

CURRICULUM VITAE

Mark Edward BEESLEY

PROFILE

- By training, 'old school' Registered General Nurse & Registered Mental Health Nurse
- By inclination, seasoned specialist in supportive supervision and participatory in-service training, especially of field-based health workers of various categories, and the use of these interventions to trigger systemic changes in management
- By experience, fifteen year veteran in capacity-building of mid- and senior-level government health officials, particularly those working in workforce development in disrupted arena
- By recommendation, *"someone who knows and understands the real problems, speaks and writes frankly, and who is able to make concrete suggestions" **

*Dr S.O, Head of Emergency & Humanitarian Action Dept, Federal Ministry of Health, Khartoum, Rep of Sudan (2013)

CAREER REVIEW

1. Late Professional Career: Semi-Retirement

Sant'Anna University, Pisa, Italy www.hscr.sssup.it

Sept-Oct 2022

Full time trainer *Health Systems through Crisis & Recovery Course*

Facilitated eight sessions in this 10 days course which explores insights into the delivery of healthcare provision in disrupted arena. Scored very highly in participant satisfaction.

Agence Italienne p/ la Coopération au Développement (AICS), Central African Republic Dec 19- Feb 2021

Facilitator & Team-leader, Regional and District capacity building project¹

Worked alongside the Ministry of Health & Population's 5-person management teams in six regions (of seven) to strengthen capacity in health governance and leadership; Conceived, designed, tested and taught innovative visible 10-indicator management package to transform a prerequisite management theory (namely, the WHO Six Building Blocks of Health System) into usable relevant and appropriate regional tools.

"[An] outstanding methodology"

Dr MB, Head of AICS sub-office, Bangui (2019-20)

World Health Organisation, Eastern Mediterranean Regional Office

Aug-Sep 2019

Consultant, HRH Planning in Afghanistan

Member of 3-person team to support Ministry of Public Health in pre-election revision of HRH Strategy; Remote reworking of draft HRH Situation Analysis, introducing treatment of previously-raw data and clearer displays; Studied Dari. (Sadly, the in-country component was delayed, then cancelled.)

Sant'Anna University, Pisa, Italy www.hscr.sssup.it

each April throughout 2011-19

Contributing facilitator Health Systems through Crisis & Recovery Course

Within the International Training Programme for Conflict Management led sessions devoted to: HRH under stress; In-Service Training; Slum health care; Studying Management Practices (including the role of regulation); the Myanmar health system; The Tale of Two Sudans; and others http://prezi.com/njcus_ybp-as/health-systems-through-conflict-and-recovery/

*"Those who appreciate your lessons as I do are many:
it is enough to be in the class when you deliver them to appreciate it"*

Dr MM, facilitator

UHC 2030, Geneva

Feb-Mar 2019

Volunteer contributor to Technical Working Group on Universal Health Coverage in Fragile Settings

Minor participant in development of *Guidance document to assess a healthcare arena under stress* (June 2019) Enrico Pavignani & Sandro Columbo (named in Acknowledgements, p152); which represented a revision and updating of *Analysing Disrupted Health Sectors: a Modular Manual* (2009),

Charlie Goldsmith Associates (CGA), Freetown & various Districts, Sierra Leone

May-Jul, Sept 2018

Technical Advisor attached to HRH Directorate, Ministry of Health & Sanitation

In the closing months of a 3-year DfID-funded program to develop the Attendance Monitoring System (AMS) worked to identify paths to advance stalled decentralisation of selected HR Admin activities to district (i.e. provincial) health authorities. Facilitated the work of HR Officers in Kono, Koinadugu, Western Area Urban, Bombali, Tonkolili, Port Loko, Kailahun, Bo & Kambia Districts;

"Mark is the first consultant who has told the truth."

NS, Technical advisor, Clinton Health Access Initiative

Pre-surgery & recovering Patient; Lewisham Hospital; Jun 2017- Apr 2018

Revision of 1996 total hip replacement, itself a consequence of a 1984 Road Traffic Accident in FSLN Nicaragua

Valid International; London

Jan-Mar 2018

Lead Consultant

For UNICEF-Nutrition Somalia, initiated (but did not conclude) stakeholder revision and updating of Integrated Management of Acute Malnutrition (IMAM) guidelines; Designed and developed a set of ultra user-friendly field-relevant provider-centred pocket books for Somali facility-based staff.

