Technical Consultant, Dutch Good Growth Fund, Triple Jump

Led the technical advice to enhance DGGF's system change youth finance strategies, integrate youth finance intervention strategies in programme monitoring and learning framework and further the team's capacity and operational processes in developing systemic change interventions. Guided, coordinated and managed inputs from our results measurement expert to improve the DGGF's MEL management framework for youth finance interventions. [2021]

UGANDA: Senior Consultant, Strengthen Results Delivery in relation to Market Systems Development of the Swedish Strategy for Uganda 2018-2023, Swedish Development Cooperation

Led technical advice and capacity building efforts which included review of and recommendations to existing programmes to enhance sustainability and systemic thinking; support to the development of new interventions by providing technical inputs, trainings and new tools and frameworks that ensure sustainability and scale of results; and feedback around the operationalisation and organisational impact of the systemic approach:

- Support Sida Uganda in providing guidance in line with the market systems approach to the Connect Rural Uganda Programme to ensure programme relevance, effectiveness particularly with regards to systemic change and scale, impact and sustainability. [2019/2020]
- Technical advice to the Embassy team on how to improve the Theory of Change using a market systems lens and establish a results framework for their implementation of the Renewable Energy Guarantee with a major local bank. [2019]
- Conduct an introductory training on the Market Systems Development approach programme implementation to the Embassy team from thematic and operational departments, including health, gender, advocacy and human rights, economic development and controlling. [2019]

LEBANON: Senior consultant, market analysis and strategy development to support livelihoods amongst host and refugee communities in east and north east Lebanon, ILO

Part of a four-person Springfield / ILO team to map and assess intervention opportunities and prospects in the horticulture sector. The assessment and subsequent strategy development focused on income opportunities for Lebanese farmers and decent work opportunities for Syrian refugees in the greenhouse horticulture sector in Akkar and Bekaa regions. [September 2019-February 2020]

NIGERIA: Senior Consultant, Strategic inputs to design, implementation and monitoring, SuNMaP2

As part of the core partners to this DFID funded malaria programme, inputs included supporting the 3-person team in country in conducting market assessments and designing strategies and various intervention areas in three different health related market systems. She will provide ongoing support regarding partnerships and tactics, monitoring and learning from interventions, and intervention reviews. [2019 - ongoing]

MOLDOVA: Lead Consultant, Capacity building and review of programme design, HEKS/EPER Swiss Church Aid

Led a two-person support to two sector teams to revisit vision and strategy to establish viable intervention tactics and partnerships. Besides technical assistance the consultancy included advise and application of good practice planning processes and relevant tools in line with the MSD approach. [2019]

MOLDOVA: Lead Consultant, Review the design of the second programme phase of grape and berry market systems, HEKS/EPER

Following the two programme reviews and training inputs on specific MSD processes, the implementation teams deepened their market knowledge for designing their next programme phases. The consultancy included feedback on diagnostic findings and support to the teams through the end of the design process by providing feedback to the programme strategy documents. [2018]

MOLDOVA: Lead Evaluator, End-of-Phase review of grape and berry market systems programmes, HEKS/EPER Swiss Church Aid

The review objectives were twofold: assessing programme achievements to date and generating insights and learning for design of the subsequent phase. The latter, process-oriented part focused on the MSD implementation quality throughout the programme cycle which allowed for interpretation and contextualisation of the programme's achievements. Both reviews focused on programme planning, design and implementation and provided recommendations on areas that needed strengthening in subsequent phases. The assignments culminated in an awareness raising session (training) providing more detail on priority areas of the MSD process that could be improved in future. [2018]

TANZANIA: Senior Consultant, Scoping study / programme proposal for an urban development project

Conducted field research and provided technical and organisational inputs to the project proposal for DFID's first urban market systems development programme. The programme will be working in key urban market systems such as light manufacturing, waste management and childcare. After the successful award of the programme, involvement in finalising the programme strategy, building local capacities and implementing interventions will continue [2018].

