

KAITLYN SMOOT

International Development Program & Data Manager

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SUMMARY

Mid-career professional with a total of **20 years'** experience in several overlapping areas: 7 years in **project management**, 9 years in **monitoring, evaluation & learning**, 11 years in **applied research**, 9 years in **education and training**, and 6 years in **independent consulting**. My core specialization is **agricultural economics and agronomy**, but with skills in strategic design, management, and communication, I have worked successfully in multiple domains.

RELEVANT EXPERIENCE

Independent Consultant

[Various Clients, Remote \(Global\)](#)

Sept 2022-Current; Dec 2019-
April 2021; May 2012- Aug 2013

Complete assignments on contract related to international development, on topics including regenerative and climate smart agriculture, improved dairy and livestock production, market systems development, aquaculture, nutrition, food security, workforce development, and WASH. Tasks have included project evaluations, design and MEL work for new business proposals, MEL Plan development and indicator target setting, data analysis, GESI analysis and plan creation, website/data storage system design, and desk research. Clients have included Land O'Lakes Venture37, Winrock International, GENEX, Glimmer of Hope, American University of Beirut, UNICEF, USAID, USDA, and IADB.

Global Monitoring, Evaluation & Learning (MEL) Manager

[Land O'Lakes Venture37](#)

May 2021-Aug 2022
Remote, US-based

A non-profit agricultural development organization, affiliated with Land O'Lakes, Inc.

- Led the MEL work for three 3-5 year projects: 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.

Deputy Country Director/Senior Program Manager

[One Acre Fund \(1AF\) Ethiopia](#)

Oct 2017-Dec 2019
Bahir Dar, Ethiopia

- 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, and quality input procurement.

Program Manager, Innovation Department

[One Acre Fund \(1AF\) Rwanda](#)

Sept 2013-June 2017
Rubengera, Rwanda

An established 1AF country program, serving 200,000+ Rwandan smallholders in 2017 by delivering agricultural inputs and services on credits.

- 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.



TOP STRENGTHS

- **Critical, systems thinking**
I am eager and able to understand many facets of problems and systems, then to work with stakeholders to generate multi-disciplinary solutions and improvements.
- **Team Leadership**
Have successfully led diverse teams to achieve difficult goals, strengthened capacities, and built results-oriented culture.

TECHNICAL SKILLS

- Project cycle management
- Theory of Change and Results Framework development
- Agronomic trial design, execution
- Impact evaluation
- Statistical analysis (Stata, R)
- Word, Excel, PPT, Visio
- Electronic data collection (CommCare, TrackVia, Kobo, ODK)
- ArcGIS, QGIS

LANGUAGES

- Native English
- Proficient French
- Proficient Russian

KEY PROJECTS & RESULTS

GENEX CDP Final Evaluation: Led an evaluation of a 6-year USAID Cooperative Development Program project implemented by the livestock genetics company GENEX. Recruited and managed local firms in Peru and South Africa to conduct field work. Designed the mixed-methods methodology and tools, oversaw their implementation, analyzed and triangulated various data sources, and wrote the final report. Findings included lessons about how the traditional development community and the private sector might more effectively work together in future.

- 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, 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.

Borlaug Research Fellow

[World Agroforestry Center \(ICRAF\)](#)

Oct 2012-May 2013

Soubré, Côte d'Ivoire

Won a \$15,000 research grant to work with ICRAF's Cocoa Livelihoods project. Led a team to conduct quantitative and qualitative research on the determinants of farmer cocoa price and on intercropping of other trees in cocoa plantations to improve sustainability. Wrote several reports, two of which were later published in the journal *Agroforestry Systems*.

Graduate Student Researcher

[UC Davis Dept. of Agriculture & Resource Economics](#)

March 2011-May 2012

Davis, CA, USA

Worked part-time on several projects, notably a report for the California Department of Pesticide Regulation on the economic effects of a chloropicrin ban. Wrote qualitative case studies for several crops and used an acreage allotment model to quantify impacts.

Mathematics Teacher/Corps Member

[Teach for America/Mastbaum AVTS High School](#)

July 2008-June 2010

Philadelphia, PA, USA

Taught courses in Algebra and Geometry to 250 students over the 2-year program.

Research Assistant

[College of William and Mary Government Dept.](#)

June 2006-July 2008

Williamsburg, VA, USA

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.

EDUCATION

Agricultural Economics, MSc

2010-2012

International Agricultural Development, MSc

2010-2013

[University of California, Davis](#)

Economics, BA

2005-2008

[College of William and Mary](#)

SELECT PUBLICATIONS

Smoot, K., A. Gyau, C. Kouame, and L. Diby. *Market analysis of selected agroforestry products in the vision for change project intervention zone, Côte d'Ivoire*. ICRAF Working paper 174, Nairobi, Kenya.

Gyau, A., K. Smoot, C. Kouame, L. Diby, J. Kahia, and D. Ofori. "Farmer attitudes and intentions towards trees in cocoa (*Theobroma cacao* L.) farms in Côte d'Ivoire." *Agroforestry systems* 88, no. 6 (2014): 1035.

Gyau, A., K. Smoot, L. Diby, and C. Kouame. "Drivers of tree presence and densities: the case of cocoa agroforestry systems in the Soubre region of Republic of Côte d'Ivoire." *Agroforestry Systems* 89, no. 1 (2015): 149.

Smoot, K. *The Cocoa Industry in Ghana: Investigating Policy Options to Maximize Domestic Welfare Derived from Cocoa Production, Exports, and Processing*. Masters' Thesis, UC Davis, 2013.

Chalak, A., A. Irani, J. Chaaban, I. Bashour, K. Seyfert, K. Smoot. "Farmers' Willingness to Adopt Conservation Agriculture: New Evidence from Lebanon." *Environmental management* (2017).

Cooperative Development Project

(CD4): Managed the MEL work and led the final evaluation for this USAID-funded, 5-year project run by Venture37 in Rwanda, Malawi and Lebanon. The project supported 40 coops to strengthen governance, member services, and business performance through grants and technical assistance. The MEL work included using innovative tools to measure difficult-to-quantify metrics like changes in coop management capacities, social capital, value of services to members, and the general enabling environment for coops.

Malawi Center for Agricultural Transformation (MCAT)

Managed the MEL for this 5-year project funded by Foundation for a Smoke Free World and run by Venture37. This market systems development project provided grants to 30 agribusinesses contracting with farmers on production of alternative crops to tobacco and supported research into promising technologies in alternative value chains. MEL work included managing the data to verify grant milestones and measuring both changes in agribusiness performance and farmer livelihoods resulting from the project.

1AF Ethiopia Tree program: Designed and led first 2 years of this agroforestry promotion program. We produced tree seedlings of strategic species for distribution at the village level to smallholder farmers and for communal land areas and promoted the use of good tree planting and management practices. Across those two years we grew and distributed 6.8 million total tree seedlings to 44,000 farmers, generating an estimated impact of \$7.8 million.

1AF Rwanda maize seed sales launch

Managed trials to identify best new hybrid or OPV maize varieties by region (balancing productivity, resistance to the effects of climate change, and cost), then led early procurement, and design of marketing materials and trainings. Across 6 seasons, adoption increased from 34% to 59%, with \$13.3 million estimated impact.