

## Steve Ashley

### Design, strategic planning and institutional reform specialist

#### SUMMARY

Steve Ashley, a Director and Principal Consultant of theIDLgroup, specialises in supporting pro-poor policy, planning and institutional reform processes. Steve is an experienced and highly effective analyst and facilitator of change processes, policy dialogues and planning events, often engaging repeatedly over a period of years. He has also regularly conceptualised, designed, reviewed, and evaluated both donor and government development policies, strategies, programmes, and projects. Steve's work is characterised by strategic thinking, a deep understanding of poverty, and an institutional change management perspective. He is widely recognised as an expert facilitator of logframe workshops in a context of the design of multi-donor policy and institutional reform processes.

#### KEY STRENGTHS

- ③ Facilitation of complex reform processes with an emphasis on ownership, long-term impact and sustainability, and donor harmonisation
- ③ Enhancing coordination and coherence between policies and practice in multi-stakeholder processes
- ③ Incorporating an understanding of poor people's realities into policy and programmes
- ③ Identification, design and review of development support, ensuring pro-poor policy and plans are implementable as intended
- ③ An experienced Leader of multi-sectoral and multi-national teams, and manager of processes requiring flexible consultant inputs

#### QUALIFICATIONS

B.Sc. (Hons), University of Reading, 1987.

M.Sc. Agricultural Economics, University of East Anglia, 1990.

#### CLIENTS

AusAID, Irish Aid, DFID, World Bank, CIDA, FAO, IFAD, Swiss Agency for Development and Co-operation, CGIAR, CARE International, UK Universities of Wales and East Anglia, Governments of Mozambique, Rwanda, Ethiopia, KPMG, ODI, and several Multi-donor Trust Funds

#### COUNTRY EXPERIENCE

Bangladesh, Botswana, Cameroon, Djibouti, Ethiopia, Ghana, India, Indonesia, Kenya, Laos, Malawi, Mozambique, Nepal, Nigeria, Pakistan, Philippines, Rwanda, Senegal, Sudan, Tanzania, Thailand, Uganda, Zimbabwe plus several in Europe



## RECENT PROFESSIONAL EXPERIENCE

### Development Partner strategic planning and programme design

#### **Design of Disaster Risk Management Programme, Ethiopia**

Team Leader and strategic planning specialist of Design team for a programme of multi-donor support to disaster risk management in Ethiopia, taking forward the GoE's new policy on DRM. Based on the extension of the Risk Financing model to the whole country, and aiming for preventive rather than reactive DRM. Products included a review of current activities, an action plan for future priority targeted action, a Government-multi-donor joint investment plan, and a concept note for a future programme of support (World Bank / Multi-donor Trust Fund, 2010)

#### **Design of Food Security Programme, Ethiopia**

Facilitator of overall design process for the design of the \$3 Billion Government-led multi-donor Food Security Programme, comprising components on safety nets, financial services, local infrastructure, and resettlement. Including workshop facilitation, adviser on strategic planning and nested logframe development, and final editor (World Bank/Multi-donor trust fund, 2009)

#### **Design of DFID support to the Food Security Programme, Ethiopia**

Team Leader for preparation of documentation for DFID support to the GoE Food Security Programme, leading to a £203million investment over 5 years (DFID 2009)

#### **Revision of Programme Implementation Manual, Ethiopia**

Team leader for revision of the programme manual – the overall rule book – for the Ethiopian safety net programme, reaching 8 million people (World Bank / multi-donor trust fund, 2009-10)

#### **Review Design of Financial Services Programme, Nepal**

As a member of the AusAID Expert Panel on Programme Design, review of the design of proposals for co-funding a multi-donor financial services programme in Nepal, and advising on key design issues to be amended prior to approval (AusAID, 2009)

#### **Design of Risk Financing Mechanism, Ethiopia**

Team Leader for the design of a mechanism by which the Ethiopian PSNP safety net will be scaled up in the event of shock to protect against transitory food security – linked to a wider process of reform of the emergency humanitarian response to shocks in Ethiopia (GoE, 2008-9)

#### **Strategic planning for Productive Safety Net Programme, Ethiopia**

Identification of the need for and facilitator of three multi-stakeholder logframe workshops for Ethiopia's PSNP, the largest social protection programme in Africa, including reconciling logframe approaches preferred by a number of different donors and Government of Ethiopia. Following much negotiation the logframe introduced a clear objective for the PSNP for the first time, two years into its implementation. The effect has been important – in terms of clear visioning of the programme, and in terms of the increased quality of programme assessment – especially in the Mid-term review – made possible by a more strategic approach (World Bank, 2007-8)

#### **Irish Aid Country Strategic Plan, Ethiopia**

Planning and facilitation of a lesson-learning workshop from the least three years of Irish Aid engagement in Ethiopia to derive lessons for the forthcoming Country Strategic Plan (Irish Aid, 2007)

#### **AusAID Design Panel, global**

Recruited as an adviser/mentor on the design of development interventions on a 3-year drawdown contract, to accelerate reform in Ausaid's evolving programme (Ausaid, 2007 – 2010)

#### **Design of Ethiopia Productive Safety Nets Programme phase 2**

Member of the DFID team in the GoE / multi-donor negotiations on design of the PSNP phase 2 specifically responsible for economic issues (DFID, 2006)

#### **Transition from relief to development support, Uganda**

Keynote presenter and panel member for a DFID in-house workshop aimed at harmonising the agendas of the hunger, emergency and disaster risk reduction teams (DFID, 2006).

