






CHICK HERMAN AZAH

RESETTLEMENT AND LIVELIHOOD RESTORATION EXPERT

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EDUCATION

Master of Science in Integrated Rural Development, 2016

Faculty of Agronomy and Agricultural Sciences, University of Dschang, Cameroon

Agricultural Engineering diploma (Ing. Agronome), 2010

Faculty of Agronomy and Agricultural Sciences, University of Dschang, Cameroon

DISSERTATIONS/ PUBLICATIONS

Chick, H. A. 2016: Qualitative assessment of the effectiveness of dialogue promotion platforms in the management of crop farmer-cattle herder conflicts in Wum Central Subdivision of the Northwest Region of Cameroon. Unpublished MSc Thesis. Dschang School of Agriculture. 74 pp

Pezo, D. A., Ibrahim, M., Nji, A., Agwe, J. and **Chick, H. A. 2012a:** From Degraded Pastures to Climate-Smart Livestock Production Systems in Northwest Cameroon. Agriculture and Rural Development Joint Notes. The World Bank, Washington DC. 4pp

Pezo, D. A., Ibrahim, M., Nji, A., Agwe, J. and **Chick, H. A. 2012b:** Intensification of Livestock Production Systems in the Northwest Region of Cameroon: A South-South Collaboration for Knowledge Transfer between Costa Rica and Cameroon. Report number: 66794-CM, The World Bank, Washington DC. 77 Pp

Nji, A., Ndang, D., Agwe, J., **Chick, H.** and Tazuh, C. 2011: Gender Mainstreaming and Economic Empowerment in a South-South Knowledge Transfer Partnership for the

PROFILE

ESG professional with 12 years of experience working on rural development related issues with 6 years based on the implementation of international performance norms for displaced populations for the construction of the Nachtigal hydroelectric dam.

Experience in the development and implementation of resettlement action plans, Livelihood restoration plans, stakeholder engagement plans, grievance management mechanisms as well as community development/local economic development plans.

Experience in reporting on key indicators related to social performance norms for various multilateral financial institutions (IFC, World Bank, AfDB, PROPARCO) as well as local governments.

My mission is to resettle and empower communities with sustainable solutions that improve their quality of life and protect the environment.

PROFESSIONAL EXPERIENCE

Livelihood Restoration Officer – *Environmental and Social Program* Nachtigal Hydro Power Company August 2021 – March 2023, Yaoundé, CAMEROON

Key member of the environment and social team overseeing the application of international performance norms on resettlement and restoration of livelihood for displaced persons for the construction of the IFC / AfDB / PROPARCO / STOA co-financed Nachtigal Dam - a public private partnership investment. My key roles were:

- Participated in the application of social safeguards norms with respect to the financing institutions (IFC, World Bank, AfDB, AFD) on issues of involuntary displacements
- Organized donor E&S audit missions ensuring the implementation of recommendations thereafter using reporting template designed for this purpose
- Ensured consistency in social safeguards requirements of the various financing bodies with activities carried out in the field
- Assisted in the monitoring of the implementation of the ESMP with respect to the various plans
- Provided support in task organization, selection of consultants, preparation of terms of reference and delivery of quality output.
- Mentored and Supervised a team of 4 staff and several consultants
- Led the preparation and payment of compensations to displaced sand miners (900), fishermen (200) and farmers (1000).
- Identified and proposed support to be brought to vulnerable groups affected by the project for onward assistance
- Assisted the compliance and grievance officer to investigate on community request and grievances and prepare corporate responses
- Elaboration of weekly, monthly and yearly reports for the E&S department on social aspects monitored

Agro-Economist – *Environmental and Social Program* Nachtigal Hydro Power Company October 2020 – August 2021, Yaoundé, CAMEROON

- Participated in the signing of agreements and MoUs with various technical ministries (agriculture, livestock, SME), community-based organizations and civil society groups for joint support value chain development for displaced persons
- Supported the implementation of the local economic development program and the stakeholder engagement plan

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Grassroots. The World Bank, Washington DC. 29 pp

SHORT TERM TRAININGS

Livestock Intensification in the tropics, March 2011

Tropical Agriculture and Higher Education Research Centre, Turrialba, Costa Rica.

