

Curriculum Vitae

Dr. Mariano Salazar
Castellón

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National School of Public Health
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“God, grant me the *Serenity* to accept the things I cannot change, *Courage* to accept the things I can, and *Wisdom* to know the difference”


Reinhold Niebahr
(1892 – 1971)

These Curriculum Vitae Contain

General Information..... 2
 Achievements, Personal Qualities & Skills 3
 Qualifications and Training 6
 Educational activities and Conferences..... 7
 Educational activities..... 7
 Relevant Conferences..... 7
 Employment History..... 8
 Full International References 17
 Selected publications..... 17
 Consultants products by country (1993 – nowadays)..... 18

Table 1: Experience working with international organization..... 4
 Table 2: Experience areas..... 5

General Information

Could you please refer to the information related to Mozambique during the period of May – November 2005. Thanks.					
Mariano Salazar Castellón	Localization				
	Phone and Addresses				INTERNET
	Country	Internat. Prefix	Phone Number	Attention	Email
	Costa Rica	00 506	240 6985	Dr. Jorge Díaz 50 mts este del Centro Médico "La Guaria", Casa color marrón, a mano izquierda, Residencial MORavia, San José, Costa Rica, América Central	Marianosalazarc@yahoo.com Web page En construcción
	Nicaragua	00 505	8634 – 118 (Cel) 251– 45 - 79	Lic. Ana Sonia Recinos Residencial Bello Horizonte, III Etapa, Casa B – 53, Managua, Nicaragua, América Central	
	Mozambique	00 258	82 69 26 100	Miss. Sonia Ma. Rodríguez Domingos Nampula, Mozambique	
	Mozambique	00 258	082 571 8674 (Cel)	Dr. Mariano Salazar Castellon Rua Cidade da Beira Nro 3 PO Box 11 98 Nampula, Mozambique	
Male April 04/03/1954, Costarricans (Ced 1-419-967), Nicaraguan (Ced 888 - 03/04/54- 000H)					

Achievements, Personal Qualities & Skills

Medical Doctor; Public Health Master, concentration area: strategic planning and management; advanced studies in Business Administration.

Twenty five (1979 - 2005) of experience in positions of institutional management, projects and consultancy. Fifteen (1990 - 2005) of them have been dedicated to the international cooperation like manager of projects and national, international consultant and volunteer in Costa Rica, Nicaragua, Honduras, Holland, Angola and Mozambique. An outstanding aspect during these years, it has been the elaboration, management and evaluation of projects prepared under the logical framework, oriented to the mobilization of resources for the development in the local, national and Central American dimension.

During these years I have accompanied the two waves (1979, 1990) of health system reform and modernization in Nicaragua. In addition, I have known about this process in Costa Rica and Honduras. Health promotion has been one of my main professional interests during a long period (1986 – 2002) in the countries where I have worked. Special attention has deserved the implementation of nets of healthy municipalities, the implementation of schools health promoters, the preparation and evaluation of plans of promotion of the health and the use of the promotion approach to face on specific problems of health.

In the mark of the commands of the organizations which I have worked (National Institutions, Agencies of the System of United Nations, ONGs) I have always worked in an independent and creative way, guided to results. During my labor acting I have acquired wide experience in assuming the representation from the organizations to which I belong and in negotiating their interests with different social actors at local and national dimension.

I have experience in the preparation and evaluation of programs and projects of international cooperation, as much as in the organization of Meetings of Evaluation of Technical Cooperation of International Agencies, with the participation of donors, executors units and beneficiaries.

The Answer in Cases of Emergency is not strange for my. I have had a direct experience in natural disasters: volcanic eruption, tsunami and hurricane in Nicaragua and floods in Honduras as well as in civil war (Nicaragua) and post civil war recovery (Nicaragua, Angola, Mozambique) that have consolidated my professional interest on this topic with a professional approach based on the contents of the Humanitarian Letter and Minimum Norms of Humanitarian Answer in Cases of Emergency, agreed internationally.

My professional experience includes basic abilities in the use of the gender focus in the preparation of projects. The experience in Holland (98), PAHO/WHO (90-97), PNUD/PRODERE (1991), Oxfam International (2001-2), UNICEF/UNV (2003) and UNHCR/UNV (2005) has included to be part of international work teams coming from different cultures, so much Latin Americans, as European, African and Japanese. In the areas of a) sustainable develop at community level, b) the work with refugees, displaced and repatriated and c) in the environment of healthy municipalities and schools promoters of the health, my experience has also included direct experience with local authorities, women, adolescents, selected topics of environmental concerns, nutrition, tropical diseases (malaria emphasis), HIV/SIDA and pro-health citizen mobilization.

