

CURRICULUM VITAE

Dr. Aaron TANNER

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CURRENT EMPLOYMENT: WASH Consultant (Independent consultant)
NATIONALITY: UK
LANGUAGES: English, (intermediate Verbal, written) Spanish, (Basic) French
THEMATIC EXPERTISE: Water and Sanitation; WASH capacity building; Adult learning; Education material development
GEOGRAPHICAL EXPERTISE: UK, Canada, Nigeria, Papua New Guinea, Cambodia, Uganda, India, USA, Nepal, Lao, Ghana, Kenya, Bangladesh

OVERVIEW

- **Over 8 years working experience in Water and Sanitation fields in developing and developed countries;**
 - **Extensive experience at international project level in Water, Sanitation and Hygiene sectors** (“IEEE PNG Smart village & WASH program” in Papua New Guinea; “Community Water Safety Planning Pilot - National Road Map” Project in Nigeria; “Sanitation Supply Chain Assessment for Rural Cambodia” project, etc.);
 - **Strong expertise in developing and providing capacity building support to WASH-related projects and programs** in the following fields: Water Safety Planning, Behaviour Change, Latrine Design and Construction, Drinking Water Quality Testing, Faecal Sludge Management, Solid Waste Management, Bio-sand Filter production, Community Health and Hygiene promotion, Household Water Treatment and Environmental Sanitation, etc.;
 - **Experience in coaching, mentoring and advising Master Trainers, project teams and beneficiaries in delivering effective training;**
 - **In depth experience in facilitating adult learning and in developing education materials acting as a strategist for transformative change:** supporting the design of accessible and well-designed IEC materials and visuals; applying the Kirkpatrick Model (Reaction, Learning, Behaviour, and Results) to evaluate the efficacy of capacity building inputs and to remain Impact focussed (UNICEF’s Water Safety Planning Manual Development Project in Nigeria; development of SWM Training Manual for IDP camps; educational material development for CAWST, etc.);
 - **Knowledge of designing digital learning experiences and advising on digital support tools for the educating & training or monitoring aspects in projects;**
 - **Proven experience in project evaluations** undertaken to make recommendations for improvements in building project resilience for Rural Water Safety Planning in Nigeria, Solid Waste Management in IDP camps, improvements to Household Water Treatment programs, etc.;
 - **Vast experience in proactively building relationships and strategic partnerships with multiple stakeholders** (Government, NGOs, international organisations, local communities, etc.);
 - Sound project management, reporting, communication and social skills. Cross-cultural sensitivity, adaptability and flexibility;
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EDUCATION AND QUALIFICATIONS

2008-2012 **PhD Sustainability innovation in a water utility**
Cranfield University, Bedfordshire, UK

2005 - 2006 **MSc Water Management**
Cranfield University, Bedfordshire, UK

1995- 1998 **BA (Hons) Three-Dimensional Design**
Kingston University, London

OTHER TRAININGS

April 2018 Human Centred Design Approach – Prototyping - [online] + Acumen

April 2018 **Training and Learning Programs for Volunteer Community Health Workers - [online] Johns Hopkins University**

October 2017 Water Supply and Sanitation Policy in Developing Countries Part 1: Understanding Complex Problems - [online] University of Manchester

October 2017 Introduction to Faecal Sludge Management - [online] École Polytechnique Fédérale de Lausanne

June 2017 Planning & Design of Sanitation Systems and Technologies - [online] École Polytechnique Fédérale de Lausanne

February 2017
June 2016

January 2013
September 2011
September 2009
Mars 2005

Water Safety Planning Master Trainers Course - WHO, Kenya
Municipal Solid Waste Management in Developing Countries - [online] École Polytechnique Fédérale de Lausanne
Prince 2 (SPOCE Project Management Ltd) - [online]
Nvivo - Qualitative software training (QRS International)
Decision Explored Qualitative software training (Banxia Software)
Engineering in Emergencies (Engineers without Borders)

RECORD OF EMPLOYMENT

March 2018 – Ongoing

Project Lead and Technical Adviser:

“Community Water Safety Planning Pilot - National Road Map” Project, CIDAR (UNICEF), Nigeria

A 4-month piloting and evaluation of CWSP process and approach: development of National Road Map for **Water Quality improvement** through CWSP in Nigeria.