Financial Management and Reporting, July 2016

Last Mile Learning
Self-Paced

Design, Monitoring and Evaluation, March 2021

United States Institute for Peace, online.

LANGUAGE SKILLS

English:

Native proficiency

French:

Full working proficiency

Spanish:

Limited working proficiency

COMPUTER SKILLS

Internet applications

Advanced proficiency

Microsoft package (outlook, word, excel, PowerPoint, publisher)

Advanced proficiency

Statistical Package for Social Sciences, SPSS

Intermediary proficiency

AFFILIATIONS

American Society of Agricultural and Biological Engineers

Social and Resettlement Network

Land Tenure Professionals

Monitoring and Evaluation Professionals

OTHER ACTIVITIES

Volunteering on Proposal Writing for grassroot organizations

Member of the Board of Directors of the Tugi Livestock Cooperative

- Participated in need assessment for the construction of community infrastructures such as water points, community halls, markets, and farm-to-market roads for the affected communities
- Contributed to the setting up of monitoring and evaluation framework, data collection tools that were used to collect data and carried out analysis of the socio-economic aspects related to restoration of livelihood of affected persons (farmers, fishermen and sand miners)
- Set up a database for collating data, facilitating data analysis and results availability for dissemination and decision-making purposes.
- Focal point for the monitoring and evaluation of the socio-economic impact of project activities on affected persons
- Member of the team which negotiated the compensation of sacred sites on both the dam and transmission line

Resettlement Agronomist – Environmental and Social Program Nachtigal Hydro Power Company

April 2017 – August 2021, Yaoundé, CAMEROON

- Acted as focal points for agricultural interventions intended to compensate persons affected by the project as well as the implementation of an agricultural program for improved livelihood.
- Led team involved in the sourcing of replacement lands for displaced persons and provided technical advice on new livelihood activities (farming, fishing, mining) in view of scaling up and ensuring value chain development for agricultural crops and livestock
- Supported the procurement team in providing persons affected by the project with improved seeds and seedlings
- Supported cocoa and maize farmers in the improvement of their yield along these value chains
- Accompanied farmers in the negotiations of better markets for the various commodities produced
- Identified and implemented assistance to agri-SME (Cooperatives and Common Initiative Groups - CIGs) to boost their agricultural production capacities with great emphasis supply of foodstuffs to construction site
- Participated in the elaboration and implementation of a grievance mechanism for conflict resolution within the framework of the project

Technical Director (Part Time) – Consultancy firm specialised in agriculture and rural development

Rural Development Consultancy (RDC)

Jan 2012 to Mar 2017, Bamenda, Cameroon

- Carried out a need assessment and market analysis for inputs for smallholder maize farmers in the Northwest and Centre regions.
- Led the team that targeted close to 1000 households for cash based and voucher assistance for the SafetyNet project sponsored by the world bank
- Trained at least 1000 smallholder farmers in the Northwest and Centre regions (identified as agropoles for cereal production) on improved maize production techniques which led to increased yields and negotiated markets with multilaterals in the beer sector on purchase of the produce.
- Carried out a diagnostic survey on production constraints along the maize value chain in the centre region of Cameroon
- Team leader for multidisciplinary assignments on food security, youth empowerment, gender mainstreaming and postharvest losses

Senior Agricultural Officer– Public Servant Ministry of Agriculture and Rural Development