I have been consultant, focal and exciting point of innovative processes of technical co-operation; among them:

- processes dedicated to the local development as the Program of Development for Displaced, Repatriated and Refugees (PRODERE), pioneer as regards co-operation interagency for the local development;
- Municipalities Promoters of the Health, proposal where the local development is the mark for the social production of the health understood as a very collective one;
- Territorial technical co-operation (CTT), where the local thing is considered the axis of integration of the co-operation program and
- the project denominated IN SEARCH OF SUSTAINABILITY / HAARLEMMERS DIALOGUE WITH FRIENDS, prepared as part of a intercontinental work group, where the main lines of sustainable development were explored for the city of Harllen, Holland, under the paradigm of the XXI Local Agenda.

I have experience as a consultant in the field of Human Resources on the topic of Strategic Thought based on negotiation, teamwork, leadership, the approach of learning organization and organizational changes lead. Also, I have experience as a consultant in the field of Permanent Education in Service, which uses the work as a main axis for the learning process to develop deep knowledge and abilities to put in practice the profile of the position. I have educational experience as professor of university courses (degree and pos degree) at national and international level, as well as a researcher. I have been invited, speaker, coordinator in diverse international meetings.

Trilingual ¹: Spanish, Portuguese and English. For work and study reasons I have lived and visited the followings countries: EEUU, Mexico, Guatemala, Honduras, El Salvador, Costa Rica, Panama, Cuba, Colombia, Brazil, Uruguay, Holland, Angola, Mozambique, Switzerland.

Advanced user of Word, Power Point, Explorer and INTERNET; intermediate user of Excel, Paintbrush, EPIINFO and SPSS; basic user of Access and Outlook.

¹ I manage this languages in a differentiated way: Spanish (mother tongue), Portuguese (like a mother tongue), English (work knowledge)

You can appreciate my experience working with an international organization in the following table:

Table 1: Experience working with international organization

PAHO / WHO 1987 Central America 1	UNICEF 1990 Nicaragua 2	PAHO / WHO 1990 - 1997. Nicaragua 3
PRODERE (Programs of Refugees, Displaced and Repatriated persons) PNUD/OIT/PAHP - WHO 1991 Nicaragua 4	Bureau Milieu en Samenleving (The Environment and Society Foundation) / Mondiaal Centrum Haarlem, , 1998 Holland 5	Caja Costarricense de Seguro Social 1998 – 2001 Costa Rica 6
UNICEF 1999 Honduras 7	PRODIM (Development program for women and children) 1999 Honduras 8	International coalition of ONGs INPYME / IPF - Nicaragua CEP-ALFORJA / CENDEROS (Costa Rica) 2001 Costa Rica / Nicaragua 9
Oxfam International 2001 - 02 Honduras 10	Horizont ³⁰⁰⁰ - Austrian Service of Cooperation 2002 Nicaragua 11	Strengthen Project of Nicaragua Health System - European Union 2002 Nicaragua 12
UNICEF/UNV 2003 Angola 13	ASDI (Sweden Agency for International Development) 2003 - 2004 Nicaragua 14	Management Science of Health 2003 - 2005 Nicaragua 15
PAHO / WHO 2005. Nicaragua 16	UNHCR/UNV 2005-06 Mozambique 17	

In the following table, you can appreciate the areas where I have relevant experience.

Table 2: Experience areas

Area
Use of the Thought and Strategic Planning: I possess academic formation, self taught instruction, practical experience, I have publications where I approach this matter, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Organization, management and evaluation of nets of services and programs: I possess academic formation, self taught instruction, practical experience, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Face on Emergencies of different nature. I have had a direct experience in natural disasters: volcanic eruption, tsunami and hurricane in Nicaragua and floods in Honduras as well as in civil war (Nicaragua) and post civil war recovery (Nicaragua, Angola, Mozambique) that have consolidated my professional interest on this topic with a professional approach based on the contents of the Humanitarian Letter and Minimum Norms of Humanitarian Answer in Cases of Emergency, agreed internationally. I possess self taught instruction and practical experience in this topic.
Elaboration, management and evaluation of programs and projects of technical cooperation: I possess training formation, self taught instruction, practical experience, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Planning, organization, execution and evaluation of processes of Territorial Technical Cooperation of International Agencies. I possess self taught instruction, practical experience, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Management of productivity and costs of health services: I possess academic formation, self taught instruction, practical experience, I have publications where I approach this matter, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Design, development and evaluation of systems of information: I possess self taught instruction, practical experience, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Use of the focus of promotion health to approaches specific illnesses, as much as execution and evaluation of such particular initiatives as Healthy Municipalities and Schools Promoters of the Health: I possess self taught instruction, practical experience, I have publications where I approach this matter, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Management of the Quality of the Attention in health nets and services: I possess self taught instruction, I have publications where I approach this matter, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Institutional analysis of organizational climate and identification of interventions and impact valuation: I possess self taught instruction, I am able to present the topic in front of an auditory and to debate it in a table of experts
Planning and organization of processes of permanent Education in services, pursuit and impact evaluation: I possess self taught instruction, practical experience, I have publications where I approach this matter, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Identification of initiatives of Social Marketing of corporate and institutional Images: I possess self taught instruction, practical experience, I have elaborated consultancy products on the topic and I am able to present the topic in front of an auditory and to debate it in a table of experts
Malaria projects based on community participation: I possess self taught instruction and practical experience, I am able to present the topic, according with my experience, in front of an auditory and to debate it in a table of experts to share the lesson learned.