- Inception report: pilot and monitoring methodology design;
- **Chief Trainer and Technical Adviser: Water Safety Plan Process and digital monitoring tools;**
- Pilot evaluation and analysis;
- Final **Water Safety Plan** process evolution and adaptation of project approach, curriculum design and **IEC Materials;**
- Designing and facilitating the development of “The Nigerian National Road Map for **Water safety planning and improvements in rural water quality**” with critical sector stakeholders;
- Documenting and report writing.

January 2018 – Ongoing

Project Lead and Technical Adviser

IEEE PNG Smart village & WASH program, Transform International (IEEE, Madan CTC), Papua New Guinea

- **Development of program strategy;**
- Coordination of project partnering opportunities;
- **Providing capacity building to the Madan CTC project** through the following strategic inputs: **Training skills improvement and evaluation;** Community hygiene improvement skills and process; **Training needs assessment, training design and monitoring tools** for project activities: Solar and **WASH Infrastructure Vending Businesses** (latrine sales and construction, **safe water vending**, soap making and sales);
- Design of elementary and secondary schools’ IT based curriculum deployment;
- Development of **training and education support tools** for the solar electrification and **WASH development for schools and communities** in the Western Highlands Province Papua New Guinea;

Sept. 2016 – Sept. 2017

Organization system developer

Professionalization of Master Trainers Project, PIND (UNICEF), Nigeria

- **Development of professionalization tools for trainers:** Competency assessment tools; Trainer Improvement Plans; Trainer feedback forms: Process for competency validation of Nigerian **WASH Trainers;** Mentoring process for trainers: Design and construction of **Nigerian WASH sector trainer database**, etc.;
- Delivery of Quality Assurance and Quality Control Support tools & systems through **training and mentoring of the implementation team;**
- **Coaching and mentoring Master Trainers in training skills.**

Sept. 2016 – Sept. 2017

Education Material Developer

Water Safety Planning Manual Development Project, PIND (UNICEF), Nigeria

- **Evaluation of efficacy of the Nigerian rural Water Safety Planning activities;**
- **Water safety planning process and strategy improvement;**
- Development of improvements to **Water Safety planning training manual;**
- **Development and delivery of advancements to education material support tools: Community Action Planning Booklets, Sanitary Inspection support tools, design of Mobilisation and Sensitisation Activities and supporting IEC tools, including tools and activities for Community Advocacy Action and water resilience planning;**
- Delivery of **WSP Training to UNICEF Nigeria**, Nigerian Local and State **Water authorities** with attending organisations: Care International; **Water Aid and Action**

Against Hunger; PIND and others.

Sept. 2016 – Dec. 2016

Education Material Developer

Internally Displaced Persons Camp (IDP) Solid Waste Management (SWM) Improvement, Action Against Hunger (ACF) Nigeria

- Evaluation and Training Needs Assessment of ACF SWM programme;
- **Development of SWM Training Manual** for project support of IDP camps;
- **Familiarisation with solid waste assessment processes;**
- **Development of waste committee support tools;** Community sensitisation games; Community planning games; **Design of IEC materials and Community Solid Waste Management Guidebook;**
- **Delivery of SWM Training; Mentorship feedback and coaching** to the Action Against Hunger Project delivered to Team Northern Nigeria.

Jan. 2015 – May 2016

International Technical Advisor

Centre for Affordable Water and Sanitation (CAWST), Calgary, Canada

- Business & Client Development;
- Research and prepare country and regional strategies;
- Assess and develop NGO partnerships;
- Interface and sustain credibility with clients and potential clients to promote CAWST's credibility and services;
- **Develop strong insights into country contexts, client organizations, key water & sanitation issues, and future opportunities;**
- Partner and program management
- Building projects from scoping to delivery and reporting;
- Monitoring projects – efficacy, budgets, time;
- Supporting projects and project partners with capacity building and knowledge sharing;
- Organisational Learning - Compile and disseminate critical lessons learned through the organisation;
- **Training Services - delivered effective transformative training to over 160 people across 45 different organisations** (from INGIO's such as Plan International, Care, International Red Cross to larger and small National NGOs such as APDO Ghana PIND Nigeria to Government stakeholders in **Water and Health** through Asia and Africa) **in ten different countries;**
- **Subjects of training included:** Delivering Effective **WASH Training** (5d); Effective project monitoring and evaluation (5d), Community Health promotion skills (4d), **drinking water quality and testing**, Latrine design and construction for **Community-led Sanitation**, Selection of **Household Water Treatment options**, Scaling up of **household water treatment**; Latrine Design and Construction (5d); **Environmental Sanitation** (2.5d); **WASH** and Reproductive Maternal and New-born Child Health (1d); Competency Validation process (3d); Bio-sand Filter for Technicians (3d); **Creating Effective WASH Training** (5d); **Household Water Treatment HWTS** (4d); Bio Sand Filter Project Implementation (5d); Community Hygiene Promotion (4d); Faecal Sludge Management (5d);
- **Consulting activities - Training advice** and adaptation, delivered strategic consulting support on operational concerns to 6 different clients; provided ongoing consulting support to current and potential clients, via email or in-country visits.

