

CURRICULUM VITAE (CV) FOR FIDELIS GOLU (MR)

1. PROPOSED POSITION:	GENDER EQUITY AND SOCIAL INCLUSION COORDINATOR (GESI)		
2. CURRENT EMPLOYMENT:	Cardno (PNG) Limited – Bougainville Roads Program, Transport Sector Support Program		
3. NAME OF EXPERT:	Fidelis GOLU		
4. DATE OF BIRTH:	06 12 1977	CITIZENSHIP:	Papua New Guinean
5. COMPLETE PERSONAL CONTACT DETAILS	Address:	Hangan Village, Buka	
	Tel. No.:	675 79355660	
	Email Address:	fgolusiruana@gmail.com or fidelis.golu@arobpmsc.com	
6. EDUCATION:	<ul style="list-style-type: none"> ▪ Master’s Degree in Public Policy, specializing in Economic Policy and a Graduate Diploma in Public Administration, Australian National University, Canberra, Australia, Nov 2009 ▪ Bachelor of Economics Degree, University of Papua New Guinea, Waigani Campus, Port Moresby, March 2001 ▪ PNG Australia Alumni Association ▪ PNG Economics Society 		
7. MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS:			
8. OTHER TRAINING:	<ul style="list-style-type: none"> ▪ Financial Management Systems in Parliamentary setting, New Zealand, May 2015 ▪ Financial Policy and Management Training, AusAID, Canberra, Jun 2013 ▪ Risk Management Training, AusAID, Canberra, Sep 2013 ▪ Fraud Management Training, AusAID, Canberra, Sep 2013 ▪ Managing Procurement and Agreements Training, AusAID, Canberra, Sep 2013 ▪ Workplace Diversity Training, AusAID, Canberra, Sep 2013 ▪ Workplace Health and Safety Training, AusAID, Canberra, Sep 2013 ▪ Government Project Expenditure Evaluation Training, ADB, Port Moresby, Mar 2010 ▪ Implementing Public Private Partnership Training, Australian Treasury, Melbourne, Sep 2011 ▪ Best Practice Guide to Project Delivery, Adelaide, Australia, Feb 2010 ▪ Competition Policy and Law Training, APEC, Chile, South America, Jun 2006 ▪ Implementing Market Conduct Rules Training, ACCC, Port Moresby, Jun 2006 ▪ Microsoft Word/Excel Training, Daltron, Port Moresby, November 2004 		
9. COUNTRIES OF WORK EXPERIENCE:	Papua New Guinea		
10. LANGUAGES:	Languages	Speaking	Reading
	Pidgin		Mother Tongue
	English	Excellent	Excellent
11. EMPLOYMENT RECORD:			
From: May 2018 Employer: Position Held:	To: Cardno (PNG) Limited Social Safeguards	Present	
From: Aug 2015 Employer: Positions Held:	To: Kramer Ausenco (PNG) Ltd Social Safeguards	Mar 2018	
From: Feb 2013 Employer: Positions Held:	To: AusAID Program Manager	Mar 2014	
From: Apr 2011 Employer: Positions Held:	To: Independent Consumer and Competition Commission Executive Manager	Feb 2013	
From: Mar 2002 Employer: Positions Held:	To: Department of Treasury Principle Economist	Apr 2011	