2. Late Professional Career: Freelance Consultant

Charlie Goldsmith Associates, Terekeka & Tonj States, South Sudan

Aug-Oct 2017

'Deep dive' researcher

In two states, conducted a thought experiment into a compromise way to implement MoH's stalled *Boma Health Initiative*; Deliberately without logistics support, explored existing community-level health service delivery in rainy-season Terekeka (of the Mundari people) and (largely-Dinka) Tonj; Successfully conceived of a different approach and made proof-of-concept trial.

Non-work: Upriver travel on a local longboat on the White Nile from Terekeka to Juba (Nov 2017)

World Health Organisation, Dili, Timor-Leste

Apr-Jul 2017

Technical Advisor, Ministry of Health, National Directorate of Human Resources

In collaboration with managers and stakeholders, developed and nurtured the MoH's Health Workforce Strategic Plan 2017-21 (which, by late 2019, remained un-adopted due to post-election political stalemate). Collaboration required a mixture of English, Portuguese and Tetum.

¹ This period ended with the rebel encirclement of the capital and the imposition of a state of emergency and curfews

Water, Sanitation for the Urban Poor (WSUP); Lusaka District, Zambia

Feb-Mar 2017

Technical Advisor

In contrast to the little-at-a-lot-of-sites work of the earlier task (see below), sought to integrate strands at one school only, hence strengthen the likelihood of future behaviour change, with mixed results.

Water, Sanitation for the Urban Poor (WSUP); Lusaka District, Zambia

Nov-Dec 2016

Technical Advisor on development of WaSH committees and school WaSH lessons

Developer of the 'software' components of a WaSH project in twelve government-run primary schools (for 35,000 children) in poor urban neighbourhoods to complement the engineers' then-exclusive focus on 'hardware'; Conceived, tested and developed multiple innovative materials for school WaSH committees, for teachers' age-appropriate health & hygiene-related lessons, and for pupil-based WaSH Clubs (For USAID-funded SHIELD project); Learnt rudimentary chiNyanja

"I've seen a lot of campaigns. But I've never seen one as conceptually strong as this one."

Mary Phiri-Tembo, CEO Media 365, Lusaka

Water, Sanitation for the Urban Poor (WSUP); Addis Ababa & Tigray, Ethiopia

Mar & May 2016

Technical Advisor on behaviour change campaign, Federal Ministry of Health/ Unicef

Contributor to development of behaviour change messages and strategy (especially for difficult-to-engage non-household sites) within the four stated WaSH components of the government's Urban Health Extension Program (for Unicef-funded project)

Health Poverty Action, UK; Somaliland (Maroodi Jeeh, then Saahil Region)

Jan 2016

Evaluator

Dual mission to both evaluate completed 3-year DfID-funded 'Improving Maternal-Child Health for IDPs' (in Maroodi Jeeh) and record best practices within concluding 5-year DfID-funded "Essential Package of Health Services in Saahil Region". Somewhat underwhelming findings of both met with silence.

Health Poverty Action; Myanmar (Kachin Independence Organisation-controlled area)

Nov-Dec 2015

External evaluator

Of DfID-funded Kachin Emergency Relief Project Phase V for IDPs

"Mark is not like other evaluators" (Sun Xiaoying 'Ma But', HPA Senior Program Manager)

Water, Sanitation for the Urban Poor (WSUP); Andhra Pradesh State, India

Oct 2015

Technical Advisor on behaviour change campaign, Greater Vizakhapatnam Municipal Authority

Conceived, designed and trained on doable community engagement for appropriate and low-cost open defaecation-free (ODF) interventions at neighbourhood level; involved local identification of 'hot spots' and subsequent local planning (contrasting with the then-prevalent preference for city-wide, and vacuum, radio jingles); student of Telugu.

