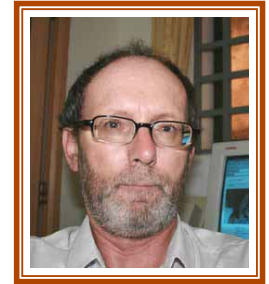


FULL DETAILED CURRICULUM VITAE - JOHN LOWRIE (Last amended June 2016)
(Short CV [here](#))

PERSONAL

Date of Birth: 4 June 1951	Place of Birth: Alnwick, England	
Present Office Address:	U.K. Address:	Cambodia Address
#26b Street 118 Phsar Depo III Phnom Penh Cambodia	21 Bondgate Court Alnwick Northumberland NE66 1SF	House 444, Street 251 Krom 36 Takhmau Cambodia



Tel/fax: N/a Working from home +44 (0)1665 603940 Personal Mobile +855 93 931 301
E-mail lowriejohn@gmail.com Website <http://anorthumbrianabroad.blogspot.com/>  [@LowrieJohn](https://www.linkedin.com/pub/john-lowrie/14/273/215)
<https://www.linkedin.com/pub/john-lowrie/14/273/215>

Health: Excellent Blood Group: B+ Interests: Travel, Sport, Current Affairs
Photography

EDUCATION, QUALIFICATIONS AND TRAINING

1962 - 1969	Duke's Grammar School, Alnwick King Edward VII, Coalville, Leics.	9 'O' levels. 3 'A' levels
1969 - 1973	Kingston Polytechnic (now University) Kingston upon Thames, Surrey	B.A. Business Studies (Upper Second Class Honours)
1975 - 1977	Self-study and Lanchester Polytechnic (now Coventry University)	Institute of Personnel Management (Associate)
1975 - 2000	Vocational Short Courses (first one six weeks, others three days to two weeks)	Organisation and Methods, Safety, Staff Appraisal, Industrial Relations, Job Evaluation, Pay, Performance, Management Development, Third World Development. Participatory Appraisal Methods (ToT) Rights-Based Development (ToT)

EXPERIENCE

- 2015 – now **Cambodia Corps Inc, #26b, Street 118, Phsar Depo III, Phnom Penh / 915 Goebel Avenue, Savannah, GA, USA 31404**
Inspector and general support to CCI's Program Service Manager and USA Board to maintain education sponsorship of indigenous students, especially girls, to high school/tertiary education, and careers. I take a lead in advocacy initiatives to facilitate and advocate for indigenous people to retain a choice of maintaining traditional lives and livelihoods while enjoying equal opportunities to modern life and access to public services.
- 2010 – 2015 **Nomad Recherche et Soutien International (NOMAD) Doh Kromon, Sokhadom, Senmonorom, Mondulkiri, Cambodia / Rue Principale, Le Bourg, 12560 Saint Laurent D'Olt, France.**
General Co-ordinator – Country Representative; strategic direction and fundraising for INGO working with indigenous/Bunong ethnic minority communities engaged in community development; health and bio-medicine projects. Established federated association of village groups covering 16 villages with their own local NGO and leadership by late 2014. I continue to support and advocate for indigenous rights and culture with this NGO and partner ones such as CCI, with government and wider networks, including social media.
- 2008 – 2010* **New Horizons Society, Morm Baraing Village, Paer Commune, Kampong Chhnang, PO Box 947 Phnom Penh Post Office**

Secretary-General to localized NGO of former LMDS beneficiaries. Secured funding for child education sponsorship; computing; family livelihood and advocacy projects. Assisted the elected Governing Council to make high-level representations to authorities in Cambodia and the UK and to transition to working in Kampong Thom as “New Horizons Unlimited”, handing over to a new Board, Chairman and Executive Officer in September 2014.

