Kaitlyn Smoot

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Summary:

Mid-career professional with 20+ years' experience in overlapping areas: program management, monitoring & evaluation, quantitative and qualitative research, agricultural market development, and education. My technical specialty is agriculture, but strong cross-cutting skills—for example in management, communication, data analysis, problem solving, systems thinking— enabled me to work successfully across many domains.

Experience

Monitoring, Evaluation & Learning Consultant | Multiple clients   Aug 2022-Present
Execute contracts for clients including Land O'Lakes Venture37, Winrock International, and GENEX. Projects have included:
- Final evaluations for three USAID-funded development projects on cooperative development, livestock markets, and climate smart agriculture. Designed research methodologies and data collection tools, managed multi-country teams of data collectors, analyzed and triangulated quantitative and qualitative data, wrote and presented final reports.
- MEL work for several new business proposals for USAID and USDA projects related to agricultural market development, water, health and sanitation (WASH), aquaculture, food security/nutrition, and workforce development. Tasks included developing theories of change and results frameworks, selecting performance indicators and estimating targets, and writing initial MEL plans for inclusion in proposals.
- Youth & Gender Assessment and created an action plan for a USAID-funded project.
- Strategic redesign of the MEL website and data storage system.

Global Monitoring, Evaluation, and Learning Manager | Land O'Lakes Venture37   May 2021-Aug 2022
- Led the MEL work for three 3-5 year agricultural and market development projects funded by donors including USAID, the Gates Foundation, and Foundation for a Smoke Free World.
- Wrote project MEL plans, created qualitative and quantitative data collection tools, supported local staff, oversaw data collection and cleaning, analyzed data, wrote evaluations and other reports.
- Led the procurement and management of external MEL firms and consultants.
- Led initiatives to improve organization-wide MEL capacities and systems.
- Participated in proposal writing, including theory of change and MEL plan creation.

International Development Consultant | Multiple clients   Jan 2020-April 2021
Executed contracts for clients including UNICEF, USDA, Save the Children, Glimmer of Hope, and others. Projects included:
- Caseload and cost projections for the Mozambique National Nutrition Rehabilitation Program.
- Desk review of school feeding program work in Mozambique and Bangladesh.
- Literature review on nutrition counseling during childhood illness in Sub-Saharan Africa.
- Expert review of a concept note for an IKEA-funded project on regenerative agriculture in Ethiopia.

Senior Program Manager >> Deputy Country Director | One Acre Fund Ethiopia   Oct 2017-Dec 2019
- Designed and led from start to finish the early years of two pilot projects aimed at furnishing small farmers with crucial inputs for improving agricultural production in a sustainable manner. These pilots were successful and became the flagship programs of 1AF Ethiopia, setting them up for significant future expansion.
- Created and oversaw implementation of budgets, led staff hiring and training, managed 5 direct reports and a broader team of 50+, led early MEL and reporting.
- Built enduring systems for interdepartmental collaboration, warehouse management, quality input procurement.

Program Officer >> Program Manager | One Acre Fund Rwanda   Sept 2013-June 2017
- Managed a team of 60 staff through 4 direct reports.

- Led side-by-side agronomy trials in farmer fields to test new impactful regenerative agriculture products and practices, analyzed data, and recommended the most impactful innovations for wider promotion by the Field Operations team.
- Led work to bring top new interventions to scale, by planning and iteratively improving on product design, input procurement, logistics, and marketing.
- Communicated results via 40+ reports, representation of 1AF at conferences.
- Wrote agronomy trainings on multiple topics, then worked closely with the Field Operations team to follow-up on "training of trainers" and field implementation
- Set up enduring systems including electronic data collection, a seed quality testing laboratory, and a team dedicated to support the scaling of new products.

Consultant/Contractor | LEAD Analytics, Inc.   May 2012-Aug 2013
Conducted data analysis, wrote literature reviews and other reports as delegated by my supervisor. This included writing a briefing on the relationship between land registration initiatives and economic growth for USAID and literature review on climate smart agricultural in Latin America for the Inter-American Development Bank.

Borlaug Research Fellow | World Agroforestry Center (ICRAF) Côte d'Ivoire   Oct 2012-June 2013
Won a $15,000 research grant to work with ICRAF on their Cocoa Livelihoods project in Côte d'Ivoire. Implemented 25 qualitative focus group meetings in cocoa farming village. Hired, trained and supervised a team of seven people to run a quantitative survey of 400 farmers and 100 other market actors. Wrote internal reports from these data on the determinants of farmer cocoa price and how to increase it, and on the best trees for intercropping in cocoa plantations. The latter was adopted into two articles later published in *Agroforestry Systems*.

Graduate Student Researcher | UC Davis Agricultural Economics Department   Aug 2011-June 2012
Worked on several projects under direction of my supervisor, most notably a report for the California Department of Pesticide Regulation showing the expected economic effects of a chloropicrin pesticide ban. For this, I helped to set up and run an acreage allotment model which showed how policy changes would be likely to change profits for different crops and wrote case studies for the report about several crops.

Corps Member/Math Teacher | Teach for America/Philadelphia School District   Sept 2008-June 2010
Taught courses in Algebra and Geometry at Mastbaum AVTS High School to 250 students total over the course of the two-year commitment. Responsibilities included lesson planning, design of learning tools and assignments, classroom management, and sponsorship of extracurricular activities including chess club.

Research Assistant | College of William & Mary Government Department   June 2006-July 2008
Conducted categorization of data on aid projects using an SQL database, conducted data analysis, wrote case studies on the environmental impact of bilateral aid programs.

Corps Member | City Year Greater Philadelphia (Americorps)   Sept 2004- June 2005
Worked as a teaching assistant at a Philadelphia high school, helping in 5 different teachers' classrooms each day. Collaborated with 7 other corps members assigned to the same school to organize special projects and events including report-card counseling, after-school homework-help, and a school-wide Anti-Violence Day event.

Education

University of California Davis	MS International Agricultural Development	2010-2013
University of California Davis	MS Agricultural Economics	2010-2012
College of William & Mary	BA Economics	2005-2008

Certifications & Technical Skills

Project Management Professional (PMP)	Project Management Institute	April 2025
Power BI Data Analyst Associate (PL-300)	Microsoft Certified	May 2025
GHG Accounting for Forest, Other Land Use Projects |GHG Management Institute	June 2025
Test of Russian as a Foreign Language B2 Level	St Petersburg State University	March 2020

Other technical skills: French language (advanced proficient), data collection and management (CommCare, TrackVia, KoboToolbox, SharePoint), data analysis and visualization (advanced Excel, Stata, QGIS, ArcGIS, NVIVO, Visio)