[A ward-by-ward approach to Eliminating Open Defecation: Experience from Vizakhapatnam, India](#)
[WSUP Advisory, Topic Brief Feb 17](#)

Valid International; Bihar, India

July, Aug 2015

Technical Advisor to Purnea District authorities

Designed, prepared and developed training materials and implemented 3 day repeated training events in district blocks; trained trainers in planning, delivery & follow up for community sensitisation, community mobilisation and case finding; studied Hindi

World Health Organisation, Dhaka, Bangladesh

Jan-Mar 2015²

Technical Advisor, Ministry of Health & Family Welfare, Dhaka, Bangladesh

Assisted the HR Management Unit of the MoHFW Secretariat to develop and finalise a 24-page draft Health Workforce Strategy 2016-30 acceptable to both development partners and the MoHFW. Conceived the motif of the *shapla*, water-lily, the national flower. Collaborated with Technical Committee and stakeholders; Prepared concept note for WHO biennial Implementation plan for Health Workforce

Valid International; Oxford, UK, seconded to Unicef-Sudan

Sep-Dec 2014

Technical Advisor, Nutrition Department, Federal Ministry of Health, Khartoum, the Sudan

Conceived, designed and developed a community engagement strategy for the Community Management of Acute Malnutrition (CMAM) program – the so-called '*jabana* strategy', drawn from the archetypal Sudanese symbol of the traditional coffee-pot – which was extended for all PHC. Facilitated the testing, revision and practice of national training in the strategy at state, locality and local levels, in Red Sea State, North Kordofan and Kassala;

Marie Stopes International, Ouagadougou, Burkina Faso

Nov-Dec 2013

Study Coordinator, Sahel Region, Burkina Faso

Oversaw the completion of a 16-page Quantitative Facility Assessment questionnaire by two teams in 28 facilities across three provinces, as part of the four-country global review of reproductive health services for refugees undertaken by the Inter-Agency Working Group on Reproductive Health for Crisis-Affected Populations; Delivered a 68-page report.

World Bank; Washington, USA

Sep 2013³

Short-term Consultant, North Darfur, the Sudan

In a 50-day mission, recruited to support the North Darfur State officials to prepare, deliver and evaluate their own 10-day in-service training package; assess the State's in-service training capacity and make recommendations; and propose a two-year in-service training plan for Greater Darfur HRH. Mission suspended after 8 working days, later cancelled, with no deliverables achieved.

Valid International; Oxford, UK

Jul-Aug 2013

Technical Advisor to the Government of Odisha, Kandhamal District, India.

Designed, prepared, oversaw and evaluated the delivery, by Women & Child Development Department staff in the Oriya dialect, of one-day community orientation workshops in six sample *gram panchayat* (village clusters) in marginalised rural communities. Supported the DfID-financed Technical Management & Support Team in the community sensitization component of its pilot introduction of Community-based Management of Acute Malnutrition (CMAM); Conceived a level-appropriate training for the proposed *Anganwadi* Worker implementers;

World Bank; Washington, USA

May-Jun 2013

Short-term Consultant, South Darfur, Sudan

Contributing to the Federal MoH's Health & Nutrition Recovery Strategy for Darfur, and in collaboration with Federal and State counterparts, investigated current Continuing Professional Development (i.e. in-service training) for 3,620 HRH in one example State; predicted possible outcomes; proposed a 2-year plan for priority training based on an assessment of local implementation capacity. Achieved deliverables ahead of schedule; (Anticipated start date was 01 March.)

CTG Global, for UNOPS Somalia, Kenya

Feb 2013

Conference Facilitator, Mogadishu, Somalia

² Coincided with a period of high political tension with countrywide blockade and non-stop general strike enforced by violence..

³ Arrival exactly coincided with period of anti-government unrest following lifting of subsidies on 23 September.

Facilitated a two-day, 60-80 stakeholder, Health Systems Strengthening consultation entitled 'Mogadishu: the Laboratory of the Future. New Ways and Concrete Measures to Support the Development of the Somali Healthcare Arena'. Co-authored 15-page report;

Valid International; Oxford, UK

Jul 2012

Technical Advisor, Mogadishu, Somalia

In a Training-of-Trainers-of-Trainers event, facilitated the development of the training skills of twenty community mobilisation field officers and team leaders working in a 17-site local NGO Community-Based Therapeutic Care (CTC) nutrition program. Used appropriate ultra-participatory facilitation techniques.

Australian Centre for Int'l & Tropical Health, University of Queensland, Australia

Feb, Mar 2012

Independent Researcher, Central African Republic.