** In June 2011, I attained the age of 60 and chose to live off my UK local government pension, in order to be fully free to advocate for change in overseas aid and development policies, especially as they impacted on [sustainability](#) of local (third-world) organizations and communities. Positions thereafter have been largely voluntary and flexible, with some consultancies.*

2005 – 2008 **Ockenden International, One Crown Square, Church Street East, Woking, Surrey, England, GU21 6HR**

Country Representative responsible for major livelihood improvement and capacity-building projects in three provinces, annual turnover US\$1m, with a brief to build management and professional skills for a new local NGO to take over as OI phased out of Cambodia by September 2007. “[Ockenden-Cambodia](#)” was established in February 2007; retaining the confidence of donors and winning two new awards. Best practice was embodied in the role, functions, and powers of the Board of Directors and Management Committee; international standards of financial management were adopted, and professional practices enhanced for sustainable commitments to real empowerment of beneficiaries, genuine partnership working, participatory methodology, and constructive advocacy. Story appears here [Part 1](#) and [Part 2](#).

2003 – 2005 **Landmine Disability Support, P.O. Box 287, Abingdon, Oxon, England OX14 5QX**

Country Representative and Project Director. Commissioned and implemented new community development/advocacy project, funded by UK-DFID, Ireland, CBMI, Princess Diana Fund, and Australia to improve livelihoods and social status of most vulnerable poor disabled people being first to use highly innovative non-welfare methodology. By August 2007, 2,215 families living with disability were in new livelihoods and able to conduct their own self-advocacy through an effective federated structure built on 103 self-help groups at village level. The model has been so proven that it is now regarded as excellent practice for formerly disempowered and socially excluded vulnerable people by Ministry of Social Affairs. The former Governor of Kampong Chhnang, HE Sou Phirin, later Siem Reap now Adviser to the Prime Minister [2016], remains highly complimentary. Former UK Ambassador Stephen Bridges described it as “*one of the best set-ups I have seen*”.

2002 – 2003 **Freelance Consultant** - to 8 international and local NGOs providing technical advice on fund-raising, proposal writing, and management/human resource capacity-building. It should be noted [2016] that I still provide support if needed to these NGOs, serving on Board of one.

1998 - 2002 **Cambodian Institute of Human Rights (CIHR), PO Box 550, Phnom Penh, Cambodia.**

Senior Consultant/Adviser - providing strategic and technical consultancy services and participation in good governance, management, human rights, culture of peace, democracy, and election projects. Special responsibility for project design and liaison with international donors (51 projects, 20 donors, raising over US\$4m). CIHR promoted best conduct by peaceful dialogue, confidence, and capacity-building measures at all levels of government, in the teaching profession - to inculcate good human values in children - and in the general public. Initiated various developments aimed at increasing the impact of human rights activities including the use of participatory learning techniques, women-only good governance seminars, staff development plan and constructive engagement approach that has now evolved into rights-based-development. Secured the agreement of the Cambodian Government for the first-ever public scrutiny by NGOs of the recruitment of 1,621 new posts of commune clerks.

1996 - 1997 **HelpAge International, 67-74 Saffron Hill, London, EC1N 8QX.**

Country Programme Manager for Rwanda - introduced new programme for older people, the most vulnerable affected badly by the genocide in 1994. Established HelpAge presence and commenced three major projects; community development for older people, ophthalmic services, and organisational development support for local NGOs. Led an emergency transport and distribution of basic needs operation for extremely vulnerable individuals during their

mass repatriations of refugees from Zaire and Tanzania in late 1996 to early 1997.