Jan. 2014 – Dec. 2015

Education Program Developer

Centre for Affordable Water and Sanitation (CAWST), Calgary, Canada

- Project management of **educational material development;**
- **Capacity building of project partner staff;**
- Co-developed CAWST new **Environmental Sanitation Training Workshops;**
- Co-developed CAWST new **Latrine Design and construction Training Workshops;**
- Co-developed CAWST **Sanitation implementation approaches;**
- Co-developed assessment of Behaviour Change Frameworks and approaches;
- Contributed to CAWST **Lessons Learned and knowledge management strategy and platforms.**

Feb. 2012 – Dec. 2013

Independent sustainability consultant

Sustainability Enabled. Manchester, UK

- Productization of sustainability support tools: 'Kick Start: rapid materiality assessment'

- and 'Organisational governance development process;
- Generation and support of self-help energy club for CCA (Climate Change Agreement) affected businesses (High Energy Users);
- Generating and facilitating sales of consultancy services;
- **Providing and facilitating 5 workshops on understanding our sustainability impacts;**
- **Providing and facilitating 12 workshops on energy management** for non-energy managers;
- Embedding efficient use of **water resources** and effective protection of **water resources into the 'How Good'** (a US food sustainability rating system).

Feb. 2008 – Feb. 2012

Sustainability change in organizations Consultant

Yorkshire Water & Cranfield University Doctoral research, Leeds, UK

- **Ph.D. research: Undertaking sustainability change at Yorkshire Water;**
- Development of sustainability vision and policies as well as embedding new sustainability performance indicators within the organization;
- Identification of key sustainability leverage points for capital investment;
- Introduction of plan with intra organisational changes to increase the uptake of sustainability innovations and performance;
- Project management of the program, presenting and facilitating group meetings exploring organisational sustainability tools for the business.

Aug. 2007 – Dec. 2007

Water and Sanitation Consultant

Cambodian Government, Phnom Penh, Cambodia

Design and implementation of Cambodia's 1st International Sanitation Forum chaired by Ministry of Rural Development (MRD), UNICEF, WSP, and ADB. The exhibition and seminar raised the **political profile of sanitation in Cambodia**.

- Established forum strategic goals and **political advocacy activities;**
- Raised finance from ESAs, NGOs and CBOs;
- **Secured keynote: Cambodia's Prime Minister Mr. Hun Sen & international speakers;**
- Assisted provincial councils in identifying **sanitation improvements** required to meet **Millennium Development Goals (MDG)**;
- Managed "**Sanitation Declaration**" and inauguration of the **National Sanitation Day**.

Dec. 2006 – Sept. 2007

Water and Sanitation Advisor

International Development Enterprise (IDE), Phnom Penh, Cambodia

Completion of the project: "**Sanitation Supply Chain Assessment for Rural Cambodia**". World Bank-funded report. Three-year pilot project proposal for **sanitation social marketing** (PY1 2008); Oversaw production increases of IDE's CWP from 1500 to 3000 units/pcm and reduction in factory losses of 50%.

Sept. 2006 – Dec. 2006

UK Research Officer

Water and Sanitation for the Urban Poor (WSUP) & Cranfield University, Bedfordshire, UK

Development and design of **urban water and sanitation intranet-hosted research resource**; Working with WSUP partnership: UNDP, WWF, Water Aid, Halcrow, Care, Thames Water, Unilever, Water for people, IWA and Cranfield University to:

- Develop a comprehensive intranet hosted knowledge base system;
- Research and recommend tools to improve communication and partnership for WSUP.

