

M. KATHERINE MCCAUSTON

13308 Kinder Pass, Austin, Texas 78727

Phone: 512-248-1598, E-mail: kathymccaston@gmail.com

www.mkatherinemccaston.com

EXPERIENCED NON-PROFIT MANAGEMENT EXPERT

Qualified for middle-to-senior management position in both academic and non-profit settings. 16+ years of non-profit leadership experience. Experienced network of high-level contacts in the US, Europe, and 33 developing countries.

Talent for strategic leadership of non-profit issues. Passionate about global and community development issues and tenacious in pursuit of shared, quantifiable goals and outcomes. Equally adept at executive-level strategic design, planning, and execution, as well as capacity building of lower-level managers, development practitioners, and students for careers in the non-profit arena. History of quantifiable success at fundraising, program development, and managing for impact.

Successful record of building shared vision and leadership that improves organizational competence and that leads to outcomes that make a real difference in the lives of others.

TEACHING & ACADEMIC EXPERTISE

A dynamic trainer and instructor dedicated to providing students with a rigorous and meaningful education in Anthropology, International Development, Pro-Poor Policy, Human Rights, and Social Change work. Through innovative and applied learning, as well as standard foundational texts, can broaden students' perspective and help them develop the knowledge and skills sets to prepare them for a career in international or domestic non-profit, community development, and humanitarian aid work.

- ❖ Respected member of the international humanitarian community; well regarded by senior management and fellow NGO colleagues.
- ❖ Well regarded for ability to put complex conceptual information into accessible language and learning formats.
- ❖ Trained over 7,000 staff in over 33 countries in international development management, program design, and monitoring and evaluation.
- ❖ Cultivated multi-unit and multi-disciplinary partnerships to enhance learning experience.

AREAS OF EXPERTISE

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| <ul style="list-style-type: none"> • Strategic Planning • Conceptual Program Framework Development • Strategic Alliances • Relationship Building | <ul style="list-style-type: none"> • Research design • Grant Development • Program Design & Management • Program Monitoring & Evaluation • Team Leadership • Capacity Building & Training | <p>International Development Programmatic Areas:</p> <ul style="list-style-type: none"> • Livelihood Security • Food & Nutrition Security • Small-Scale Agriculture Dev • Mother-Child Health & Nutrition • Human Rights-Based Approaches |
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SUMMARY OF MAJOR AREAS OF EXPERTISE

- ◆ Over 16 years of professional non-profit experience working on issues of poverty and social change, with an accelerated emphasis on cross-sector programming, i.e., maternal-child health & nutrition, food security, livelihood security, gender equity, small-scale economic enterprise development, agriculture, girl's education, and right's-based programming.
- ◆ Extensive experience in strategic planning and organizational development.
- ◆ Led the design and development of the first strategic framework that linked needs-based and human-rights based programming, both conceptually and practically in the field.
- ◆ Skilled researcher and conceptual thinker who can put complex topics and information into simple methodologies, models, and language.
- ◆ Good at identifying system weaknesses, designing solutions, and securing buy-in to implement solutions.
- ◆ Skilled trainer having trained over 7,000 staff in 33 countries in proposal development, program design, monitoring and evaluation; leadership development; and gender, equity, and diversity.
- ◆ Successful grant proposal developer; secured over 89 million dollars in US Government funding.
- ◆ Significant management experience emphasizing a collaborative yet decisive style.

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- ◆ Adept at building productive relationships to further organizational goals.
- ◆ Ability to develop rapport with people of all cultures and ages.
- ◆ Ability to work independently; 8 years experience as teleworker; wrote CARE's manual on telework
- ◆ Persuasive communication skills, both written and verbal.
- ◆ Inquisitive and creative with a good sense of humor.

RECENT CONSULTING WORK HISTORY

CONSULTANT, CARE USA, Nutrition Unity, Led strategic and technical focus planning for 2012, March 2012 – June 2012.

ADJUNCT PROFESSOR, University of Texas, Taught a 5-Week Graduate Course on NGO Program Design and Proposal Writing for the LBJ School of Public Policy, November 2 – December 3, 2011.

CONSULTANT, Catholic Relief Services (CRS) Honduras, Technical project designer and writer for USDA McGovern-Dole Food-for-Education proposal focusing on providing school breakfasts and local community, teacher, and education administrator capacity building in rural, western Honduras, Sept 2011.

CONSULTANT, CARE Mozambique, Acting Assistant Country Director for CARE Mozambique. Work involved project management, staff management, and proposal development, July – August 2011.

CONSULTANT, CARE USA, HIV AIDS Unit, Led the development of a Theory of Change for the Unit, Atlanta, Georgia, May 10-12, 2011.

CONSULTANT, CARE Malawi, Technical designer and writer for 4 proposals to improve food security and maternal and child health in Malawi submitted to Canadian International Development Agency (CIDA), February – March 2011.

