# **EMMANUEL PATAY MENWON**

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#### SENIOR-LEVEL MANAGER

A distinguished dynamic, quality-driven and skilled emergency, post-conflict, result-oriented community and international development professional demonstrating superior achievements and leadership in emergency programs, crisis prevention, conflict mitigation/transformation, peace-building, post-conflict reconstruction and development planning. Extensive experience in implementing training programs, implementation in corporate community engagement and use of germane community entry strategies and/or approaches. Proven impact of enhancing and progressing in leading, managing, consulting for large-scale post-conflict and transition to development projects, government ministries, agencies and commissions (MACs), national and international organizations experience in Liberia, La Cote d'Ivoire, Ghana, Kenya, Uganda, and South Sudan. Very good leadership and management qualities, versatile, adaptable and flexible, gregarious with a good sense of humour: Desirable communication and interpersonal skills at all levels thereby ensuring good teamwork: Productive, good listener and diplomatic: Ability to train others for capacity building: Punctual, initiative, self-driven and focused: Ability to make informed policy and administrative decisions, strong analytical skills and effective budget development and management, good negotiation skills and very adept. Wealth of professional experience of more than 18 years in managing, monitoring, evaluating, learning and reporting on large-scale donor-funded projects since 2003, including work with the United Nations (UN) Mission (UNMISS), UNDP, U. S. Government funded projects (USAID and U. S. Dept. of State/INL), AusAID, DFID, OFDA, European Investment Bank (EIB) and the World Bank Group (WBG) funded projects both nationally and internationally.

- Corporate Leadership
- Organizational Productivity
- Interpersonal Communication
- Team Building
- Project Design and Planning
- Crisis prevention/conflict mitigation
- Peace-building/social cohesion and peaceful coexistence
- ADR/Mediation and Negotiation Skills
- Community-driven and International Development
- Technical Knowledge and skills

- Grants Compliance/ Management
- Training Development and Facilitation
- Process Improvement

#### SUPERVISION/MANAGEMENT EXPERIENCE

- Expertly provided programmatic and administrative supervision/managerial leadership in positions headed since 2003.
- Managed several community-driven projects, including education, democratic governance, women empowerment, social protection
- Successfully managed different donor budgets of more than Ten Million Dollars, including the UN, USAID, INL, EIB and WBG.
- Developed appropriate mentoring and coaching strategies and initiated the design of a positive learning atmosphere for staff members with strong emphasis on staff performance, including program design, monitoring, evaluation, learning and reporting.
- Pioneered training, deployment planning, strong partnership expertise with community and government and a very good self-starter.
- Propelled negotiation and dialogue events towards conflict mitigation using Alternative Dispute Resolution (ADR) Methods, corporate community relationship building and psycho-social counseling and support for durable solution.
- Supervised and coordinated all programs, provided overall day-to-day supervision, including Finance, Operations, Procurement and Programs transportation and dispatch operations through tracking of fleet movement, supervision of dispatch, effective utilization of carrier capacity and drivers' assignment.

#### WORK HISTORY

- G100 Global Wing Advisory Member, Global Advisory Council (Denim Club), Global Wing Advisory Member UN Sustainable Development Goals (SDGs) Connect, Goal #5, July 2025 to Present: Provide regular advisory support/advisory services to the Global Chair the UN Sustainable Development Goals (SDGs) of the wing to nominate Country Chairs/State Chairs/Advisory Members for the wing across different states; organize and chair country, state, and regional level events (meetings, townhalls, conferences, forums, dialogues, symposiums, etc.); under the guidance and support of the Global Chair organize and participate in global meetings, dialogues, conferences, seminars,, forums, etc.; organize pertinent dialogues and stakeholders' engagements in support of the goal; in close collaboration with the Country Chairs, State Chairs, Advisory Members and with approval of the Global Chair develop partnerships for the promotion of Goal #5 of the UN SDGs; organize and participate in regular virtual calls with the Global Chair, the Country Chairs, State Chairs, Advisory Members, etc. on strategies to promote the goal and to coordinate activities, under the direct supervision of the Global Chair perform other relevant tasks in support of the goal globally.
- County Program Coordinator World Bank Group (WBG)-funded Liberia Women Empowerment Project (LWEP)/Plan International Liberia (PIL), Monrovia, Liberia, from January 2025 to present: Lead and oversee the overall activities of PIL programmatic activities through its fully operational Sub-Office in the counties to ensure the successful implementation of the LWEP of high-quality programs serving the intervention communities, including high-quality project implementation, management and compliance with programmatic standards, policies and procedures through project review systems and quality control (comprehensive Monitoring and Evaluation (M&E) and Management Information System (MIS), budget review and analysis).