Independently explored the Central African healthcare arena outside the capital for DANIDA-funded 'Providing Health in Disrupted Health Sectors: a multi-country study'. In this low-profile, qualitative investigation, explored private for-profit, not-for-profit, informal and traditional providers. Over two months, interviewed seventy informants across seven of the nine accessible rural prefectures. Produced 55-page profile of healthcare provision in CAR; French- and Sango-speaking environment;

Document: Bottom of the Sack: Health Service Provision in the Central African Republic.

[www.sph.uq.edu.au/acith/Health Services in Severely Disrupted Environments/ CAR](http://www.sph.uq.edu.au/acith/Health%20Services%20in%20Severely%20Disrupted%20Environments/CAR)

"The Beesley paper was absorbing, informed and tremendously well written."

(Dorothy vanSchooneveld, editor for WHO publications)

Agence Européenne pour le Développement et la Santé (AEDES), Brussels.

Jun-Dec 2011

Technical Advisor, HR Directorate, Ministry of Health (MISAU), Maputo, Mozambique

In this DANIDA-funded project, attempted to take forward the HR Directorate's stalled implementation of the National HR Development Plan (2008-2015); Through a re-focus of project support towards provincial HR departments, including the design and development of an innovative rapid assessment tool, attempted – ultimately unsuccessfully – to decentralise HR management capacity. As coordinator for the 3-member National Plan's Monitoring & Implementation Group, managed the project's administration and reporting. Liaised with partners and implementing agencies, especially in joint assessments. Visited Maputo, Sofala, Tete and Zambezia Provinces; Portuguese-speaking work environment.;

Liverpool Associates in Tropical Health (LATH), Juba.

Jun, Jul, Sep, Nov 2010⁴

Technical Advisor to Ministry of Health, Government of Southern Sudan

Over eleven weeks, in two missions, seconded to the Directorate of HR, Planning, Research & Health Systems Development to plan, conduct, report on and follow-up a full mapping of all twenty-three Health Training Institutes. An 80-page report detailed location, faculty, graduate output, curricula, infrastructure, facilities and costs, produced on time and on budget. Visited Unity, Lakes and Western Equatoria States; In a third 4-week mission, through intensive one-to-one training of senior and mid-level managers, supported the Curative Services Department in its strengthening of hospital management systems at Wau, Juba and Malakal Teaching Hospitals (Western Bahr el-Ghazal, Central Equatoria and Upper Nile States).

Document: Off the Road: the mapping of Health Training Institutes in Southern

Sudan. [http://www.bsf-south-sudan.org/sites/default/files/LATH%20Report%20 %20Mapping%20of%20Health%20 Training%20Facilities%20in%20Southern%20Sudan.pdf](http://www.bsf-south-sudan.org/sites/default/files/LATH%20Report%20%20Mapping%20of%20Health%20Training%20Facilities%20in%20Southern%20Sudan.pdf)

"One of the most readable reports I have ever read (and I have read many). A knowledgeable, honest and entertaining voice comes through."

(Kevin McKague, Asst Professor, Cape Breton University. Senior Fellow, Univ. of Massachusetts, Boston)

Ministry of Health & Labour, Hargeisa, Somaliland.

Feb-Jun 2009⁵

⁴ Period just prior to formal independence.

Human Resources for Health (HRH) Technical Advisor for Unicef-Somalia

Seconded to the Training & HR Development Department within the under-performing MoHL; Attempted to introduce basic HR administration in Regional Health Office. Mentored regional supervisors; Visited all accessible health centres. Supported collaborating consultancies and partners as requested. Compiled first comprehensive HR inventory for one region and produced a 120-page narrative report for institutional learning purposes.

NHS Professionals, UK.

Sep 2008–Nov 2009

Staff Nurse

Supply nurse at various sites within South London & Maudsley NHS Trust, caring for a cross-section of service users often those requiring one-to-one supervision in Adult Psychiatric Intensive Care Units.

WHO Somalia; Garowe, Puntland State of Somalia

Apr–Aug 2008⁶

Public Health Officer, Human Resources & Health Systems Development

As technical adviser to Ministry of Health, conducted in-depth investigation of private and public sector health workforce for one sample region and designed an appropriate HR development plan. Organised and oversaw two innovative Somali-language HRD-focused workshops.