Qualifications and Training

<i>Dates From To</i>	<i>Qualification/ Course completed</i>	<i>Institutions and Place of Education/Training</i>	<i>Grade/Result</i>
02/1983 12/1985 EDUCATION	Health planning, Methods and techniques of health planning, Health planning in transition societies, General theory of both health and public administration, Basics statistics, Basic epidemiology, Epidemiological analyses, Statistics methods for analyses of epidemiological studies, Special didactic and applied pedagogy, Social sciences and health, Economic and social development, Internship in method of teaching	National School of Public Health, Oswaldo Cruz Foundation (ENSP/FIOCRUZ), Rio de Janeiro, Brazil	Master of Public Health
03/1972 08/1979 EDUCATION	Biology I - II, Mathematical 0-I- II, Study of the Culture, Spanish I - II, Sociology Four years at School of Medicine: Basic sciences of Medicine and Surgery, Theory and Practice of General Clinic of Medicine and Surgery, Foundations of Public Health and Community Medicine. Two years of general medicine and surgery practices: <ul style="list-style-type: none"> • One year at national reference hospital in the services of internal medicine, pediatrics, surgery, gynecology y obstetrics, emergency, intensive care and ophthalmology. • Additional one year of Obligatory Social Service at Health Center rural area: EPI, reproductive health, TB, general medicine 	School of Medicine, Universidad Autónoma de Nicaragua, León, Nicaragua	Medical Doctor
1995 – 97 TRAINING	Basic, intermediate, advanced and professionals English courses about reading, writing, and speaking; plus preparation courses for International TOEFL Test	English Language Institute, American Nicaraguan School, Managua, Nicaragua	Certificate of English proficiency; International TOEFL Test (1997): 497, plus TWE 4.0
29/09 – 24/10 - 2003 TRAINING	Academic English: Advanced Reading and Writing, Advanced Grammar, Study Skills and Critical Thinking and Essays Preparation and Oral Presentation; plus training to take International TOEFL Test	Ave Maria Language Institute / Ave Maria College, San Marcos, Carazo, Nicaragua	Certifies of successfully completed level VIII ² plus TOEFL Institutional: 533
05/1995 TRAINING	Health technical cooperation Seminar	Washington , USA(PAHO/WHO headquarter)
06-07/1998 TRAINING	Methods of Participatory Urban Appraisal	Haarlem,Hollan (The Environment and Society Foundation)	Products of consultancy
10/2001 TRAINING	Communications Workshop	Cuernavaca, Mexico (OXFAM)
09/2005	Health, HIV and Nutrition policies, strategies and tools	Geneva, Switzerland (UNHCR)
01/2006	Clinical Management of Rape: Improved Responses to Sexual Gender Based (SGBV) Violence in Emergency Situation.	Geneva, Switzerland (UNHCR)	

² Level VIII is the last intensive academic course offered by the Ave María English Institute belong to the Ave Maria College of the Americas.

Educational activities and Conferences

Educational activities

- ✓ Health Planning and Local Programming International Course*, Centro de Investigaciones y Estudios de la Salud/Centre of Investigations and Health Studies (CIES/UNAM), 1988-89-90-91-92-95. Managua, Nicaragua.
- ✓ Classes of Health Planning and Health Management Services, Master in Public Health Course*, Centro de Investigaciones y Estudios de la Salud/Centre of Investigations and Health Studies, 1988-89. Managua, Nicaragua.
- ✓ Master in Public Health for encounters*. Centro de Investigaciones y Estudios de la Salud/Centre of Investigations and Health Studies (CIES/UNAM), 1996. Managua, Nicaragua
- ✓ Managerial Information Systems International Course, PAHO/WHO, Nov 1989. Managua, Nicaragua.
- ✓ Module of Strategic Administration of Human Resources*/Advanced Training in Development of Human Resources Program, PAHO/WHO, 1990-91. Managua, Nicaragua
- ✓ Health Quality Attention for Health Local Leaders*, Centro de Investigaciones y Estudios de la Salud/Centre of Investigations and Health Studies (CIES/UNAM), October, 1995. Managua, Nicaragua.
- ✓ Classes of Descriptive Statistic, Vital and Sanitary Statistic, Formulation and Evaluation of projects using the logical mainframe*. Universidad Libre de Costa Rica, ULICORI, 1998. San José, Costa Rica.

*/ In this educational activities I have participate in the curriculum design.