CONSULTANT, CARE Canada, Technical designer for a 2-Country Proposal for funding to improve Maternal and Child Health in Ethiopia and Zimbabwe, December – February 2011.

CONSULTANT, Oxfam America (OA), Expert technical writer for developing OA guidance on Monitoring and Evaluation, August – November 2010.

CONSULTANT, CARE Malawi, Developed follow-on recommendations for Women in Agriculture proposal submitted to the Bill and Melinda Gates Foundation, July 2010.

CONSULTANT, CARE Malawi, Proposal writer for Women in Agriculture proposal to be submitted to the Bill and Melinda Gates Foundation, April-May, 2010.

CONSULTANT, Save the Children-USA, Food Value Chain and Livelihood Security Assessment Consultant, February-March 2010. Conducted participatory research and developed a Livelihood Security Assessment Profile for United States Agency for International Development (USAID) Namibia.

CONSULTANT, Technical Assistance to NGOs (Tango) and Save the Children- USA, Grant Proposal Technical Designer/Writer September-October 2009. Developed the 5-year program design for an Institutional Capacity Building grant (TOPS) for Save the Children US, funded through USAID Office of Food for Peace (FFP).

CONSULTANT, EnCompass, Researcher and Writer, March-April 2009. Researched and wrote proposal for a

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study of the Impact of Humanitarian Assistance on Livelihoods in Uganda, requested by United Nations World Food Programme (WFP) Uganda.

CONSULTANT, Technical Assistance to NGOs (Tango), Researcher and Writer, February-March 2009.
Researched and wrote a grant proposal for WFP-Guatemala for USAID/FFP Title II funding.

CONSULTANT, CARE USA, Report Writer November-December 2008. Developed the final report for a USAID funded 5-year Institutional Strengthening Grant.

CONSULTANT, Technical Assistance to NGOs (Tango), Researcher and Writer, October-November, 2008.
Researched and developed a report on the Potential Impact of Pandemic Influenza in Latin America.

ORGANIZATIONAL FULL-TIME WORK HISTORY

CARE USA, Integrated Program Framework Team Unit, Senior Advisor, Integrated Programming, 2006–2008
Responsible for developing and guiding the conceptual and technical direction of CARE's development programming. Led development of design of CARE's new overarching strategic framework, CARE's Unifying Framework for Poverty Eradication and Social Justice (UF), which is now the foundation for CARE's seven-year strategic plan in 2007. Provided guidance on strategic planning, program design, and monitoring and evaluation.

CARE USA, Partnership and Household Livelihood Security Unit, Program Coordinator, 1996–2006
Initially appointed as Deputy Director of the Partnership and Household Livelihoods Security Unit as Latin America Coordinator. Provided oversight of USAID funded Title II programs in Latin America and Africa, with emphasis on rapid food security assessments, cross-sector design of food security, maternal-child health, food-for-work, agriculture, and livelihood security programming. Then in 1999, was assigned global responsibility for developing and guiding CARE's development programming in household livelihood security (HLS) and human rights-based approaches (RBA). Provided technical support and training in HLS & RBA research, diagnosis and problem analysis, cross-sector program design, and evaluation techniques.

RESEARCH & PROGRAM DESIGN

Save the Children-USA, Researcher, February-March 2010
Livelihood Security Assessment Consultant, February-March 2010. Conducted participatory research and developed a Livelihood Security Assessment Profile for USAID Namibia.

EnCompass, Researcher & Writer, March-April 2009
Researched and wrote proposal for a study of the Impact of Humanitarian Assistance on Livelihoods in Uganda, requested by United Nations World Food Programme (WFP) Uganda.

Technical Assistance to NGOs (Tango), Researcher and Writer, October-November, 2008.
Researched and developed a report on the Potential Impact of Pandemic Influenza in Latin America.

HLSA Team Leader for CARE El Salvador, August 1997
Co-Leader of Household Livelihood Security Assessment planning workshop.

International Consultant for CARE-Togo, July -July 1997
Assisted CARE-Togo in designing and writing a five-year proposal for funding from the United States Agency for International Development (USAID).

Guatemala Peace Zone Food Security Consultant for Save the Children, April 1996

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Conducted a rapid needs assessment and developed a *Concept Paper* (20-pages) for Save the Children. The concept paper was approved and funding proposal was later developed for USAID.

Livelihood Security Consultant for CARE-Kenya, January - March 1996

Assisted CARE-Kenya in designing and writing a five-year Development Activity Proposal (DAP) for Title II funding from USAID.

Food Security Consultant for CARE-Ethiopia, April - May 1996

Assisted CARE-Ethiopia's Food Security Unit in designing and writing a five-year DAP grant.

Post-Peace Plan Development Consultant for CARE-Angola, February- March 1996

Assisted CARE-Angola in designing a five-year grant (DAP) for Title II funding from USAID.

Rapid Food & Livelihood Security Appraisal for CARE-Angola, February 1996

Worked as group team leader on a Rapid Food Security Appraisal of Southwestern Angola.