Dec. 1999 – Sept. 2005

Earlier career

Founder 'Want Not Design' (Independent Toy Design); Product Design Consultant: 'Crownwick Int. Set Designer: 'Nickelodeon'; Project Manager: 'David Harber Sundials'; Restaurant Manager: 'Cotto', Freelance Photographer: 'various media channels'.

VOLUNTEER POSITIONS:

Current	How Good. Sits on Board of Advisors, New York, USA Research advice on in-store product sustainability labeling for foodstuff
Apr 2007 – Jun 2007	Raise and Serve the Poor. Technical Advisor. Phnom Penh, Cambodia. Start-up support for education and skills outreach CBO
Dec. 2006 – Dec. 2007	BYEPA. Technical Advisor, Buwenge, Jinja, Uganda Development of Solid Waste management system
Sep. 1999 – Dec. 1999	Chenganoor Trust. Product Design., Kerala, India Mobility device; design and build for handicapped children

SELECTED PROFESSIONAL PUBLICATIONS:

A.S. Tanner, B.S. McIntosh, D.C.C. Widdowson, M.R. Tillotson. (January 2018) *The water Utility Adoption Model (wUAM): Understanding influences of organisational and procedural innovation in a UK water utility.* Journal of Cleaner Production <http://www.sciencedirect.com/science/article/pii/S0959652616308630>

Tanner, A, McIntosh B.S. (Mar 2013) *Sustainability and capital investment innovation in a UK water utility* (conference: Sustainability Live 2013, NEC, Birmingham, UK)

Tanner, A. (Apr 2012) *Opportunities and barriers to sustainability innovations in a UK water and sewerage company* Cranfield University Library, UK <https://dspace.lib.cranfield.ac.uk/handle/1826/7289>

Tanner, A, McIntosh B.S, Seth, A. & Widdowson, D. (Nov 2010) ***Adapting to adopt sustainability: organisational change in UK water and sewerage companies*** <http://www.thesustainabilitysociety.org.nz/conference/2010/papers/Tanner-McIntosh-Widdowson.pdf>

Tanner, A, McIntosh B.S, Seth, A. & Widdowson, D (Jul 2010) *Sustainability, information needs and organisational change in UK water and sewerage companies.* <http://www.iemss.org/iemss2010/papers/S11/S.11.13.Sustainability,%20information%20needs%20and%20organisational%20change%20in%20UK%20water%20and%20sewerage%20companies%20-%20BRIAN%20S.%20MCINTOSH.pdf>

Tanner, A. Roberts, M. Tanner, A. Mc Naughton, A. (Sep 2007). *Latrine supply Chain assessment for Rural Cambodia.* WSP. <http://www.wsp.org/sites/wsp.org/files/userfiles/WSP-Supply-Chain-Assessment-Report-Cambodia.pdf>

ADDITIONAL INFORMATION:

International Architectural Design Competition, (2001), Tokyo, Japan
Autonomous system for re-forestation of damaged upland slopes

CONFERENCES:

WEDC (2015) Loughborough, UK
Monitoring and Evaluation of WASH Training (paper presentation)
How to Scale up HWTS (Workshop)

Sustainability Live, (March 2013), NEC, Birmingham, UK
Understanding sustainability and capital investment innovation in a UK water utility (paper presentation)

Sustainability Transitions, (Nov 2010) Auckland, New Zealand
Adapting to adopt sustainability: organisational change in UK water and sewerage companies (paper presentation)

REFERENCES:

Name	Employer	Title	Phone	Email
Timi Kiakubu	UNICEF Nigeria	Mr Timi Kiakubu WASH Officer	+234 817 240 1556	Timi0304@yahoo.com
Raphael Nwozor	UNICEF Nigeria	Mr Raphael Nwozor ME Program Manager UNICEF WASH	+234 803 645 0306	rnwozor@unicef.org
Naser Khan	CIDAR Nigeria	Dr Naser Khan Director of CIDAR Nigeria	+ 234 806 979 0677	naser.khan123@gmail.com
Nancy Gilbert	Transform International USA	Dr Nancy Gilbert Director of Transform International	+1 250 415 7993	nancy.gilbert@transforminternational.org