Relevant Conferences

- ✓ Medical National Meeting. Special Guest and Speaker, 1984, Montevideo, Uruguay
- ✓ 3rd. Meeting of Central America and Panama Health Sector, Invited and Speaker, 1988, Managua, Nicaragua
- ✓ Team Work Meeting about support health educative process in Central America, Mexico and Caribe, Speaker and work group coordinator, 1990, Ciudad Antigua, Guatemala
- ✓ Round Table about Heal Social Participation, Centro de Investigaciones y Estudios de la Salud/Centre of Investigations and Health Studies (CIES/UNAM),, 1992, Managua, Nicaragua
- ✓ Conference about health quality attention, Centro de Investigaciones y Estudios de la Salud/Centre of Investigations and Health Studies (CIES/UNAM), Professor Invited, 1995, Managua, Nicaragua.
- ✓ Round Table “Opportunities and advantages of Healthy Municipalities program, Speaker, 1996, Xalapa, Estado de Veracruz, México.
- ✓ Conference about health promotion and healthy Municipalities, Centro de Investigaciones y Estudios de la Salud/Centre of Investigations and Health Studies (CIES/UNAM), Professor Invited, 1995, Managua, Nicaragua.
- ✓ 2nd. Meeting of America Indigenous Health Committee belong to the America Indigenous Assembly, Speaker, 1996, Managua, Nicaragua.
- ✓ Conference about Health Promotion , 2nd. Workshop for the elaboration of Institutional Plan of Health Promotion/Caja Costarricense de Seguro Social (CCSS), 1999, San José, Costa Rica
- ✓ Mental Health Day, Speaker, CCSS ,1999, San José, Costa Rica
- ✓ Teleconference about Health Promotion, CCSS, 1999, San José, Costa Rica
- ✓ Conference about health services attention quality, Centro para el Desarrollo de la Seguridad Social/Social Security Development Centre (CENDEISS), 2000, San José, Costa Rica
- ✓ United Nations Volunteer Day, Speaker, 2004, Managua, Nicaragua.

Employment History

Please summarise your previous jobs starting with the most recent.

Dates of employment.		Employer/Organization	Job title and summary of main duties. (1988 - 2006: Independent consultant and others)	Reason for leaving and final salary.
From	To			
05/2005	05/2006	UNV/UNHCR Rua Cidade da Beira Nro 3, PO Box 1198, Nampula, Mozambique	<p><i>Officer in Charge UNHC/Nampula (a.i); Health and Nutrition Coordinator</i></p> <p><i>As a Head of Office (a.i – different periods)</i></p> <p>Responsible for office and staff management and ensuring that institutional policies and procedure are followed in human resources, financial management, administration and reporting. I have worked guided by the organization's corporate objectives.</p> <p><i>As a Health and Nutrition Coordinator</i></p> <p>Carry out a number of interwoven and equally important functions. They ensure the application of policies and standards and the adequate co-ordination of health and nutrition activities and should participate actively in programme planning, monitoring and evaluation. Furthermore, the HNCs play a role in promoting capacity building and in the areas of advocacy, information and communications.</p> <p>The HNC promote an assistance based on a Primary Health care strategy which aims at implementing gender sensitive and cost-effective health programmes including reproductive health and HIV/AIDS interventions. Health and nutrition programs adopt participatory approaches in formulating objectives and designing activities with the goal of achieving an appropriate level of programme sustainability through enabling empowering and sensitizing refugee communities.</p>	
04/2005	05/2005	Panamerican Health Organization / World Health Organization	<p><i>Health Promotion Specialist</i></p> <p><i>Main duties</i></p> <p>Prepare a proposal about the main challenges to develop the health promotion approach in Nicaragua through a partnership between PAHO, Health Ministry and Civil Society. It has been included:</p> <ul style="list-style-type: none"> To identified the state of the art of health promotion into PAHO Country Cooperation Program To identified the state of the art of health promotion into National Health Plans during a decade. To analyze the health promotion history in the country To identified the main health promotion challenges to develop of health promotion approach and to proposal the main strategies to do that 	End of contract

