

E.C. Marciano GLASGOW, MSc.

72 Duncan Street, Newtown Kitty,
Georgetown, Guyana.

Telephone: (592) 225 - 3974 (Work), 592-614-0399 (Mobile)

Email: everd_cv2001@yahoo.com

PROFILE:

I am an environmentalist with specialization in natural resource management, - specifically in the areas of climate change, environment and social impact assessment. Professionally I particularly adapt to project management and the execution of field research and surveys particularly in areas of social and environmental impact assessments. I possess the ability to effectively manage project resources and galvanize others towards the realization of perused objectives. My proven work ethic has enabled me to function effectively both as a leader or as a member of a team with minimal guidance.

ACADEMIC BACKGROUND:

- 2006-2007 MSc. Natural Resource Management:** Specializing in Climate Change, (*Pass with Distinction*) University of the West Indies, Cave Hill Campus, Barbados.
- 2006 Certificate in Youth Leadership:** Youth Leadership Conference, University of the Southern Caribbean, Maracas Valley, Trinidad.
- 2001-2004 BSc. Environmental Studies:** (*Pass with Distinction*) University Of Guyana, Greater Georgetown, Guyana.

EMPLOYMENT HISTORY:

- 2008-Present Project Officer, Development Policy and Management Consultants (DPMC)**
- ✚ **Evaluation for the Basic Education Access and Management Support (BEAMS) Project** for the Inter-American Development Bank. Providing research assistance and survey management expertise to a team of international experts. (July – November 2009).
 - ✚ **Prefeasibility Study for Partnership with Professional Groups under the Second Low-Income Settlement Program (GY-T1059)** for the Inter-American Development Bank. Provided research assistance to the lead expert in this undertaking. (March – September 2009).
 - ✚ **Baseline Tax Compliance Survey in Guyana for the USAID-Funded Guyana Threshold Country Plan/Implementation Project.** Duties included:
 1. the recruitment and training of survey staff (enumerators and data entry clerks),
 2. management of project finances,
 3. supervision of enumerators and the data entry process,
 4. provision of initial statistical analysis of results utilizing SPSS.(January – March 2009).
 - ✚ Seconded to Conservation International Guyana (representing DPMC) to perform the consultancy functions of a socio-economic analyst for the **Biodiversity Mainstreaming through Avoided Deforestation Guyana Case Study (BMAD-GCS) Project (GY-T1058)** funded by the Inter-American Development Bank (IDB). In conjunction with other consultants' duties included:

1. the co-authorship of the first in a series of six technical papers produced this project undertaking
2. provided editorial and report presentation expertise for all technical papers, the action plan and the project summary.

(October 2008 - June 2009)

✚ **Assessment of Land Degradation Project** for the Guyana Lands and Surveys Commission (GLSC), United Nations Development Programme (UNDP) and Global Environmental Fund (GEF) *Sustainable Land Management Project*. In conjunction which other consultants' duties included:

1. facilitation of training sessions at the National Land Degradation Workshop for the staff of various local stakeholder agencies in the conduct Land Degradation Assessments;
2. compilation of a Manual for the Land Degradation Assessment Training Workshop;
3. the conduct of consultations/structured interviews with stakeholder agencies to harness data for the preparation of a national land degradation assessment report;
4. the preparation of the National Assessment of Land Degradation in Guyana Diagnostic Report.

(July - November 2008)

✚ **Development of a National Agriculture Sector Adaptation Strategy** to address climate change in Guyana for the *Mainstreaming Adaptation to Climate Change Project*. In conjunction which other DPMC staff duties included:

1. the collection of data via consultations and the review of literature to aid consultants in the preparation of project reports; and
2. the organisation of stakeholder consultations and workshops and all other needed administrative project activities to aid consultants in the completion of their tasks.

(July 2006 to May 2007)

✚ In conjunction with other DPMC consultants, undertook the preparation the **Socio-Economic Assessment (SEA)** component of the Environmental Impact Assessment for the *Georgetown Marriott Hotel, Casino and Entertainment Complex Project*. (May - July 2008)

✚ Provided assistance in data collection for the Environmental Expert on the **Georgetown-Lethem Road, Guyana Pre-Feasibility Study**. This mainly entailed the facilitation of focus group consultations and structured interviews with Village Councils of Amerindian Communities (including Fair View, Surama, Toka, Massara and Annai) and selected stakeholder agencies from the Upper Takatu Upper Essequibo Administrative Region (Region 9). (January - June, 2008)

✚ In conjunction with other DPMC consultants prepared the **Preliminary Environmental Impact Assessment** for the *Detailed Design and Tender Assistance Project* within the 9th EDF for the Guyana Sea Defence Programme.(April to May, 2008)

2007 **Data Collection and Management Supervisor, DPMC**

✚ To coordinate in conjunction with project consultants all aspects of the data collection, quality control and data entry processes for the **Social Impact Assessment on Guyana's National Sugar Action Plan - Socio-economic Baseline Survey**. Main duties included:

1. the recruitment and training of enumerators;
2. the supervision of the administration of questionnaires to households in Regions 3, 4, 5 and 6;
3. the supervision of the quality control of questionnaires and data entry activities;
4. aid in the preparation and submission of frequency and other statistical tables of survey results to consultants; and

5. the presentation of a financial report highlighting the data collection and data entry expenditures of the project and the payroll of enumerators and data entry clerks.