12. WORK UNDERTAKEN THAT BEST ILLUSTRATES CAPABILITY TO HANDLE THE TASKS ASSIGNED.

<i>Assignment or Project:</i>	Project Management & Supervision Consultant, Bougainville Roads Program, Transport Sector Support Program (TSSP)
<i>Year:</i>	May 2018 – Present
<i>Location:</i>	Papua New Guinea/Bougainville
<i>Employer:</i>	Cardno (PNG) Ltd
<i>Main project features:</i>	Management of Social and environmental Safeguards including gender issue leading to providing oversight and implementation of Social Safeguard Policy and Framework, including oversight of community agreements and contracts, work reviews and reports and coordination of stakeholders as part of the successful roll out of the Bougainville Roads Program under TSSP. Cardno (PNG) Limited succeeded Kramer Ausenco (PNG) Ltd (KA) and was awarded the contract to manage the Bougainville Roads Program when KA's contract expired on 31 March 2018.
<i>Positions Held:</i>	Social Safeguards
<i>Activities Performed:</i>	<p>Ensure compliance and implementation of the Safeguards Policy of the Bougainville Roads Program with the focus on mainstreaming and improved program outcomes in the areas of gender, child protection, resettlement, HIV/AIDS, road safety, disability and environmental policies.</p> <ul style="list-style-type: none">• Ensure effective design and implementation of a social safeguards framework and policy for the Bougainville Roads Program. Coordinated and provided support in the day to day operations, site visits, coordination of stakeholders and liaison between relevant ministries, departments and entities within the ABG Administration to ensure successful roll out of the Bougainville Roads Program.• Lead the development, implementation and evaluation of community agreements across the program. Conduct site surveys, interviews and focus-group discussions with the communities located along the road project sites to collect data for assessment of social impacts and preparation of safeguard planning and management documents and provide the basis for the project's consultation and participation plan.• Conduct spot monitoring of projects and evaluation of safeguard compliance. In coordination with the Project Supervisors, ABG Administration and relevant NGOs, undertake adequate consultations with affected persons and other stakeholders. Prepare minutes of meetings and consultations duly signed or acknowledged by the attendees for disclosure to the Team leader and TSSP.• Identify issues to be addressed and propose and follow up on corrective actions. Coordinate with the relevant stakeholders to establish land ownership and implement corrective processes under the ABG laws to acquire private land for the implementation of the road project including a resettlement plan.• Conduct post reviews of projects and prepare and submit timely and regular progress reports indicating status of compliance with safeguards policy/framework. Coordinate and provide inputs on social safeguard activities implemented on a monthly basis for review by the Team Leader, TSSP and the Australian High Commission.• Compile case studies of best practices and lead relevant training sessions on safeguard policies. Coordinate with the ABG Administration through the Department of Community Development and other NGOs to undertake poverty, social and gender assessment for the Bougainville Roads Program.• Provide operational support and oversight to the implementation of social safeguards through community agreements and works contracts. Liaise and coordinate with the relevant ABG Departments and stakeholders on environmental issues or environmental damage associated with the road project and develop a mitigation plan to reduce social impact.• Follow up and coordination with government counterparts on preparation and implementation of social safeguards policies and undertake other related tasks to meet TSSP and AHC's objectives.

<p><i>Assignment or Project:</i></p> <p><i>Year:</i></p> <p><i>Location:</i></p> <p><i>Employer:</i></p> <p><i>Main project features:</i></p>	<p>Project Management & Supervision Consultant, Bougainville Roads Program, Transport Sector Support Program (TSSP)</p> <p>Aug 2015 – March 2018</p> <p>Papua New Guinea/Bougainville</p> <p>Kramer Ausenco (PNG) Limited</p> <p>Management of Social and environmental Safeguards including gender issue leading to providing oversight and implementation of Social Safeguard Policy and Framework, including oversight of community agreements and contracts, work reviews and reports and coordination of stakeholders as part of the successful roll out of the Bougainville Roads Program under TSSP.</p> <p>Social Safeguards</p>
<p><i>Positions Held:</i></p> <p><i>Activities Performed:</i></p>	<p>Ensure compliance and implementation of the Safeguards Policy of the Bougainville Roads Program with the focus on mainstreaming and improved program outcomes in the areas of gender, child protection, resettlement, HIV/AIDS, road safety, disability and environmental policies.</p> <ul style="list-style-type: none"> • Ensure effective design and implementation of a social safeguards framework and policy for the Bougainville Roads Program. Coordinated and provided support in the day to day operations, site visits, coordination of stakeholders and liaison between relevant ministries, departments and entities within the ABG Administration to ensure successful roll out of the Bougainville Roads Program. • Lead the development, implementation and evaluation of community agreements across the program. Conduct site surveys, interviews and focus-group discussions with the communities located along the road project sites to collect data for assessment of social impacts and preparation of safeguard planning and management documents and provide the basis for the project’s consultation and participation plan. • Conduct spot monitoring of projects and evaluation of safeguard compliance. In coordination with the Project Supervisors, ABG Administration and relevant NGOs, undertake adequate consultations with affected persons and other stakeholders. Prepare minutes of meetings and consultations duly signed or acknowledged by the attendees for disclosure to the Team leader and TSSP. • Identify issues to be addressed and propose and follow up on corrective actions. Coordinate with the relevant stakeholders to establish land ownership and implement corrective processes under the ABG laws to acquire private land for the implementation of the road project including a resettlement plan. • Conduct post reviews of projects and prepare and submit timely and regular progress reports indicating status of compliance with safeguards policy/framework. Coordinate and provide inputs on social safeguard activities implemented on a monthly basis for review by the Team Leader, TSSP and the Australian High Commission. • Compile case studies of best practices and lead relevant training sessions on safeguard policies. Coordinate with the ABG Administration through the Department of Community Development and other NGOs to undertake poverty, social and gender assessment for the Bougainville Roads Program. • Provide operational support and oversight to the implementation of social safeguards through community agreements and works contracts. Liaise and coordinate with the relevant ABG Departments and stakeholders on environmental issues or environmental damage associated with the road project and develop a mitigation plan to reduce social impact. • Follow up and coordination with government counterparts on preparation and implementation of social safeguards policies and undertake other related tasks to meet TSSP and AHC’s objectives.
<p><i>Assignment or Project</i></p> <p><i>Year:</i></p> <p><i>Location:</i></p> <p><i>Employer:</i></p> <p><i>Main project features:</i></p> <p><i>Positions Held:</i></p>	<p>Governance Policy, Economic and Public-Sector Program</p> <p>Feb 2013 – Mar 2014</p> <p>Papua New Guinea</p> <p>AusAID</p> <p>Project performance management, stakeholder management, Donor and GoPNG alignment and liaison, Financial and Contract Management</p> <p>Program Manager</p>