Cv Dr. Mariano Salazar Castellon

<p>11/2003 05/2005</p>	<p>Management Science of Health (MSH) USA/ONG.</p>	<p>Team field work leaders and technical support for two researches:</p> <p>"Health Cost Services related to main general morbidity in Privates Medical Enterprises hired by the Nicaraguan Institute of Social Security (INSS)" "Health Cost Services related to main Labor Risk attended in Privates Medical Enterprises hired by the Nicaraguan Institute of Social Security (INSS)"</p> <p><i>Main duties:</i> To collaborate with the main Investigator in the coordination of the investigation To participate in the elaboration of the General Investigation Plan and monitoring the same one To participate in the selection of the investigators field and the definition of their reference terms To define and to put in practices a qualitative methodology of selection for the illnesses and surgical procedures object of the study To organize the critical route for the work of the clinical investigators team field To formulate a proposal of tool about (a) gathering information for the analysis of clinical files and for (b) clinical guides of medical attention dedicated to the gathering of direct costs To prepare the database to consolidate and to analyze the process of gathering information about clinical files To coordinate the design of the database for the registration of information coming from the analysis of clinical files and the elaboration of the analysis plan of the available information. To coordinate focal groups with medical and administrative specialists in order to evaluate the clinical guides of medical attention and to assign directs costs To participate in the elaboration of press notes for the dissemination of the process and the results of the investigation. To participate in the writing of the final report and in the preparation of the consequent scientific publication. To participate in a special team work which was in charge of systematize the methology using in both researches</p>	<p>End of contract</p>
<p>12/2003 03/2004</p>	<p>Agency of Swedish Cooperation for the International Development (ASDI), Embassy of Sweden in Nicaragua</p>	<p>Healt project Specialist</p> <p><i>Main duties:</i> To coordinate a teamwork (MINSAs/UNICEF-OPS/OMS) for the preparation of the Project "Toward a Model of Integral Attention in the SILAIS, 2005 - 2007" (US \$9.100.000), using the methodology of logical frame To write and edit the Project proposal To prepare methodological annotations for the negotiation between MINSAs and OPS/OMS - UNICEF. To prepare a schedule for interviews, consultation sessions with the SILAIS and field visits, and to participate in the same ones. To present and to debate the Project preliminary version with a technical group of consultants from ASDI - Nicaragua.</p>	<p>End of contract</p>

Cv Dr. Mariano Salazar Castellon

01	06/2003	UNV/UNICEF Rua Major Canhangulo, 197, PO Box 2707, Luanda, Angola	<p>Under the supervision of the Resident Project Officer and in close coordination with UNICEFs Health and Nutrition Officers in Luanda and Kuito, responsible:</p> <ul style="list-style-type: none"> ✓ To adapt the sectoral Health and Nutrition National Plans of Action³ (NPA) at the provincial level, and to assist the chief of the office in the elaboration of a consolidated project plan of action (PPA) ✓ To stimulate and support the partners to elaborate and present projects using the logical main frame to be supported by local and national resources. ✓ To coordinate with the Provincial Directorate of Health, international and national NGOs, churches, the implementation of the PPA at provincial level, undertaking follow up on programme implementation activities in line with planned activities ✓ To liaise with local partners/authorities on Health and Nutrition projects feasibility and effectiveness and draft proposed changes in project work plans as required ✓ To undertake regular visits to UNICEF supported project sites, assess local conditions and UNICEF's inputs and resources ✓ To collect data according to the monitoring plans agreed by Luanda Office, maintain updated Provincial Situation Analysis and prepare reports, tables, graphs and other statistical data as required ✓ To manage the contingency stocks, elaborate, perform and monitor the distribution plan of UNICEF's supply in close collaboration with the H/N Section of Luanda Office ✓ To select and compile training and orientation materials for those involved in project implementation including donor and media visitors ✓ To collect financial statement of expenditures for cash advances made to partners, verify that documents are in line with the project activity / allotment and submit to Luanda office for timely liquidation of CAGs 	End of contract
11	11/2002	Horizont 3000 (Organización Austríaca de Cooperación para el Desarrollo- OED) – ONG Contiguo a HISPAMER Central, Managua, Nicaragua	<p>Health Planning Specialist Hired to give technical support to the Rosita's Health Direction Municipality, Región Autónoma del Atlántico Norte (RAAN), to prepare a proposal named "Visión de Futuro del Desarrollo de la Salud en el Municipio de Rosita". Main duties:</p> <ol style="list-style-type: none"> 1) Identification the most important municipality features that influence local health development and the priorities local public health functions 2) Identification the most relevant health indicators and the main health public problem since social sociality and governmental institutions point of view 3) Using SWPO to remark success, weaknesses, potentials and obstacles related to local health development 4) Systematizing of main health contributions coming from different social actors and how they address the priorities local public health functions 5) Build the future health image of Rosita's municipality 	End of contract

³ Main topics: malaria, vaccination, maternal mortality, nutrition, primary health care