#### **Drivers of Change, Sierra Leone**

Mentoring report production of a study on the drivers of change in Sierra Leone, to inform DFID future political and programmatic engagement (DFID, 2006)

#### **Donor Country Programme Design, Nepal**

Review of the rural growth/livelihoods pillar of DFID-Nepal's Country Assistance Plan (CAP) and design of a new strategy, taking into account the ongoing conflict and fragile political situation. The strategy informed the livelihoods pillar of the CAP, and also had implications for the wider country programme. (DFID, 2005)

#### **Livelihoods analysis and programme identification, Bangladesh**

Team leader for a study into the nature of livelihoods and poverty in the riverine islands of northeast Bangladesh. The multidisciplinary and multinational team adopted a livelihoods approach to review of an initial project proposal and concluded that a wider programme which looked more at the root causes of poverty would be a more appropriate response from DFID. This assignment involved consultation with a wide variety of stakeholders through a series of workshops to think through how DFID might best support poverty reduction in the riverine islands of NE Bangladesh, resulting in a concept note for multi-sectoral support which resulted in a £58m investment by DFID. (1999-2000)

#### **DFID Department planning, UK**

Assisting with development of the Sustainable Livelihoods Support Office strategy and logframe. (2001)

#### **Operationalising policy and institutional reform, UK**

Contributor to planning of new Sustainable Livelihoods Guidance Sheets for DFID on policy reform processes and comparing development approaches and the architecture of aid. The policy reform sheet informed DFID Governance Department's own guidance on how to facilitate reform processes. (DFID, 2000)

#### **DFID Planning / strategy, UK**

Coordinator of Policies, Institutions and Processes (PIP) Sub-group of the Sustainable Livelihoods Resource Group leading a team concerned with thinking through the potential future options for meeting PIP information needs. (2000)

#### **Design of national social protection and inclusion programme, Rwanda**

Change Management consultant as part of a team designing the Vision 2020 Umurenge Programme for the Ministry of Local Government in Rwanda. This flagship programme focusing on inclusion of the poor in growth processes, one of the three pillars of Rwanda's Poverty Reduction Strategy Paper, combines social protection for the poorest, labour based income support for the able poor constructing growth-enabling public infrastructure, and innovative pro-poor microfinance to enable people to move up out of poverty. Then provision of ongoing mentoring support to facilitate change management for successful programme implementation (World Bank multi-donor trust fund, 2007-2008, ongoing).

#### **Facilitating multi-donor review of Safety Net programme, Ethiopia**

Overall facilitator of seven joint GoE/multi-donor 6-monthly implementation support missions and the mid-term review of Ethiopia's Productive Safety Net programme. Working with the donor coordination office, design and facilitation of the process including facilitation of all plenary sessions and parallel donor group strategic planning meetings. (CIDA, 2006, World Bank Multi-donor Trust Fund 2007-2009, ongoing)

#### **Facilitating Safety Net programme phase 2 discussions, Ethiopia**

Overall facilitator of GoE/multi-donor negotiations and design mission for Phase 2 of Ethiopia's PSNP. (DFID, 2006)

#### **Support to Basic Services Fund Steering Committee, South Sudan**

Team leader facilitating the Steering Committee of the Basic Services Fund to South Sudan to develop of new ways of working for the delivery of health, education and water & sanitation basic services. This involved the new government of South Sudan providing oversight of direct service delivery by NGOs chosen through a competitive funding mechanism, enhancing government ownership, policy coherence and improving coordination between government and NGOs, and between donors. (DFID 2005-2006)

#### **Consultative workshops, Ethiopia**

Planning and conducting stakeholder consultation workshops to discuss findings emerging from studies of Ethiopia's Productive Safety Nets Programme (PSNP). (World Bank 2006)

#### **Human Resource Policy, Nepal**

Developing a human resource policy, strategy and implementation plan for the Ministry of Agriculture in Nepal, taking account of the requirements for institutional reform as identified by analyses conducted under earlier contracts. (DFID 2006-2007)

#### **Strategic planning, Ethiopia/general**

Facilitation of a strategic planning workshop for the CGIAR's systemwide programme on livestock, which included addressing some of the major challenges facing the CG system as demands on it to illustrate impact increase. (CGIAR, 2006)

#### **Programme reorientation, Kenya**

Facilitator of a planning and logframe workshop for the DFID supported Smallholder Dairy Project, which reoriented the programme towards an institutional and policy reform agenda in the light of the emerging Kenya Rural development strategy and PRSP Kenya (2001)