Activities Performed:

- Managed and monitored the performance of complex projects providing high level advice and expertise to deliver key development outcomes. Participated in monitoring and reviewing activities.
- Managed relationship with counterparts and key stakeholders including detailed consultation and liaison with both internal and external stakeholders. Coordinate and provide full support to the day to day operation of the program, meetings and liaison with the relevant departments and provincial governments included in the program.
- Participated in forums and high-level meetings and developing strong formal and informal relationships with senior partner government officials, other donors and stakeholders for bilateral and regional activities.
- Advised AusAID management on the impact of development cooperation, programs/projects; the importance to national/regional planning programs.
- Managed complex contracts and monitor contract performance.
- Undertook contract administration, the resolution of problems, the management of contract variations and amendments, and the maintenance of contract-related records and ensure that AusAID meets its contractual obligations.
- Managed the finances of activities using AusAID systems (Aid WORKS). Prepared financial estimates, coordinate budgets, maintained financial records and analysed/monitored expenditure.
- Conducted capacity building workshops on AusAID programs and its alignment with the PNG Government priorities. Manage the documents for the workshops and prepare minutes of the workshops, meetings and consultations undertaken.
- Built and maintained team cohesion and where necessary, managed contractor staff.
- Manage and provide inputs on cross cutting issues such as Gender Equality & Social Inclusion in all aspects of program implementation.
- Reported on activity progress and program outcomes and drafted country and/or regional papers, policy papers, complex correspondence, briefs and submissions on a wide range of matters relevant to program management.
- Coordinated with other programs and prepared briefings for the Minister, Parliamentary Secretary, AusAID Executive and Australian delegations. Prepared background information, talking points for speeches and other briefing documents for relevant activities.
- Contributed to and informed strategy alignment with other AusAID programs relevant to the governance sector.
- Undertake other related tasks to assist the team to meet the objectives of program

Assignment or Project:

Year:

Location:

Employer:

Main project features:

Positions Held:

Competitive Markets and Fair-Trade Division

Apr 2011 – Feb 2013

Papua New Guinea

Independent Consumer and Competition Commission

General management, financial management including budgeting, policy management and project management and providing relevant reports in a timely manner.