World Health Organisation Somalia; Nairobi, Kenya

Aug 2007–Jan 2008⁷

Public Health Officer, Human Resources Development

Within the Emergency Preparedness & Humanitarian Action Unit (EHA), surveyed 14 Somali Health Training Institutes for quality, output, curriculum and exam details, unit costs and other variables; Conducted extended missions to all three 'zones'. Studied options for national and regional health systems development; Nominated WHO-Somalia HR focal point. Chair of Human Resource Development working group within Somali Support Secretariat's Health Systems Strengthening Group.

Ogimatech; Lisbon, Portugal

Feb-Apr 2007

Consultant, Luanda, Angola

Within an EU-funded project, evaluated performance and impact of MoH's in-service training departments in Cabinda, Huambo and Huíla Provinces and two Central Hospitals, including assessment visits to distant facilities. Assessed compliance with national HR strategy; Delivered intensive training to key staff; Portuguese-speaking work environment;

WHO Office for Southern Sudan; Nairobi, Kenya & Juba, Southern Sudan

Oct 2005–Jun 2006⁸

Human Resources Assessment Team leader

Led a multi-agency team conducting the presumed first comprehensive inventory of all staff working in the health sector in Southern Sudan; Conducted field work in Maridi, Juba, Rumbek, Malakal, Aweil and Bor. Delivered 60-page Situation Analysis on findings and soft HR issues on budget and on schedule; Drafted recommendations for the MoH's HR Development Plan for 2006-2011; Furthered HR assessment at State level;

Non-work: Down the White Nile on a refugee barge from Juba to Bor (Apr 2006)

Valid International; Oxford, UK

Aug–Sep 2005⁹

Technical Advisor, Niger

⁵ A UN Phase 4 status was in place with a 10-person ceiling. Because of this, a further five planned technical advisors could not come.

⁶ A UN Phase 4 status was in place. Only one WHO expatriate was allowed in the 'NE zone' at any one time.

⁷ This coincided with Kenya's post-election violence.

⁸ This was immediately after the signing of Comprehensive Peace Agreement, before South Sudanese government structures had fully returned to Juba.

⁹ This was in response to one of Niger's regular food scarcity emergencies.

Supported two INGOs in their establishment of community mobilisation & health education components of their Community-Based Therapeutic Care (CTC) nutrition programmes in two eastern regions;

University Hospital Lewisham and South London & Maudsley NHS Trusts; London, UK

Central Bank Staff Nurse

(Intermittent) Jul 2004–May 2007

Updated familiarity with clinical skills, treatment protocols and legislation in Accident & Emergency Department, Pre-Surgical Admissions Suite and Acute Adult Psychiatric wards;

HR Directorate, Ministry of Health, Luanda, Angola

Nov 2003–Jun 2004

Independent Consultant

Delivered intensive practical training to the in-service training teams of all nine national-level hospitals in Luanda, with World Health Organisation funding; Initiated over 30 low-cost seminars for full range of staff categories, which included reintegrated UNITA staff; Field-tested and revised national In-Service Training Manual. Developed procedures for data collection and analysis, and tools for national supervision and trained named hospital staff. Portuguese-speaking work environment;

University Hospital Lewisham NHS Trust, London, UK

Jul–Oct 2003

Central Bank Staff Nurse

Conversant with Health & Safety legislation and Equal Opportunities;

African Medical & Research Foundation (AMREF); Maputo, Mozambique

Consultant

Jul, Oct, Nov 2002 & Mar 2003

Facilitated 6-member MoH team in the production and field-testing of three further drafts of the manual described below. Trained supervisors, and others, from Inhambane and Niassa Provinces in the use of the guide; In extended field visits assessed the management performance of 14 District Health Directorates. Portuguese-speaking work environment;

African Medical & Research Foundation (AMREF); Maputo, Mozambique

May 2002

Consultant

With a one-month deadline, rescued a floundering AMREF commitment to submit a first draft of a 'Guide for District Health Managers'; Created and produced an innovative, user-friendly 130-page *Guião para o Gestor Distrital de Saúde* on time and on budget. Designed tools and instruments for use by district health teams in the self-assessment of management performance, and the rapid assessment and supervision of service quality at Primary Health Care health facilities; Portuguese-speaking work environment;