TANZANIA: Trainer/Consultant, Agriculture Markets Development Trust

Undertook a training needs assessment and provided advice through training and coaching to the AMDT implementation team and the large group of outsourced market facilitators working in the national sunflower (seeds and edible oils) market system. The training focused on the application and implementation of the market systems development approach including market analysis, visioning, strategy, implementation and results measurement. [2018]

ZAMBIA/KENYA: Consultant, AgriFin Accelerate (AFA), Mercy Corps and Mastercard Foundation

Contributed to the mid-term evaluation of AFA by bringing in the market systems development angle and focusing on sustainability and scale. Set the research framework. Conducted in-depth interviews with AFA partners and market players assessing the project's performance to date against its goals and objectives. Made recommendations informing future strategy to extend the project's strengths and accelerate ecosystem changes. [2017/2018]

RWANDA: Consultant/evaluator, Access to Finance Rwanda

Contributed to the impact assessment of three AFR projects by conducting in-depth interviews and focus group discussion as well as SMS surveys with end-beneficiaries focusing on social impact, financial exclusion and gender issues. [2017]

KOSOVO: Field Researcher/MSME Specialist, EFSE Fund, Finance in Motion

Researched and authored short case studies on the success factors of five micro-, small and medium enterprises in Kosovo. Contributed to the development of a monitoring and learning framework that guides the performance management of the fund and the development facility. [2017]

SERBIA: Consultant, Private sector development programme South Serbia, SDC

Researched and authored a case study on PSD's work on dual education in the wood sector. The focus of the case study is two-fold: the sustainability and upscaling of the curricula change as well as the facilitation tactics that the implementer used to induce behaviour change. [2017]

MADAGASCAR: Consultant, Labour Market and Market Assessment, Save the Children

Led research for a two-staged labour market and market assessment assistin Save the Children to identify and programme for viable livelihood options for very poor households, with a focus on land and assets for poor women and youth. [2016 – 2017]

SERBIA: Consultant, Private sector development programme Southwest Serbia, SDC

Worked with the team to review intervention-specific recommendations of the external review and revise intervention strategies and tactics with particular attention to developing respective crowding-in strategies and partnerships to strengthen targeted outreach to poor women and men. [2016]

Guidance and support to case study writing on PSD's work in the tourism sector utilising a systemic approach to implement an advocacy and lobbying intervention. The case study describes key facilitation challenges and tactics in dealing with market system constraints around cooperation, coordination and advocacy capacity. [2016]

KENYA: Consultant, PSP4H Private Sector Innovation Programme for Health, DFID

Researched and authored a case study for one of the first DFID-funded health programmes applying a market systems development approach. The objective was to generate and share new knowledge in health with practitioners from across the sector. The paper outlined the rationale of private sector roles within the health sector and summarised the merits of adopting an M4P approach in order to strengthen those roles. It explores lessons learned from the first phase and further health sector opportunities in Kenya where applying a systemic approach could be effectively utilised to deliver sustainable and large-scale health outcomes. [2016]

KYRGYZSTAN:

- **SDC Small Business and Income Creation Programme, Osh:** Bai Alai is a ten-year income and employment generation initiative working in agriculture, entrepreneurship and Micro- and Small Enterprise (MSE) development with a focus on women and youth. Backstopped programme management, including planning and implementation of agriculture and MSE development interventions. Introduced and built capacity on MSD and women and youth empowerment concepts. Assisted in the development and implementation of the monitoring and results measurement system. [2014 - 2016]

- **USAID Agro Horizon Programme, Osh:** Agro Horizon is a four-year programme aimed at increasing incomes for small farmers and agribusinesses by expanding markets and increasing competitiveness. Supported gender mainstreaming in the programme, including gender analysis, planning and implementation of gender-sensitive agriculture value chain interventions and staff capacity building. [2014 - 2016]
- **ICCO & Helvetas Local Market Development Programme, Osh:** LMD focuses on value chain development in fruit and vegetables production and processing in Kyrgyzstan and Tajikistan to increase economic performance of farmers. Developed a roadmap and backstopping implementation to improve the monitoring and results measurement system to generate better more reliable data in line with the DCED standard. [2014 – 2015]
- **Gender Focal Point, Osh:** Furthered the implementation of the Gender and Social Equity Strategy institutionally within Helvetas Kyrgyzstan and operationally within programmes. Acting as contact point for gender questions and capacity building of two local gender focal points. [2014 – 2016]