- 1993 - 1995 **Likoma/Chizumulu Fisheries Project, PO Box 80, Nkhata Bay, Malawi.**
Recruited by Voluntary Services Overseas to be Director of a project sponsored by the U.K. Overseas Development Administration [now DfiD] aimed at alleviating poverty in remote rural fishing communities around the North of Lake Malawi. Responsible for project management; control of finance, personnel, vehicles and vessels; extending and establishing concept of club formation (self-help groups) for both women and men to develop income-generating activities on sustainable bases; co-ordinating direct staff and village artisanal carpenters developing an alternative to the traditional dug-out canoe for fishermen which is economically, technically and environmentally sound.
- 1987 - 1993 **Saint Helena Island, South Atlantic Ocean.**
No fixed appointment but carried out short-term personnel consultancies; project feasibility studies; business plan advice; community centre management; teaching to GCSE standard; managing local hotel; advocacy; photography for weddings, events, and publications, etc.; as well as physically building own house.
- 1985 - 1987 **General Arabian Medical and Allied Services Ltd, P O Box 41726 Riyadh 11531, Saudi Arabia.**
Consultancy contract to introduce modern personnel management practices in a new group of hospitals staffed with Saudi, Filipino, Indian, European, and other nationals.
- 1978 - 1985 **Dorset County Council, County Hall, Dorchester, Dorset, DT1 1XJ.**
Senior then Principal Personnel Officer responsible for comprehensive personnel management service to half of all Departments, experiencing all major services and dealing with reorganisations, redundancies, privatisations, industrial disputes, serious disciplinary cases, staff development plans, pay assessments, recruitment and selection, etc. (*Not one of my serious cases led to a referral to an industrial tribunal, unlike what transpired after I left, a case the authority lost – this record of correct handling of serious cases remains intact to June 2015, despite dozens of dismissals in Malawi; Rwanda, and Cambodia including final one April 2015.*)
- 1975 - 1978 **Devon County Council, County Hall, Topsham Road, Exeter, EX2 4QU.**
Management Services Officer - engaged in major departmental reviews including implementing restructurings in such services as Police, Education, Social Services, Planning, Engineering, and Administration. Personal review of the personnel function within the Education service formed IPM qualification dissertation.
- 1974 - 1975 **Surrey County Council, County Hall, Penrhyn Road, Kingston upon Thames, KT1 2DN.**
Management Services Officer - engaged in reviews of manual and computerised systems and ad hoc tasks: e.g. introducing a corporate image, planning new HQ Building.
- 1970 - 1974 Industrial experience placements as part of degree sandwich course in finance, work study, and salaries administration at the London Borough of Ealing, Watney Mann Ltd, and the Milk Marketing Board - three periods 6 - 8 months each. Degree thesis - "Cost-Benefit Analysis of Expanding Higher Education".

ACCOMPLISHMENTS

Cambodia*

- Ongoing: As years rolled by, increasingly more active in media about foreign aid effectiveness; and ethics of external interventions, encapsulated in "[Somaly Mam](#)" ground-breaking article.
- 2013 named, co-designed US\$2.25m **Human Rights** proposal "*Human Rights in the Cyber-Age: Safeguarding the Message and Messenger*" that led to Cambodian Human Rights Defenders (NGO workers and Community Activists) being provided with Smartphones to record images as irrefutable evidence of state-sponsored violence by security forces.
- Highly innovative **Community Development** methodology I introduced from 2003 - to correlate livelihood improvements with raising of self-advocacy skills for marginalized vulnerable groups through federated community self-help groups - is now recognized and adopted as best practice in Cambodia, validated by external evaluators and consultants.

- 2015 increased local and international awareness of plight of Cambodia's **Indigenous People**, very existence and culture at risk, with leading article [“More to Cambodian Culture than Angkor Wat”](#).
- 2004 awarded a certificate of recognition by the Minister of Social Affairs (original stolen in 2009). The Ministry accepted wholeheartedly my suggestions on [“Care-in-the Community”](#) but sadly lacked political will to act on it at policy-level, leaving ideas to donors and NGOs.
- Three newly created Cambodian NGOs founded on principles of best international standards, handed over as “going concerns”.
- Assisted poor Cambodians living with disability to have their case heard (if never resolved) right up to Cambodian Deputy Prime Minister and Public Accounts Committee of the UK's House of Commons.
- Supported/facilitated poor Cambodians living with disability to raise problem of widespread “malfeasance” in payment of state pensions, subsequently proven by the Anti-Corruption Unit.
- Built local leadership capacities for sole Cambodian management to run affairs (longest now over 9 years Ockenden-Cambodia from 2007), while still upholding standards and principles. Testimony to external development input at its best, proper exit-plans and “doing one self out-of-a-job”.
- Presented a paper "[New Investment In Developing Countries - Adding The **Good Governance Dimension - A Cambodian Experience**](#)" in October 2005 at an international conference.
- I authored a major country study on **Impunity** for the UN Human Development Report 2000 Occasional Paper No 35. In November 2000 my paper on [Election Neutrality](#) training for armed and police personnel was posted on the UN Election Integrity web-site. I was the final editor/co-author of COMFREL reports on Cambodian elections until 2008.
- In October 2002 I prepared a major exposé on Cambodia 10 years after the Paris Peace Accords for an international conference in Phnom Penh.
- Initiated “women-only” good governance training that has had enormous impact in advancing women in public service, countering the serious inequality, and has led to real promotions leading to real changes in the lives of many.
- Responsible in early 2001 for the opening up to external scrutiny of the public sector recruitment of the 1,621 new posts of commune clerk.