Promote documentation of program reviews, success stories, and lessons learned. Ensure the development and effective management of operational systems and resources and the delivery of high-quality programming in coordination with the County Director and the Lead Service Provider (LSP) Project Manager.

- National Expert/Coordinator European Investment Bank (EIB)/TRAC Development Hub Limited-funded Environmental and Social Rist Management (ESRM) Project, Monrovia, Liberia, 2024: Provided support to social protection team in Liberia on Gender-Based Violence (GBV) and Environmental and Social Risk Management (ESRM) in Liberia portfolio, including support to the European Investment Bank (EIB) and TRAC Development Hub Limited Teams with updating Environmental and Social Framework (ESF) dashboard and regular monitoring and tracking of dashboard with social focus on GBV/Sexual Exploitation and Sexual Abuse and Sexual Harassment (SEA/SH) risks across Liberia portfolio. Supported the development of Environmental and Social Risk Management (SRM) documents, provided inputs for GBV risk management in Aide Memoires, field reports, project updates, incident reports, training and reports, provided inputs to ESRM documents, such as SEA/SH action plans, grievance redress mechanisms, stakeholders' engagement plan, labor management procedures, social assessments, etc. especially from the GBV/SEA/SH perspectives. Followed up on implementation and conducted field monitoring visits of GBV action plans status across portfolio by engaging with Project Implementation Units (PIUs), Project Management Units (PMUs), Ministries' staff and the EIB and TRAC Development Hub Limited Task Team Leaders (TTLs), and supported updating of action plans based on monitoring activity results from the country. Participated in internal and external meetings with EIB TTLs and government on social and GBV risk management and prepared summaries as well as supported the organization of GBV trainings for key stakeholders, including the PIUs/PMUs, ministries, grievance redress committees (GRCs) and supported the development of training evaluation reports.
- Electoral Regional Coordinator Liberia Electoral Support Project (LESP)/United Nations Development Programme (UNDP), Monrovia, Liberia, 2023: Coordinated Liberia's Presidential and Legislative Elections held in 2023 by positively engaging all relevant stakeholders, institutions, local and international counterparts to ensure free, fair, inclusive, transparent, peaceful, and credible electoral processes in the region. Supported National Elections Commission (NEC) in channeling operational requests from the counties to the appropriate structures and provided technical advice to address electoral issues, ensured support to technical, logistical, security, community outreach activities (Civic and Voter Education), and other capacity building operations in the counties, including participation in institutional meetings and gatherings related to the project in the country and produced report and minutes of those events; strengthened capacity building and early warnings mechanisms and ensured the links between early warning and early response mechanisms are strengthened effectively to prevent potential conflicts. Ensured inclusive stakeholders' engagements and effective advocacy; provided technical and advisory support to communities on electoral operations, fostering an environment of inclusivity, transparency, and credibility in the electoral processes; compiled daily, weekly and monthly reports.
- Civil Affairs Officer Civil Affairs Division (CAD)/United Nations Mission in South Sudan (UNMISS), Rumbek, Lakes State, South Sudan, from February 2021 to June 2023: Facilitated the implementation of the UNMISS mandate, assisted in fostering trust and confidence building measures among stakeholders; supported peace building ang conflict resolution initiatives, supported the extension of state authority; provided socio-economic advice and analyses on political developments, economic issues, prepared and provided timely analytical reports on the political, socio-economic, humanitarian, human rights, military, and security situations; managed programmatic activities (PAs), including supporting Women, Peace and Security (WPS) Agenda (UNSCR1325) and Youth, Peace and Security (YPS) Agenda (UNSCR2250); served as YPS Lakes State Taskforce and Focal Person; managed Quick Impact Projects (QIPs), as well as monitored and assessed QIPs and Civil Military Coordination (CIMIC) Projects; assessed individuals and institutions' capacity needs, provided training and coaching of local officials and institutions on good governance principles, human rights, and general protection rights.
- Country Program Operations Manager U. S. Department of State/INL-funded Mitigating Local Disputes in Liberia (MLDL) Program/The Kaizen Company, LLC, Ganta, Liberia, from July 2019 to September 2020: Oversaw the day-to-day operations of the MLDL Program in Liberia and supported comprehensive stakeholders' mapping and capacity needs assessments of relevant institutions, local partner organizations and government institutions working on peace and security, and general social protection welfare thematic areas across the country and carried out duties designed to meet the objectives of the program from administrative, operational, human resources and program perspectives; provided strategic operational support by drawing on a thorough understanding of the program, standard program management practices, personnel-related processes, corporate policies, and the U. S. Government/INL's regulations in collaboration with the Home Office in D.C.; coordinated field offices operational processes, including recruitment, onboarding and off-boarding processes; complied with reporting and record requirements in accordance with the Kaizen policies and the INL regulations, ensured adequate local controls are in place and adhered to, especially in regards to administrative and logistics procedures; developed monthly operations reports to Home Office; developed monthly programmatic and cash flow projections; ensued effective program support functions; participated in cross-functional project teams to implement initiatives; responded immediately to time-sensitive issues, developed solutions that met client needs; prepared, edited, and coordinated the preparation of time-sensitive correspondence, approval of requests, technical reports, presentations; reviewed programmatic activity proposals and their purchase request forms in accordance with the proper outputs of the work plan; supported development of the Annual Work Plan and Annual Procurement Plan; and continuously updated annual financial budget.
- Civil Affairs Officer Civil Affairs Division (CAD)/United Nations Mission in South Sudan (UNMISS), Bor, Jonglei State, South Sudan, from October 2017 to July 2019: Facilitated the implementation of the UNMISS mandate, assisted in fostering trust and confidence building measures among stakeholders; supported peace building ang conflict resolution initiatives, supported the extension of state authority; provided socio-economic advice and analyses on political developments, economic issues, prepared and provided timely analytical reports on the political, socio-economic, humanitarian, human rights, military, and security situations; managed programmatic activities (Pas), including supporting Women, Peace and Security (WPS) Agenda (UNSCR1325) and Youth, Peace and Security (YPS) Agenda (UNSCR2250); served as WPS Jonglei State Taskforce and Focal Person; managed Quick Impact