Dates of employment. From To	Employer/Organization	Job title and summary of main duties. (1988 - 2002: Independent consultant and others)	Reason for leaving and final salary.
15/06 - 15/07 / 2002	Nicaragua health services strengthen Project - European Unión Complejo Nacional de la Salud "Conchita Palacios", Managua, Nicaragua	<p>Health Planning and Management Specialist</p> <p>Hired by the " Nicaragua Health Services Strengthen Project - European Union " to identified a functional design in the following health centers: "Puerto Cabezas" Regional Hospital (RAAN), Health Centers of San Carlos, Las Azucenas and Los Chiles" (San Carlos). This work included take part of a team work with architect and engineer.</p> <p>Main duties:</p> <ol style="list-style-type: none"> 1) Carry out an strategic analysis for each health unit based on the functional services organization 2) Give technical support to elaborate a first version of functional reorganization health services project 	End of contract
22/05/ - 11/06 /2002	Horizont 3000 (Organización Austríaca de Cooperación para el Desarrollo– OED) – ONG Contiguo a HISPAMER Central, Managua, Nicaragua	<p>Health Project Specialist</p> <p>Hired to evaluate the project named "Atención Integral en Salud en los Municipios de Bonanza y Rosita", Región Autónoma del Atlántico Norte (RAAN), Nicaragua</p> <p>Main duties:</p> <ul style="list-style-type: none"> ▪ systematizing of learned lessons ▪ knowledge of the beneficiaries perception on the actions impelled by the project ▪ knowledge of the perceptions of the participants in the actions ▪ identification of the key elements for the different successes of the project ▪ identification of the main achievements of the project ▪ identification of the relevancy of the used strategies 	End of contract
08/2001 01/2002	Oxfam (ONG) Colonia Miraflores, Bloque Nro. 07, Casa Nro. 3743, Tegucigalpa, Honduras	<p>National Program Coordinator</p> <p>Main duties:</p> <ol style="list-style-type: none"> 1) Manage development, execution and evaluation of Rehabilitation Programme in Honduras, which include projects related to secure livelihood, education and health care, <u>protection from disasters</u>, right to be hear, right to equity: genders and diversity 2) Responsible for office and staff management and ensuring that institutional policies and procedure are followed in human resources, financial management, administration and reporting. 3) Work guided by the organization's corporate objectives. 4) Focus on changing policies that affect poor people, in line with the institution's Global Programme 	I have resigned my contract.
11/04/01 11/05/01	Instituto Nicaragüense de la Pequeña y Mediana Empresa (INPYME) - ONG Centro de Desarrollo Social (CENDEROS) / Costa Rica - ONG Instituto Pablo Freire (IPF) / Nicaragua - ONG Centro de Educación Popular (Cep/Alforja) / Costa Rica - ONG	<p>Investigator</p> <p>To carry out an investigation to elaborate a general panorama of the Nicaraguan immigration in Costa Rica</p>	End of contract

Dates of employment. From To	Employer/Organization	Job title and summary of main duties. (1988 - 2002: Independent consultant and others)	Reason for leaving and final salary.
10/2000 03/2001	Caja Costarricense de Seguro Social Sede Central, 3er piso Edificio Anexo, Avenida Segunda, San José, Costa Rica Autonomous government institution	Health Strategic Planning and Annalist Specialist 1) the "Caja Costarricense de Seguro Social"(Administrative Management / Direction of Human Resources) about Strategic Thought and conduction of the development of the human resources. It includes task lead to: 1) to increase the knowledge, abilities and institutional leaders' in the field of the human resources strategic thought and situational strategic planning 3) identification and development of a strategic calendar of administration of the situational change that supports the new rol of the DRH inside the process of desconcentración 4) to Elaborate a Project of special treatment from the DRH to 14 priorities units 5) to identify lessons learned as part of a process of development of the DRH like an organization open to the learning 6) to design an incentive device to the formulation of new ideas, their evaluation and use 7) development of capacities for: the integration of effective work teams and abilities of leadership and negotiation 8) to establish a corporate profile of performance for the DRH.	End of contract
09/98 06/2000	Caja Costarricense de Seguro Social, Sede Central, 4to. Piso, Edificio Anexo, Avenida Sefunda, San José, Costa Rica Autonomous government institution	Health Promotion and Planning Specialist To give technical assistance to the Caja Costarricense de Seguro Social (Management of Modernization and Development / Dpto of Promotion of the Health) about Promotion of the Health. It includes: 1) to prepare and to develop a strategic plan; 2) to identify the main challenges for the development of the promotion of the health in the institution and to generate initiatives to approach them; 3) to normalize the process of transfer of functions of promotion of the health from the Ministry to the CCSS; 4) to develop capacities in favor of the promotion of the health in the sanitary regions; 5) to identify the lines of development of a system of institutional administration of the promotion of the health and 6) to organize two series of publications. That is, PROSILAIS of organizational and methodological character and Wallet of ideas for the reflection and the action of thematic character; 7) to advise institutional local leaders about how to use the focus of promotion of the health to approach illnesses reemergentes; 8) to advise national officials about the use of the focus of promotion of the health in the aging adult, mental health, and projects subregionales promoted by the (CDC and OPS) dedicated to combat the consequences of the hurricane MITCH in health a) Additionally, technical attendance has been offered about the following topics: I.- Elaboration of the institutional politicians of the CCSS period 1998 - 2002 II.- Preparation of model of Brochure of the World Congress of Modernization III.- Identification of technical Products associated to the General Limits of Implementation of the pattern of benefit of services of health in the first level of attention in the area metropolitan IV.- Axes of action of the CCSS in the PLAGSALUD Project. b) Paralleling, I have been carried out task with relationship to I.- Quality of the Attention in the Services of Health and II.- Healthy Municipalities, Health Promotion Strategy in the Local Urban Context of San Jose	End of contract