Executive Manager

Activities Performed:

- Overall management and supervision of the Division. Coordinate and provide full support to the day to day operations of the Division, meetings and liaison with other divisions of the Commission and other relevant departments.
- Managed the divisional budget, procurement, and provided quarterly financial report to the Executive Management.
- Prepared the Commission budget and proposal to Treasury.
- Implemented the anti-competitive market conduct rules and monitor anti-competitive conduct within the different markets in PNG.
- Coordinated and prepared briefing documents for the CEO to relevant stakeholders. Prepare meeting minutes of executive meetings conducted by the Commission and line agencies.
- Provided technical advice on anti-competitive issues.
- Provided leadership and guidance to technical staff within the Division. Coordinate and prepare inputs on social and gender in the Commission's Corporate plan.
- Developed bi-monthly management reports for the Division for presentation to the Executive Management.
- Conducted workshops on anti-competitive conducts, social inclusion and gender equality with the business communities, Represented the Commission on high level meetings such as APEC and International Competition Network, on issues relating to competition policy etc.
- Developed and implemented APEC commitments in relation to Market Conduct Rules, trade facilitation and poverty reduction.
- Developed draft chapters for the Division in the Commissions Annual Report.
- Undertook human resource tasks and management roles for the Division, including supervision of teams to improving performance. Conduct interviews for the Division and the Commission.
- Managed and implemented complex technical projects for the Division.
- Developed and maintained relations with other key stakeholders including donor agencies.
- Undertake other related tasks as required by the Commission.

Assignment or Project:

Year:

Location:

Employer::

Main project features:

Positions Held:

Structural Policy and Investments Division

Mar 2002 – Apr 2011

Papua New Guinea

Department of Treasury

Technical advice and policy on investments, monitoring of state investments in mining & oil and gas, policy development and representation to world economic forums.

Principal Economist

Activities Performed:

- Provided technical advice on competition policy and investments into the country.
- Provided technical advice of trade facilitation on all the sectors of the economy.
- Monitored State investments in mining, petroleum, and gas projects.
- Coordinate and liaise with Land owners and relevant stakeholders on land ownership issues, use and access rights for new projects and development of Memorandum of Agreements/Understanding between the state and the landowners.
- Undertake adequate consultations with affected persons and other stakeholders in mining, petroleum and gas project areas.
- Monitored state investments in statutory authorities, State Owned Enterprises and Mining industry to ensure compliance with the Public Finance Management Act and Mining Act.
- Developed and maintained networks with other line agencies, stakeholders and donor partners.
- Managed the Branch in the absence of the Assistant Secretary.
- Provided input and prepared the budget for Branch and the Division.
- Provided technical input and advised on policy development initiatives.
- Represented the Department on high level meetings internationally such as APEC and WTO.
- Advised the Secretary on international best practices and recommend for implementation.
- Represented the Department on meetings relating to the roles and responsibilities of the Department.
- Assisted the Assistant Secretary and the First Assistant Secretary on the overall management of the Division.
- Assisted to prepare budget strategy, budget submissions for Cabinet, briefs on other proposals, budget bills and reviewed legislations and regulations.
- Assisted the Management to prepare Strategic plan for the Department.
- Managed and implemented activities in accordance with the Public Finance Management Act, Public Services Act, Financial Instructions and the General Orders.
- Provided technical advice on major policy reforms and initiatives.
- Developed policies and conducted research into major policy reform activities such as Investment policies, taxation policy, competition policy, financial management, social and gender inclusiveness.

13. HOBBIES

- i. Reading books
- ii. Spending time (after hours) with family and friends
- iii. Watching rugby league/soccer
- iv. Attend church service

14. REFERENCE

- a) **Mr Damian Egan** – Acting Team Leader, Cardno (PNG) Limited, Project Management & Supervision Consultants, Bougainville Roads Program, Transport Sector Support Program, Buka, AROB. **Email:** damian.egan@cardno.com.au
Phone: +61 7 33699822 **Mobile:** +61 434360229
- b) **Mr. Paul Thompson** – Team Leader, Kramer Ausenco (PNG) Limited, Project Management & Supervision Consultants, Bougainville Roads Program, Transport Sectors Support Program, PO Box 71 Buka, AROB. **Email:** pthompson2101@gmail.com **Mobile:** +675 72707012
- c) **Mr. Stephen Hills** – First Secretary, Governance Policy, Locked Bag 129 Waigani, Australian High Commission. **Email:** Stephen.hills@ausaid.gov.au **Mobile:** +675 7200 7816