HR Development Office, World Health Organization; Luanda, Angola

Nov 2001–Apr 2002

Short-term Consultant

Facilitated, designed and produced a ten-year strategy for health workers' in-service training in collaboration with the Human Resources Department of the Angolan MoH. Developed guidelines for use by participating donors and NGOs; Through visits, evaluated current in-service training performance in six provinces; Designed and produced a series of training materials for provincial and national trainers including 100-page *Manual para o Núcleo de Formação Permanente* (Manual for In-Service Trainers). Portuguese-speaking work environment; Worked in Cabinda, Kwanza Sul, Malange and Namibe Provinces;

Inkanyeti Umbutfo Regiment, Ludzidzini, Swaziland

Traditional Warrior Mar–Sep 2001

Non-work: Lived and studied in an *impi* compound, undergoing *butseka* training in Swazi customs and traditions, participating in ceremonies and learning siSwati. (Warrior name: Tinyozi Mabuza.)

Non-work: Overland, in several stages, from Lake Turkana in Kenya going south, then west, then north to Huila in central Angola (at various times between 1990–2002)

3. Middle Professional Career: INGO Program Staff

Oxfam-UK; Luanda, Angola Emergency Programme Coordinator	Mar–Aug 2000¹⁰
Save the Children (UK); Benguela Angola. Programme Officer/ Technical Advisor, Health Transition Project	Sep 1997-Aug 1999
International Medical Corps (IMC); Huambo, Angola Provincial Coordinator	Apr 1996-Aug 1997¹¹
Montrose Villa, 6 Church Rise, London Deputy Manager	Jan – Mar 1995
Oaklets Residential Lettings Agency; London Senior Administrator	Apr 1994- Dec 1995
Save the Children Fund (UK); Hargeisa, Somaliland Programme Officer	Aug 1992-Mar 1994¹²
Save the Children Fund (UK); Quelimane, Zambezia, Mozambique Programme Officer	Jan 1989-Mar 1992¹³

Non-work: Along the Swahili coast on dhows from Mtwara, Tanzania to Pemba, Mozambique (1991, 1993)

4. Early Professional Career: Clinical Nurse

British Nursing Association (BNA); London Agency Staff Nurse	Apr 1986-Feb 1988
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Non-work: Hitchhiked across the Sahara: Morocco – Algeria – Niger - Burkina Faso - Ghana (Jan- Apr 1987)

Sandinista Nicaragua Liberation Front (FSLN); Boaco, Nicaragua Internationalist Volunteer	Aug 1984–Sep 1985¹⁴
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Delivered full first-level PHC service to 11 remote rural villages in mountainous San Lorenzo District; Awarded Provincial Certificate of Merit for vaccination coverage; Profoundly influenced professionally by (a) 'Where There is No Doctor', (b) the communication skills of a barefoot doctor colleague and mentor, and (c) the experience of being a long-stay in-patient in military hospital as a victim of a road traffic accident;

5. Early Career: Forestry Worker

¹⁰ During Angola's 'complex emergency'

¹¹ This was in the so-called 'No peace, No war' period, after the occupation and destruction of Huambo City by UNITA but before the return to open war with MPLA.

¹² This was in the turbulent period was shortly after self-declared independence but before many Somalilanders had returned from Ethiopia.

¹³ This period was in the final years of the prolonged civil conflict between Frelimo and Renamo when the countryside was extremely unsafe.

¹⁴ In the early years of the Sandinista Revolution, before sufficient numbers of trained health cadres had returned from abroad

Bathurst Estate, Cirencester, UK
Sawmill Operator

Jul–Aug 1979

Non-work: Backpacked along the Gringo trail: Panama – Colombia – Ecuador – Peru – Bolivia - Chile (and back)
then later overland Costa Rica - El Salvador – Guatemala – Mexico - USA (1979)

Proyecto Agro-Industrial de Sixaola (PAIS), Bribri, Costa Rica
Forestry Worker

Sep–Nov 1978

Cosas de Madeira, Puerto Limón, Costa Rica
Office Worker in a plywood factory

Dec 1978–May 1979

Department of Forestry, University of Aberdeen, Scotland
First-year Undergraduate

Aug 1977–Jul 1978

Finnish Forestry Research Institute, North Karelia & Lapland, Finland
Data collector and field researcher

Aug 1976–Jul 1977

Gap year...before people had gap years.