2005 - 2006 Independent Researcher/Junior Consultant/Enumerator

- ✚ Coordinate activities with the senior socio- economic consultant to ensure the successful completion of the socio-economic component of the **Environmental Impact Assessment for the Buddy's International Hotel**. Tasks included the recruitment and training of enumerators for the conduct of a socio-economic baseline survey and the supervision of the data collection process. This project was done with Caribbean Engineering and Management Consultants Inc. (CEMCO).
- ✚ Provide support to the senior consultant in conducting the socio-economic component for the **Environmental Impact Assessment** for the proposed **Puruni Wood Products Ltd. Logging and Saw-Milling Operation**. Duties included conducting interviews with residents and community leaders within a defined impact zone and collecting baseline data from identified stakeholder agencies. This project was done with Dr. Mark Bynoe.
- ✚ Supervise the region six (6) component of the **Guyana 2006 Citizen's Security Programme: Realizing Safe Neighbourhood Survey**. Being the senior member of the survey team the supervisor was responsible for:
 1. ensuring both, the progress and the quality of fieldwork, as well as the well-being and safety of the team members; and
 2. reporting to the survey coordinator and act as the primary link between the survey coordinator and the interviewers.This project was done for Millennium Consultancy Unit (MCU): Research Coordinator – Mr. Clement Henry.
- ✚ Facilitate the collection of baseline data for The Ministry of Tourism, Industry and Commerce **Guyana Competitiveness Project**. This was an IDB project and was done with Dr. Mark Bynoe, PhD.
- ✚ Facilitate the collection of baseline data for The Government of Guyana/IADB **Agricultural Diversification Project**. This project was done with Dr. Mark Bynoe.
- ✚ Provide research assistance for the preparation of the **Environmental Impact Assessment** of the proposed **Sustainable Logging Operation in Siparuni District** for Demerara Timbers Ltd. Specific responsibilities included:
 1. conducting focus group consultations with residents of Amerindian Settlements at Village Number 42, 47, 58 and the Amerindian Reservations of Great Falls and Fair View to ascertain the potential socio-economic impacts of the proposed project of their well-being;
 2. collecting data to formulate a community profile of these communities which included statistical data on age and sex distribution, occupation and community production out, the state of health care, education and infrastructure; and
 3. submitting a detailed report which featured the above mentioned parameters and highlighting potential solutions or compensation initiatives to curtail or negate potential negative impacts should the project be approved.This project was done with Dr. Mark Bynoe, for Clarke Environmental Consulting
- ✚ Supervise data collection and data-entry activities for the socio-economic component of the **Environmental Impact Assessment** for the **Government of Guyana: Berbice River Bridge Project**. This project was done with Dr. Mark Bynoe, for CEMCO.

- ✚ Prepare a preliminary report for the **Assessment of Solid Waste Management in East Coast Neighbourhood Democratic Councils**. This project was done for the Pan American Health Organization (PAHO) under supervision of the PAHO Environmental Health Advisor.
- ✚ Administer questionnaires in the **Student Loan Default Research Project** to final year students of the Agriculture and Forestry, Natural Sciences, Social Sciences and Technology Faculties at the University of Guyana's Turkeyen Campus. This project was done with Dr. Mark Bynoe.
- ✚ Facilitate the collection of baseline data for the European Union's **Transport Study**. This project was done with Dr. Mark Bynoe, for European Union (EU).
- ✚ Organize and supervise team members in the administration of questionnaires for the **Guyana Rice Efficiency Survey** among rice farmers in Region 6. This project was done with Dr. Mark Bynoe.
- ✚ Organize and conduct focus group discussions with residents in villages affected by the January – February 2005 Flooding and submitting field reports to aid in the completion of the **IDB Flood Damage Assessment Report**. This project was done with Dr. Mark Bynoe, for the IDB.

Data Base Manger

- ✚ The management of all records of **'The Family Connections across Generations and Nations' Survey** conducted in Guyana. The varying responsibilities were:
 1. to generate with the use of computer software and provided residence data, sample sets to be interviewed by enumerators;
 2. to generate systems in data and document formats of tracking and recording of the distribution and collection of questionnaires;
 3. the monitoring and submission of progress reports, giving detailed explanation and clarification when necessary and upon the request of supervisors;
 4. creation of document forms to track the payment of wages, traveling and other such allowances for all employees; and
 5. to produce work records for employees upon request of supervisors to facilitate payments and resolve inconsistencies of the same whenever these existed.
- ✚ Administer questionnaires for the **World Bank/Guyana Investment Climate Survey** within three Administrative Regions of Guyana (4, 5 and 6). This project was done with Dr. Mark Bynoe CEMCO.