Projects (QIPs), as well as monitored and assessed QIPs and Civil Military Coordination (CIMIC) Projects; assessed individuals and institutions' capacity needs, provided training and coaching of local officials and institutions on good governance principles, human rights, and general protection right.

- International Consultancy/Researcher, Protection in Emergencies Program, Interventions for Advocacy and Effective Community Engagements (IFACE), USAID-earmarked emergency education and protection project, Koboko and Bidibidi Refugees Camps, Yumbe and Moyo Districts, Northern Uganda, from September to November 2020: Assessed the overall emergency/humanitarian crisis and the available humanitarian services and service providers, conducted sample size interviews with leadership of the Internally Displaced Persons (IDPs), leadership of host communities, selected IDPs (males and females, youth and children), etc. to better inform donor's decision for the USAID-earmarked protection and education projects in that part of Uganda that will target internally Displaced Persons (IDPs), host communities, and other vulnerable population in the Northern Region of Uganda (Koboko, Bidibidi, Gulu, Yumbe, and others); presented findings to USAID with key issues or challenges in the areas of education and the protection rights of women, girls and children and submitted report of the research or scoping mission to USAID and IFACE, including key challenges and recommendations.
- Grants and Compliance Manager, DAI Global, LLC, USAID-funded Liberia Local Empowerment for Government Inclusion and Transparency (LEGIT) Project, Monrovia, Liberia, from June 1, 2016 to Sept. 25, 2017: Oversaw the overall grants and capacity development components of the LWGIT project, increased the capacity of civil society organizations to participate in issue-based reform; promoted the development of ongoing capacity development service on the local market and increased the capacity of Government of Liberia institutions to make incremental and sustained progress in the implementation of the National Policy on Decentralization and Local Governance; strengthened the capacity of county administration to coordinate and provide oversight of government's activities across sectors; improved the capacity of cities to manage revenues and delivered services; and increased citizen representation in planning and decision-making of service delivery in counties and cities; provided strategic leadership on capacity development of Liberian partners and advised the Chief of Party (COP) in adapting project interventions so that the capacity of targeted Civil Society Organizations (CSOs) is gradually increased; designed capacity development strategies leading to increase organizational and advocacy capacities for the LEGIT thematic funding window CSO partners to participate in issue-based policy reforms; provided technical support to technical oversight of Consortium of Business Development Service Providers (CBDSPL) to promote the development of ongoing capacity development services on the local market and consortium of CSOs on service delivery and effective engagement and participations by citizens; led the design and implementation of LEGIT's capacity development, etc.
- Founder and Chairman of the Board of Directors, Interventions for Advocacy and Effective Community Engagements (IFACE), Monrovia, Liberia and Rumbek, Lakes State, South Sudan, from September 2016 to Present: Oversight responsible for advancing the organization's mission and strategic directions, shape strategic vision, including organizing and chairing of Board Meetings, build external relationships, secure suitable funding and provide high-level oversight of operations and programs to ensure organizational excellence; develop and execute relevant strategic plan with financial projections that align with a clear organizational mission and vision in collaboration with the Board of Directors; set and communicate ambitious yet achievable annual goals across identify pursue opportunities to expand and deepen impact and the programs; lead organizational talent strategy to attract and retain exceptional staff; facilitate professional development opportunities for leadership team members; ensure organizational compliance with national and local regulations.