QUALIFICATIONS & other certification

Registered Nurse Certificate Part 1 (Adult), West Glamorgan Health Authority, Wales	1979–84
Tropical Medicine for Nurses Certificate (short course), Liverpool	1984
Registered Nurse Certificate Part 3 (Mental Health), St Thomas' & Guy's Hlth Authority	1987–88
Nursing & Midwifery Council: Registration PIN 80Y0122W	expired Apr 2021
Hostage Incident Management Training, UNDP	Apr 2008
Advanced Security in the Field, UN Department of Safety & Security	May 2013
BSafe Certificate, UN Department of Safety & Security	Aug 2019

PUBLICATIONS

Published Academic Articles

Bryce, Cutts, Naimoli, Beesley. *Rethinking Primary Health Care Training*. CDC/USAID, 1993.

Bryce, Cutts, Naimoli, Beesley. *What have Teachers Learnt?* The Lancet, Vol 342, 1993.

Beesley, Scuccato. *First Steps towards healing a workforce: In-service training in Angola*. Health in Emergencies, WHO, Issue No 18, December 2003

Mark Beesley; Giorgio Cometto; Enrico Pavignani *From drought to deluge: how information overload saturated absorption capacity in a disrupted health sector* Health Policy and Planning 2011; doi: 10.1093/heapol/czq083

"This paper is a little jewel, rare in its kind [...] easy-to-read, but for sure you won't forget the key message lightly" Josefien Van Olmen (Oct 2011) archief. Internationalhealthpolicies.org
<http://bit.ly/uk52F3>

Pavignani, Michael, Murru, Beesley, Hill *Making sense of apparent chaos: health service provision in six country case studies* International Review of the Red Cross
<http://www.icrc.org/eng/resources/international-review/index.jsp>

Hill, Pavignani, Michael, Murru, Beesley *The "Empty void" is a crowded space: health service provision at the margins of fragile and conflict-affected states* Conflict and Health, 8:20 (2014)

Durham, Beesley, Pavignani, Hill. *Human Resources for Health in six disrupted healthcare arena: a qualitative study*. Human Resources for Health 13:14 (2015)

Colombo, Murru, Beesley *COVID in Africa, one year later* Epidemiologia & Prevenzione 2021 45(6) 602–605
doi: 10.19191/EP21.6.143

PUBLIC SPEAKING

- Guest speaker on CAR and NGO-MoH collaboration at Institute for International Health & Development, Queen Margaret University, Edinburgh (07 Mar 13)
- Guest speaker on 'From drought to deluge: how information overload saturated absorption capacity in a disrupted health sector' at *Responsible Governance for Improved HRH: making the right choices* Int'l Conference. Royal Tropical Institute (KIT), Amsterdam, the Netherlands. (15-16 Mar 2010)
- Presentation on attraction and retention of HRH at World Bank-sponsored conference, Maputo. 'Mark Beesley, HR International Expert, presents his water distribution metaphor to explain HR brain drain'. www.youtube.com/watch?v=VrM3r3_vQdi
- Guest speaker on 'The Healthcare Arena in the Central African Republic: What HRH Distribution Suggests' at *Health as a Human Right? How to Deliver it in Situations of Conflict and Fragility* Int'l Conference. Copenhagen School of Global Health, Copenhagen, Denmark (20-21 Feb 13) http://globalhealth.ku.dk/events/2013/health-as-a-human-right/programme/Mark_Beesley_20022013.pdf
- Guest Speaker for Nicaragua Solidarity Campaign (1986-87)

Personal Details

Languages

Mother tongue	English
Fluent	Portuguese
Once-Competent	Finnish, Spanish, Somali, siSwati, eChuabo (Mozambican dialect), French, Krio (When proficiency did not necessarily match enthusiasm...)
Once-Attempted	Amharic (including script) & Tigrinya, Sudanese Arabic (including script), Bangla (including script), Bari (the language around Juba, South Sudan), chiNyanja, Dari, Greek, Hausa, Italian, Kachin, Kiswahili, Oriya & Telugu (Indian national languages, including script), Ronga (from southern Mozambique), Sango (of CAR), seSotho, Pitman shorthand, Tetum (of Timor-Leste), Turkish, Twi, Twongjang (Dinka), Umbundu (Angolan dialect). Vietnamese.

CV revised on 25 April 2023. All information correct at this date.