Dec 2011 to Mar 2017, Bamenda, Cameroon

- Developed training modules and trained youths in agricultural entrepreneurship

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- Chick, H. A. 2016: Qualitative assessment of the effectiveness of dialogue promotion platforms in the management of crop farmer-cattle herder conflicts in Wum Central Subdivision of the Northwest Region of Cameroon. MSc Thesis. Dschang School of Agriculture. 74 pp
- Pezo, D. A., Ibrahim, M., Nji, A., Agwe, J. and Chick, H. A. 2012a: From Degraded Pastures to Climate-Smart Livestock Production Systems in Northwest Cameroon. Agriculture and Rural Development Joint Notes. The World Bank, Washington DC. 4pp
- Pezo, D. A., Ibrahim, M., Nji, A., Agwe, J. and Chick, H. A. 2012b: Intensification of Livestock Production Systems in the Northwest Region of Cameroon: A South-South Collaboration for Knowledge Transfer between Costa Rica and Cameroon. Report number: 66794-CM, The World Bank, Washington DC. 77 Pp
- Nji, A., Ndong, D., Agwe, J., Chick, H. and Tazuh, C. 2011: Gender Mainstreaming and Economic Empowerment in a South-South Knowledge Transfer Partnership for the Grassroots. The World Bank, Washington DC. 29 pp
- Chick, H. A. 2010: Design of a Geographic Information Supported Database for the Management of Pressurised Irrigation Systems at the Plantation du Huat Penja, Cameroon. University of Dschang, Department of Agric. Engineering. "Ingenieur Agronome" Thesis. 89pp.

DRIVING SKILLS

Cat B manual drivers' licence (2010)

- Developed research results and lessons learnt dissemination strategies in collaboration with the institute of scientific research on agricultural innovations
- Provided technical input into projects designed and implemented on infrastructural development most especially on the development of farm to market roads and managing post-harvest losses pertaining to rural infrastructure
- Advice the ministry on agricultural innovations based existing research with emphasis on those pertaining to innovations for farming communities with critical need

Participated in the organization of regional agricultural shows for farmers to showcase their produce, share lessons learnt and source new markets

Consultant – Small and Medium Sized Enterprise (Part – time consultant) Rock Farms, Santa, Cameroon. December 2011 – Mar 2017

- Carried out productivity field trials for selected Nitrogen based fertilizers and other agrochemicals leading to 20% increase in yield for solanum potatoes
- Trained farm staff on record keeping for inputs, outputs, and finance management
- Carried out a market analysis of potential buyers of Solanum potatoes in Cameroon and the CEMAC region in general
- Provided extension services to more than 100 farmers in the domains of soil and water management, mechanisation, and fertilizer use

Project Officer – Grassroot Development Organization (volunteering) Action Foundation CIG March 2012 – December 2013

- Developed three winning proposals with notable donors such as UNESCO, US Embassy, MTV Staying Alive Foundation on projects related to community health, democracy, disability
- Participated in the review of Action Foundation Common Initiative Group (AFCIG) strategic plan 2012-2018 especially inputs on aspects regarding rural development and agriculture
- Coordinated a Study on the impacts of climate change on agriculture in five agroecological zones of Cameroon mandated by SNV Cameroon.

Project Manager – South-South Technology Transfer Tugi Silvopastoral Project (\$200,000 World Bank financed project) January 2010 to November 2013, Bamenda, Cameroon

- Trained close to 300 farmers on the application of improved silvopastoral and agroforestry technologies
- Participated in data gathering, analysis and discussion of results obtained in the baseline study of the 5 model farms developed within the framework of the project through participatory approaches
- Setup 4 model pasture farms and one community farm for a total of about 60ha
- Coordinated all field activities related to the implementation and monitoring of the silvopastoral interventions and supervised activities of consultants on same
- Designed and constructed paddocks and built barbed wire fences for five model farms in the Gutah Hills
- Organised 4 workshops locally and nationally for the dissemination of key achievements of the projects to a wide variety of stakeholders including government, donors, academia, and civil society organizations
- Participated in the development of a gender mainstreaming component to include women and youths in the on-going project

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- Presented the Tugi Experience in a south-south knowledge exchange program at the Tropical Agriculture and Research Centre in Turrialba, Costa Rica