Dates of employment. From To	Employer/Organization	Job title and summary of main duties. (1988 - 2002: Independent consultant and others)	Reason for leaving and final salary.
10/2000 10/2000	Programa de Desarrollo de la Infancia y la Mujer (PRODIM) / Honduras ONG	Health Planning and Management Specialist 1) strategies of managerial development, organizational development, social marketing of the corporate image and organization of a national system of supplies of generic medications 2) organizational and methodological aspects to carry out the validation of a basic package of services of health financed by the IDB 3) summarize executive of experiences related to projects of communal funds of medications, prevention of ETS / AIDS in sex workers and street boys/girls in risk 4) identification of strategies to position PRODIM like an international ONG	End of contract
04/1999 06/1999	UNICEF / Honduras United Nations Agency	Health Project Specialist To provide technical support to UNICEF-Honduras to evaluate the Project of Health and Nutrition", in the Dptos of La Paz and Comayagua. The consultancy included the preparation of a promotion proposal from the health to local level as part of the modernization process and development of the Secretary of Health.	End of contract
11/1998 04/1999	PAHO Costa Rica United Nations Agency	Health Promotion Specialist To provide technical support to OPS/OMS in Costa Rica to define strategic areas for the elaboration of Political and Plans of Action directed to successful aging in the Costa Rican Society.	End of contract
05/1998 06/1998	The Environment and Society Foundation / Mondiaal Centrum Haarlem, Holland ONG	Public Health Specialist To take part of an international team for the preparation of the proposal IN SEARCH OF SUSTAINABILITY / HAARLEMMERS DIALOGUE WITH FRIEDS	End of contract
03/98 06/1998	PAHO, Nicaragua United Nations Agency	Public Health Specialist Hired by OPS/OMS Nicaragua, to prepare the following proposal : ✓ Salazar.M. SALUD PARA TODOS EN EL SIGLO XXI / LA COOPERACIÓN DE OPS/OMS ANTE EL PROCESO NACIONAL DE DESARROLLO DE LA SALUD EN Nicaragua. Mimeo, Nicaragua, 1998, pp: 73 ✓ Salazar.M. REUNION DE EVALUACIÓN CONJUNTA DE LA COOPERACION TÉCNICA, Managua, Nicaragua, 11 Y 12 DE AGOSTO DE 1997 / CONTRIBUCIONES AL PROGRAMA DE COOPERACIÓN DE OPS/OMS. Mimeo, Nicaragua, 1998, pp: 14.	End of contract

Dates of employment. From To	Employer/Organization	Job title and summary of main duties. (1988 - 2002: Independent consultant and others)	Reason for leaving and final salary.
08/89 12/97	PAHO / Nicaragua United Nations Agency	HEALTH PLANNING AND MANAGEMNET SPECIALIST SEE THE NEXT ROW TO CONTINUE WITH THIS ITEM, PLEASE	End of contract

To attend technically the national authorities in the use of the situational strategic thought for the planning of the human resources in health; to formulate and to drive projects dedicated to the local development of the human resources in health and to develop and to apply a methodology of permanent education in service in the assistance educational municipality of León.

1989 - 90

Manager of the component health of the program of development for displaced, refugees and repatriated (PRODERE / PNUD-OPS / ITALIAN COOPERATION). The managerial focus was based on the application of the strategy of primary attention, the development of the local system of services of health and actions directed to the promotion and protection of the health. The area of intervention of the project was the municipalities of Quilalí, Pantasma and San Juan of Río Coco, scenarios of the civil war of the decade of the 80.

1991

To support technically to the national authorities in the organization of services of health based on the primary attention and the implementation of the local systems of integral attention in health (SILAIS). The main aspects of the offered technical co-operation were the elaboration and implementation of political of health, the invigoration of the sanitary legislation, the consolidation of the national system of planning and programming in health and local leaders' training in health. Also, the use of the system of managerial information (SIG) and the development of the managerial capacity of the services of health, as much as the consolidation of the technical secretary of the Central American Council of Institutions of Social Security (COCISS) and the preliminary boarding of aspects related to the attention quality of the new model's of social security in the country.

1992 - 95

To develop and to apply relative conceptual and methodological aspects to the strategy of territorial technical co-operation (CTT). To facilitate their appropriation on the part of the community of consultants of the representation and to encourage their implementation and the systematising of the experience. To evaluate the carried out rehearsals and review from a critical point of view the initial proposal.

1994 - 95

To cooperate technically and to encourage the process of national appropriation of the regional plan of promotion of the health approved by the directive bodies of OPS/OMS, with emphasis in the implementation of the initiatives of healthy municipalities and healthy school .

To increase the sensibility of a group of actors institutional keys (Minsa, AMUNIC, local governments , National School of Public Health CIES) with relationship to the importance of the health like part of the municipal development and of the utility of the initiative of healthy municipalities for the development of the health like a social product in the municipal scenario.

To develop the capacities for the strategic planning and the operational conduction of the initiative of healthy municipalities in the Central MINSA, SILAIS and specific municipal governments. To support the local governments in the preparation and understanding of the reaches and practical commitments of the public declarations expressing their commitment with the health in the municipal development.