- Founder and Chairman of the Board of Directors, Hope for the Needy International (H4N), Monrovia, Liberia and Rumbek, Lakes State, South Sudan, from September 2016 to Present: Oversight responsible for advancing the organization's mission and strategic directions, shape strategic vision, including organizing and chairing of Board Meetings, build external relationships, secure suitable funding and provide high-level oversight of operations and programs to ensure organizational excellence; develop and execute relevant strategic plan with financial projections that align with a clear organizational mission and vision in collaboration with the Board of Directors; set and communicate ambitious yet achievable annual goals across all departments, identify and pursue opportunities to expand and deepen the impact of existing programs; lead organizational talent strategy to attract and retain exceptional staff; facilitate professional development opportunities for leadership team members; ensure organizational compliance with national and local regulations.
- Programme Associate, United Nations Development Programme (UNDP), Enhanced Ebola Border Surveillance, Small Arms and Light Weapons Proliferation Control and Support to Security Sector Reform (SSR) Projects, Monrovia, Liberia, from August 10, 2015 to May 20, 2016: Managed the general operations, administration, logistics, procurement, as well as supported the comprehensive mapping and capacity needs assessments of various countries' borders with Liberia to assess the Ebola Virus Disease (EVD) surveillance and impacts of the virus across all 15 counties, and also conducted mapping exercises for the Small Arms and Light Weapons Proliferation with the Liberia Small Arms Commission and other relevant Government Ministries, Agencies, and Commissions (MACs); provided awareness education and training o the control of small arms ad light weapons and information sharing and communications, as well as conducted assessments on the Security Sector Reform (SSR); reviewed existing policies on security sector reform, and recommendations for policy reforms on both security sector and small arms and light weapons control in Liberia; provided institutional capacity development support to security tasks teams, including full logistics (vehicles, motorbikes, communications, among others), National Task Force on Ebola, Incident Management System (IMS), Bureau of Immigration and Naturalization (BIN) and Liberia National Police (LNP), including knowledge management/training and logistics; strengthened coordination among BIN, LNP and other partners and communities.
- Cabinet Program Coordinator Office of the President, Ministry of State for Presidential Affairs, Monrovia, Liberia, from October 2013 to July 2015: Managed, coordinated and oversaw the day-to-day affairs of the Cabinet Secretariat, including all matters of the President's Cabinet and the Liberia Cabinet Secretariat, Office of the President, Republic of Liberia, organizing

Cabinet meetings, Cabinet Retreats, Cabinet Notes-taking/Cabinet minutes, tracking Cabinet Decisions, activity reporting, and administration; coordinated and monitored Cabinet Performance, government priority projects; communicated the President's directives to Cabinet Ministers, Deputy Ministers, Assistant Ministers and State Owned Enterprises, Public Corporations/Autonomous Agencies under the direct supervision of the Director-General of the Cabinet, Office of the President; facilitated donors' support of multifaceted programs and projects in the timespan of the President which resulted in the elevation of organizational outputs, growth and sustainability.