Livelihood Security Consultant for CARE-Honduras, September-November 1995

Assisted CARE-Honduras' Food Security Unit in designing and writing a five-year Development Project Proposal (DPP) for funding from the USAID.

Secondary Data Research Consultant for CARE-Honduras, August-September 1994

Conducted research in Tegucigalpa, Honduras and wrote a poverty profile of Honduras.

Dissertation Research, June 1992- July 1993

Dissertation research in Manabi, Ecuador investigating the impact of the shift from food cropping to cash cropping (coffee) on growth patterns of children < five and economic consequences at the household level.

PUBLICATIONS

M. Katherine McCaston and Kath Copley

2007 "CARE Cambodia: Unifying Framework & Underlying Causes of Poverty Workshop in Cambodia," CARE, Atlanta, Georgia.

Joan M. Jennings and M. Katherine McCaston

2007 "Evaluating for Synergy: Improving measurement of the impact of combined efforts in CARE's shift from a project to program approach," CARE, Atlanta, Georgia.

McCaston, M. Katherine and Eric Dupree-Walker

2005 "Using CARE's Underlying Causes of Poverty Hierarchy and Unifying Framework for Poverty Eradication & Social Justice in CARE's Strategic Planning Process," CARE, Atlanta, Georgia.

McCaston, M. Katherine

2005 Update on CARE's Unifying Framework for Poverty Eradication & Social Justice: Mapping Data and Information for Strategic Planning, Developing Advocacy Strategies, and Project Design," CARE, Atlanta, Georgia.

McCaston, M. Katherine and Michael Rewald

2004 "Unifying Framework for Poverty Eradication & Social Justice: The Evolution of CARE's Development

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Approach,” CARE, Atlanta, Georgia.

2004 “Conceptual Overview of Underlying Causes of Poverty: Developing CARE’s Approach to Addressing Underlying Causes of Poverty,” CARE, Atlanta, Georgia.

Frankenberger, Timothy R., Kristina Luther, Jim Becht, and M. Katherine McCaston

2002 Household Livelihood Security Assessments: A Toolkit for Practitioners, CARE & USAID, Atlanta, Georgia.

M. Katherine McCaston

2000 CARE USA Household Livelihood Security Training and Facilitation Manual, CARE & USAID, Atlanta, Georgia.

Frankenberger, Timothy R. and M. Katherine McCaston

1999 “Rapid Food and Livelihood Security Assessments: A Comprehensive Approach to Diagnosing Nutrition Insecurity” in *Scaling Up, Scaling Down*, Thomas J. Marhione (ed), Gordon and Breach Publishers, OPA, Amsterdam.

Frankenberger, Timothy R. and M. Katherine McCaston

1998 *From Food Security to Livelihood Security: The Evolution of Concepts*, World Food Programme’s Food and Agriculture Organization Newsletter (September), Rome.

McCaston, M. Katherine

1995 *The Dominican Republic: Development, Urbanization, and Food Security in the Caribbean*. CARE, Atlanta, Georgia.

Adelski, Elizabeth A., Thoric Cederstrom, and M. Katherine McCaston

1994 *Household Resources and Food Insecurity in the Departments of Lempira, Intibuca, and La Paz Honduras*, CARE and USAID, Atlanta, Georgia.

Frankenberger, Timothy R., Claude Bart, Jennifer Manthei, and M. Katherine McCaston

1994 *A Livelihood Systems Approach to Title II Food Aid: A Means to Incorporate Food Security Objectives into Future Programming*, USAID, Washington, D.C.

Leonard, William, Kathleen B. DeWalt, James Stansbury, and M. Katherine McCaston

1994 *Growth Differences between Children of Highland and Coastal Ecuador*, American Journal of Physical Anthropology.

McCaston, M. Katherine and Claudia M. Romagosa

1994 *Poverty in Honduras: A Food and Nutrition Security Profile*, CARE-International and USAID, Tegucigalpa, Honduras, D.M.C.

EDUCATION

University of Arizona

Master of Arts in Anthropology
Tucson, Arizona

June 1990

University of South Carolina

Bachelor of Arts in Anthropology
Columbia, South Carolina

May 1988

Midlands Technical College

Associate of Arts
Columbia, South Carolina

June 1985

AWARDS & HONORS

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| Comins Fund Scholarship, University of Arizona (UofA) | 1990 |
| Master's Degree with Distinction, UofA | 1990 |
| Spicer Award for the Study of People's of the Southwest, UofA | 1991 |
| The Marshall Foundation Scholarship, UofA | 1993 |
| The Emery and Ann-Eve Johnson Scholarship for Social Sciences, UofA | 1994 |
| Fellow, Society for Applied Anthropology (SfAA) | 2007 |

LANGUAGE SKILLS

Native – English;
Spanish – Fluent Verbal and Reading; and
Portuguese – Reading