2004

- ✚ **Internship as an Environmental Officer** at the Institute of Private Enterprise Development Limited (IPED). The main task of the internship was the preparation of a draft report on the environmental impacts of four economic activities, i.e. rice/ cash crops cultivation, furniture manufacturing, poultry rearing and vending (within Regions 2, 3, 4, 5, 6 and 10). Suggesting recommendations which would foster environmental awareness and improved environmental practices among the organization's clients.
- ✚ **Part- time teacher for the CAPE Unit 1 Environmental Science** class at St. Roses High School. Duties included the supervision of a field trip and field experiments at the Ywarcabra Forest Reserve and the marking of draft and final papers of student projects.
- ✚ Enumerator and data-entry clerk for the **Guyana Drainage and Irrigation Systems Rehabilitation Project** conducted within four Administrative Regions of Guyana (Regions 3, 4, 5 and 6). This project was done with CEMCO/ Mott MacDonald Limited.

WRITING EXPERIENCE:

Technical

- ✚ **Bynoe, Mark and Glasgow, E.C. Marciano (2009)** *“Prefeasibility Study for Partnership with Professional Groups Pilot”* for the Guyana: Support for Second Low Income Settlement Program GY-T1059, Central Housing and Planning Authority, Georgetown
- ✚ **Glasgow, Everette et al (2009)** *Assessment of Forest Carbon Stock and Historical GHG Emissions from Land Use and Forest Degradation* (Biodiversity Mainstreaming through Avoided Deforestation, ATN/NP-10749-GY) Conservation International, Georgetown
- ✚ **Bynoe, Mark; Glasgow, Everette; Williams, Patrick and Corbin, Hisakhana (2008)** *“National Assessment of Land Degradation in Guyana Diagnostic Report”* for the Guyana Lands and Surveys Commission / UNDP/GEF Sustainable Land Management Project
- ✚ **Bynoe, Mark; Glasgow, Everette; Williams, Patrick and Corbin, Hisakhana (2008)** *“Manual for Land Degradation Assessment Training Workshop”* for the Guyana Lands and Surveys Commission / UNDP/GEF Sustainable Land Management Project
- ✚ **Bynoe, Mark; Glasgow, Everette (2008)** *“Preliminary Environmental Impact Assessment”* for the Detailed Design and Tender Assistance Project within the 9th EDF for the Guyana Sea Defence Programme

Academic

- ✚ **Glasgow, Everette. C. M (2008)** *“The Influence of Socio-Economic Circumstances and Institutional Support Mechanisms on the Vulnerability of Cash Crop Farmers to Flood Disasters: An assessment of the Ann’s Grove and Parika-Back Farming Community”*. Unpublished thesis submitted in partial fulfillment of the requirements for the degree of Masters of Science in Natural Resource Management, (CRMES) University of the West Indies, Cave Hill Campus.
- ✚ **Glasgow, Everette. C. M (2004)** *“Globalization’s Influence on Poverty and Environmental Degradation: A Critical Analysis of Guyana’s Rice Industry.”* Unpublished thesis submitted in partial fulfillment of the requirements for the degree of Bachelor of Science in Environmental Studies, (SEES) University of Guyana.

AWARDS:

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| 2006 | United Nations Development Programme: Scholarship to read for the Degree of Master of Science in Natural Resource and Environmental Management, specializing in Climate Change at the Cave Hill Campus University of the West Indies - facilitated through the Caribbean Risk Management Initiative (CRMI Project) |
| 2004 | Faculty of Natural Sciences (University of Guyana): 2004 Best Graduating Student Environmental Studies Degree Programme |
| 2001-2004 | Environmental Studies Unit (University of Guyana): Annual Best Student Prize 2001-2004 |

PROFESSIONAL SKILLS:

- Project Coordination and Management
- Event Planning (Workshops, Conferences, Seminars etc.)
- Computer literate and proficient in Microsoft Word and Excel, SPSS (statistical software), Print Master (graphics and design software) and ArcInfo (GIS Software)

- Photography
- Document Formatting (utilizing Microsoft word)

REFEREES:

Mark Bynoe, PhD.

Managing Director

Development Policy and Management Consultants (DPMC)

271 Forshaw Street,

Queenstown,

Georgetown, Guyana.

Tel: (592) 225-3974/623-8107

Email: m_bynoe@yahoo.co.uk

Leonard A. Nurse, PhD.

Senior Lecturer

Center of Resource Management and Environmental Studies (CERMES)

Faculty of Pure and Applied Sciences

UWI, Cave Hill Campus

St. Michael BB11000

Barbados

Tel: (246)417-4344/4316/4317(Office), (246)432-0648(Home), (246)823-6742(Mobile)

Fax: (246)424-4204

Email: Leonard.nurse@cavehill.uwi.edu

www.cavehill.uwi.edu/cermes