- Project Officer/Local Advisor, Department of Revenue, Ministry of Finance and Development Planning, Monrovia, Liberia, from 2012 to September 2013: Coordinated and supported project management operations, administration, logistics and procurement processes of the project as well as establishment and maintenance of project corporate account at the MFDP, including organizing stakeholders' consultative meetings with representatives and ministers from relevant government Ministries, Agencies and Commissions (MACs) for the smooth management and implementation of the Natural Resources Taxation Unit (NRTU) Project in Liberia; supported AusAID/Australia-Africa Partnership Facility (AAPF) and Adam Smith International (ASI) Head of Africa and Principal Advisor with networking, established initial contacts with relevant ministers and directors in various MACs, State Owned Enterprises (SOEs)/Public Corporations, international organizations and extractive industry sector in Liberia (LEITI and others); supported in the planning and organization of meetings, workshops, conferences, seminars; provided local advice in keeping with the existing political, socioeconomic situations in the country and served as a liaison between the AusAID/AAPF and ASI teams and the ministry and provided contextual socio-economic status, security and logistical in collaboration with the ministry; in closed collaboration and coordination with the Principal Technical Advisor and the Head of Africa, organized structured training sessions in the ministry, including Production Sharing Contracts (PSCs), Mineral Development Agreements (MDAs) and performed any other relevant support as requested by the ministry, Principal Technical Advisor and the Project Manager based in the UK.
- Youth Network Officer (Short-Term Consultancy)/Population Services International (PSI)-SmartChoice Program funded by USAID, Global Fund, UNFPA and UNICEF, Monrovia, Liberia, from August to October 2010: Responsible for the development of national youth network across all fifteen (15) counties of Liberia, including the development of comprehensive contact directory for the network, the network's workplan, mapping of youth-focused services and service providers, identification and documentation of in and out of school youths/youth groups as well as involving at risk teenagers and adolescents in HIV/AIDS and teenage pregnancy awareness campaigns and reporting of the network's activities across the country.
- Field Site Coordinator USAID-funded Property Rights and Artisanal Diamond Development (PRADD) Project/Tetra Tech ARD, Monrovia, Liberia, from 2010 to 2012: Responsible for the day-to-day operations of the USAID Project, including collaboration with government counterparts, artisanal and community forestry sectors in the counties and ensured adequate capacity was built in various aspects of the project, conducted Technical and Organizational Capacity Assessments (TOCA), Organizational Network Analyses (ONA), Organizational Performance Index (OPI) with more than 20 Civil Society Organizations (CSOs), Community Forest Management Boards (CFMBs) and Mining Cooperatives in the counties and successfully represented the project in targeted counties in national and local level stakeholders' meetings; coordinated and reported on all field activities to the COP.
- Field Office Coordinator Norwegian Refugee Council (NRC), Gbarnga, Bong County, Liberia from 2007 to 2010: Coordinated all programs in the counties by providing the day-to-day supervision, including Finance and Administrative Officer, ICLA Officers, Project Officers, Livelihood Officers, Logistics Officer, etc.; managed all finances at the field office level as well as personnel management, security, program development, representation at the field level, training and capacity development for field staff and partners and reported on all field activities to the Country Director, Finance and Admin. Manager, and Logistics Manager; ensured field office conforms to the existing NRC rules and procedures on personnel, financial, administrative and security matters.
- Reintegration Program Coordinator/ChildFund International (formerly Christian Children's Fund International), Monrovia, Liberia, from 2004 to 2007: Oversaw the overall reintegration programs in 6 counties in Liberia, including education sector (formal and informal education), social and economic reintegration activities, monitored the general protection issues around women and children, Border Monitoring for child protection issues, child trafficking, etc.; conducted research on vocational training needs, life skills opportunities and other related training programs (tailoring, masonry, carpentry, cosmetology, soap-making, pastry, metal works, etc.) under UNICEF-supported Community Education Investment Program (CEIP) and the USAID-funded Revitalization of War Affected Communities (RWAC) Project; facilitated the placement and supported more than 5,000 Children Associated with the Fighting Forces (CAFFs) in government/public and private schools (including female students) upon signing of MoUs with the CEIP and RWAC projects; monitored and followed up on reunified children in the community and those placed in schools; assessed other unaccompanied minors and separated children; coordinated Child Protection Agencies' (CPAs) Meetings.
- Child Protection/Family Tracing and Reunification (FTR) Officer/ChildFund International (formerly Christian Children's Fund International), Tubmanburg, Bomi County, from 2003 to 2004: Carried out Child Protection (CP) and Family Tracing and Reunification (FTR) activities in the counties, including documentation and assessments of local communities and homes of Children Associated with the Fighting Forces (CAFFs) before reunification; documented, verified and assisted with the payment of TSA to CAFFs; supported the successful placements of Ex-CAFFs into public and private schools with signed MoUs; carried out follow-up monitoring in schools and communities on reunified children and provided materials and psychosocial counseling supports; assessed other unaccompanied minors and separated children; facilitated the establishment and strengthening of community support structures (Child Welfare Committees (CWCs), Child Protection Committees (CPCs), Children's Clubs (CCs), Parents-Teachers-Associations (PTAs), Local School Management Committees, etc.); provided learning, sporting and recreational materials to schools in support of the reintegration program, including daily and weekly project activities, monthly, quarterly reports, and annual progress reports.