To diffuse general information and scientific technician with respect to promotion and protection of the health in the local level and to the initiative of healthy municipalities, schools promoters of the health and attention in health to the biggest adults. To train institutional facilitators of the Minsa and the governorships in the organization of the municipal process of put in practice the proposal. To develop didactic material that facilitates the understanding of the main concepts of promotion and protection of the health and of the characteristics, theoretical, methodological and technical of the initiative of healthy municipalities.

To favor the development of national instruments for the investigation of the state of health in school, as well as to systematize the national experience (1996) and successful municipal experiences of implementation of the proposal. To elaborate a proposal of mobilization of resources in the Central American environment to strengthen the promotion and protection of the health in the subregion

1996 - 97

To participate as educational of national masters in public health (regular and for encounters) and free classes in the disciplines of strategic planning, management of services of health, systems of information, quality of the attention, promotion of the health and healthy municipalities. Also, in specialization courses at international level in the disciplines of planning and management of services of health (Cooperación Española/CIES), systems of managerial information (i project subregional of development of the managerial capacity) and strategic administration of human resources in health. (PACCAP)

1987 - 1995

To contribute to the development and implementation of the component health belong to OPS in such special national processes as the electoral observation in Nicaragua (1990), the medical insurance of the demobilization of the Nicaraguan resistance (1990), the maremoto in the beaches of the pacific of Nicaragua (1992) and the eruption of the "CERRO NEGRO" in the west of the country. (1992)

To participate in the preparation of the annual programs and biennials of technical co-operation and the evaluations cuatrimestrales, annual and corresponding biennials, so much in consultant quality responsible for a specific technical area as vicariate coordinator's of consultants' groups quality and cooperation projects, as well as member of work groups for the preparation of annual evaluations and biennials of the cooperation. Also, to participate in the preparation of the analysis cuatrianuales of the situation of health of the country for the publication of conditions of health in the America, the organization and execution of Meetings of Combined Evaluation of the Co-operation and multiple technical discussions on diverse topics, as well as, exciting and secretary teller of special groups of work dedicated to the preparation of proposals about the vision of the OPS in Nicaragua, the image corporate current base for the renovation of the co-operation style, the organization of the technical cooperation in country and the consultant's list.

1990 - 97

Dates of employment. From To	Employer/Organization	Job title and summary of main duties. (1988 - 2002: Independent consultant and others)	Reason for leaving and final salary.
08/1979 07/1989	Ministry of Health Nicaragua Government institution	Local, regional and national Health Officer	End of contract
		<p>1979 - 1982 Positions: Municipality Health Director - San José de Cusmapa, Madriz Province; Health Departmental Sub director, Madriz Province; Health Regional Sub director - Region I (Estelí, Madriz and New Segovia); Health Regional Subdirector – Special Zone I(Puerto Cabezas y Las Minas); Health Regional Director - Special Zone III (San Carlos, Río San Juna)</p> <p>Main task: Ministry of Health Representative before civil society and the government organisms in the territorial To preside over y/o to participate in the regional organisms of conduction of the Ministry of Health (MINSA) and to coordinate with local Government's Delegations and the civil organizations in the implementation of the social politicians, according to the policies of government's administrative district. To drive the local execution of the national politicians of health, with special emphasis in: 1) the evaluation of the pattern of effective attention according to the strategy of primary attention in health. 2) the formulation of territorial plans of health and 3) Develops a health work team and increase their abilities to use leadership and management tools. 4) the systematizing local experience as an important reference element for the construction of government's national and local capacities and institutional development of the Ministry of Health.</p> <p>1986 - 1989 Positions : Sub director of Systems Information Development /Direction of Statistic and Computer Science; Coordinator of National Planning Group /Direction of Planning and External Cooperation.</p> <p>Main tasks: To develop an operational model of political, planning and programming in health, with emphasis in the following categories: to) social participation, b) articulation with other social and economics sectors c) petition system and rendition of bills and task, d) linking between the budget and the program of services production , e) following the reception and efficient use of resources coming from the external cooperation and f) invigoration of local actors in health trough decentralization of health activities.</p> <p>To formulate strategies of information system development according with the monitoring and evaluation of health politicians execution. This task has been included methodological aspects for the design of information systems; to develop practical experiences of formulation and field tests of specific information systems, as well as to put in practical methodologies of evaluation of the productivity and costs of services of health.</p> <p>Support the preparation of the strategic plans and policies of educational development for the Center of Investigations and Studies of the Health, belong to Ministry of Health, as well as the organization of managerial training system for executioners of health policies in the regional and local level .</p> <p>Assume and develop the position of focal point in the Ministry of Health for Sub Regional Project of Health Services Managerial Capacity Development, executed by OPS/OMS (PAHO) .</p>	

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Mozambique
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" I CERTIFY THAT ALL INFORMATION STATED IN THIS RESUME IS TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE. I AUTHORIZE THIS INTERNATIONAL AGENCY OR ITS AGENT TO VERIFY THE INFORMATION PROVIDED IN THIS RESUME".