* Two major projects I designed were for Laos and Vietnam.

Rwanda

- Successfully led emergency relief operation, as described, despite failures of so many other agencies including UNHCR to operate, and my deputy suddenly dropping out.
- Learned – and established – that if there is real and full consultation with the poor, what they see as their main problems and solutions, may be different from experts. [Articles [here](#) explain – older Rwandese survivors of the genocide identified loneliness as their top need to be addressed, not poverty. See also one highlight [here](#), my favourite moment, amid the tragedy of the time.

Malawi

- Articles have been published in various media in relation to assignments, often accompanied by my photographs. During the mass repatriations of Rwandan Refugees in 1996/7, they were used for advocacy leading to financial support from the European Community as well as commendations from the Government of Rwanda and UN bodies. One picture was published in *'The Guardian' (UK)*.
- Appeared in a VSO publicity film with David Essex.

Saint Helena Island

- Early 2015 blogged and prepared a [technical paper](#) regarding latest plans to build an airport and promote tourism as the way to reduce dependency. I argued that if it (Plan A) was to succeed, it needed to be more ambitious (Plan B) in terms of associated developments (especially if local ownership and culture was to be protected) and a [Plan C](#) was needed if it didn't. “Wind shear” dangers in mid-2016 delayed the opening of the airport, confirming that such contingency measures should be heeded.
- Co-operated with a group led by Bishop John for Saint Helenians to regain full UK citizenship, mainly I corresponded with UK MPs, securing a commitment by then Labour Opposition MP George Foulkes MP on behalf of an incoming Labour Government, it was duly honoured in the 2002 British Overseas Territories Act.

Fundraising Record

From January 1998 to December 2015, I was the sole or principal fundraiser for 98 projects worth US\$ 10.96m. The two largest were each just over \$2m. Size and scale is not as important – nor harder work – than the many smaller grants that (a) got NGOs started on their own; and (b) kept them going through difficulties to maintain services to poor people; salaries and bills to be paid. As hard as it is to raise funds is the task of ensuring that money is used properly, for the stated purpose and to the true beneficiaries. Changing perceptions in this regard has been a main job since 2008. See "Somaly Mam" article.

REFERENCES

Permission is given for references to be obtained from any previous employer plus the individuals listed below:

Mr Calum Blaikie

President Board of Nomad RSI (till dissolution May 2016)
Rue Principale, Le Bourg, 12560 Saint Laurent D'Olt, France
As Calum usually works abroad away from Norwich UK,
Best to contact him by email: calumblaikie@hotmail.com

Dr Pung Chhiv Kek

President LICADHO
Cambodian League for the Protection and Defence of Human Rights
16, Street 99, Boeung Trabek, Chamkar Morn, Phnom Penh
licadhomail@gmail.com

Mr. Andrew Little

Consultant Advisor (Cambodia 1998 onwards,
GTZ, Asia Foundation, etc., now Berlin
Phnom Penh, Cambodia
E-mail andrewlittle@fastmail.co.uk

Mr. Roger Biggs

Consultant - Disability, Management, etc
(from 1999 in Cambodia)
Email: irisasia@sltnet.lk
IRIS website: www.irisasia.org

Mr. James Beale

Chief Executive
Ockenden International
One Crown Square, Church Street East
Woking Surrey GU21 6HR, UK.
Tel: +44 (0)1483 741316
Fax: +44 (0)1483 793936
<ocken3@nildram.co.uk>
www.ockenden.org.uk

Mrs. Meng Ho Leang

Former Deputy CIHR
(Responsible for HRTM project and Cambodian
Girl Guide Movement)
mengho@online.com.kh
+855 (0) 12 824 986