## ADVOCACY, HUMAN RIGHTS AND EDUCATION EXPERIENCE

- Ensure the collection and analyze information of relevance to human rights and advocates with relevant authorities and other influential actors to stop or prevent human rights violations, seek remedial actions, and ensure the timely entry of accurate and verified human rights information into an established database in compliance with established standards; Liaise with appropriate national authorities, civil society, United Nations Agencies, Funds and Programmes (UNAFP) with complementary mandates, and other relevant partners to monitor developments in the human rights situation and, if needed, support the creation of baseline data.
- Monitor the legal systems and their compliance with international human rights instruments and, where appropriate, advise relevant authorities; develop and, where appropriate, coordinate initiatives to strengthen the response to systematic and/or emerging patterns of human rights violations and abuses, including in relation to conflict-related sexual violence; conduct, and where necessary supervise, investigations of human rights and international humanitarian law violations.
- Empower citizens with social accountability skills to demand accountability in public service delivery and ensure social protection.
- Empower indigenous communities through leadership skills development and organizational structure to claim stake and participate
- Hold qualifying experience and skills in education program design and management, proven leadership and strong experience in coaching and mentoring, community-driven projects, education, good governance as well as developing of high performing teams.
- Strong experience in working in partnership with community and government counterparts both national and sub-national levels.

### EDUCATION AND CREDENTIALS

Master of Business Administration (MBA) – Candidate, University of Liberia, Capitol Hill, Monrovia, Liberia
Bachelor of Business Administration (BBA), University of Liberia, Capitol Hill, Monrovia, Liberia
Certificates: Conflict management, conflict analysis, reconciliation and social cohesion; Conflict Analysis for Sustaining Peace
(CASP); Enhancing Conflict Prevention and Peacemaking in Africa; Intercultural Dialogue and Mediation; Safe and Secure
Approaches in Field Environment (SSAFE); Advanced Security in the Field (BSAFE); Prevention of Sexual Exploitation and Abuse
in the Workplace; Cabinet Policy Brief, Policy Review and Analysis; Grants management and compliance; Participatory Rural
Appraisal (PRA) and Rapid Rural Appraisal Approaches; Monitoring and Evaluation, Protection Cycle Management, Family Tracing
and Reunification; Provision of Psychosocial Care and Support to Children Affected by Armed Conflict; Gender-Based Violence
Advocate and Case Management; and Advanced Participation Methods, Consensus and Action Planning Method and facilitation, etc.

#### REFERENCES

Mr. Abdulai Sheriff, Lead Service Provider Project Manager, World Bank Group - funded Liberia Women Empowerment Project (LWEP), Plan International Liberia (PIL), Congo Town, Monrovia, Liberia, <a href="mailto:abdulai.sheriff@plan-international.org">abdulai.sheriff@plan-international.org</a>; +231770009137

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