#### **Process facilitator, Ghana**

Facilitator of a study conducted by Ghanaians on the role of livestock in rural livelihoods in order to inform plans for Ghana's Agriculture Services Sub-sector Investment Programme by bringing in a demand-led and poverty-focused perspective. Led to a process to review national livestock policy, and wider discussion of client-orientation in the programme as a whole. Multiple visits (>5), financed by DFID. (2001-2002)

#### **Training for organisational change, Laos and Pakistan**

Laos. Training provincial and district government livestock officers to use a participatory approach to removing constraints to smallholder livestock production at the community level. The project is an expansion from the Animal Health and Production Improvement Module, initially created by LID for work in Afghanistan. Two training modules have been completed. Preparatory work was also carried out in Pakistan (FAO). (1999)

#### **Planning post-SWAp support to rural development, Mozambique**

Review of the underlying political and institutional reasons for the perceived under-achievement of the ProAGRI agriculture sector programme in Mozambique, and facilitation of a dialogue which takes account of these findings and maps out a way forward for Development Partner support to rural development in Mozambique. Also literature review of agricultural sector programmes and developments under CAADP as an input to the review (CIDA/multi-donor, 2010, forthcoming)

#### **Review of DFID agriculture policy**

Oversight role in the pre-review of DFID's 2005 agriculture policy prior to a formal evaluation in 2009, aimed at informing DFID spending plans for 2009/10, with specific responsibility for evaluation of multilateral support to agriculture and the impact of budget support and sector programmes on agriculture (DFID 2008/9)

#### **Training in Pro-poor livestock policy, Horn of Africa/ Djibouti**

Conducted a study on pro-poor policy and institutional reform in the IGAD Region (8 countries in the Horn of Africa) and trained Regional policy-makers from IGAD countries in how to take this agenda forward in practice – part of the IGAD Livestock Policy Initiative (FAO, 2010)

#### **Facilitating change in CORAF, West Africa (Senegal, Cameroon)**

Change management support, facilitating a process of reform of the agricultural research system in West and Central Africa, coaching the management team on how to align themselves and change formal and informal rules of the game for successful implementation of their new strategic plan (CORAF, 2009 – ongoing)

#### **Food Security briefing materials, global**

Invited to prepare technical materials to summarise current thinking on food security for DFID advisers (DFID 2008)

#### **Review of Support to Agriculture and Pro-poor Growth in Mozambique**

Team Leader of a team reviewing Irish Aid support to agriculture in Mozambique, as part

of the Country Strategy Plan review process. Investigated the case for agriculture, plus also whether or not Mozambique's agriculture sector programme Proagri remains an appropriate vehicle for public sector support. Further investigated options for addressing rural vulnerability beyond Proagri. (Irish Aid, 2008)

#### **Review of agriculture sector plans and financing models**

Conducted a review for DFID Ethiopia of experience to date and current thinking on how best to support the agriculture sector through multi-donor processes aligned with Paris principles. Considered what needs to be done, the options for institutional arrangements, and the options for financing arrangements. This informed discussions of the multi-donor group currently considering how best to support agriculture and rural development in Ethiopia. (DFID, 2008)

#### **Review of Livestock Policy in the Horn of Africa**

Review of policies and strategies required for pro-poor livestock development in the horn of Africa, including recommendations for how best to use policy to influence formal and informal institutions to be more enabling of pro-poor livestock development. Produced policy briefs for policymakers in the Horn. (FAO, 2008)

#### **Strategic Planning in CORAF, West Africa (Senegal, Cameroon)**

Facilitator of a reform process for the West African agricultural research community through CORAF which represents the national agricultural research systems from 21 countries. Going through a process of strategic planning using a logframe and then putting into place the changes required to implement the new strategic directions through a series of 7 high-level participatory workshops (DFID 2006-2007)

#### **Agriculture sector support, Ghana**

Support to a team representing DFID in the multi-donor review of World Bank support to agriculture in Ghana, and planning of ways forward for multi-donor support to the sector (DFID, 2006)

#### **Agriculture sector policy review and planning, Nepal**

Team Leader of an eight-month review of Nepal's long-term strategic framework for agriculture, the Agriculture Perspective Plan (APP). Assessment of the strengths and weaknesses of implementation over the last 10 years will inform the evolution of Nepal's approach to pro-poor agriculture development, based on an implementable action plan at national and district level. (DFID 2005-6)

#### **Design of Support to Agriculture Sector Harmonisation, Ghana**

Design of a programme of support to the Ministry of Food and Agriculture (MOFA) in Ghana aimed at improving the current policy environment, improving inter-ministerial coordination for the sector, enhancing policy coherence, improving donor harmonisation, and facilitating institutional reforms. Designed for DFID, on behalf of the agriculture sector donor group. (DFID/multi-donor, 2005)

#### **Agriculture Sector programme design, Mozambique**

Member of team designing phase two of Mozambique's agriculture sector programme Proagri II, with specific responsibility for policy and institutional coherence and strategy, and cross-sectoral support to smallholder farmers. The design responded to weaknesses with the first phase, and introduced best practice based on lessons from such programmes in sub-Saharan Africa. (2004)

#### **Poverty and Social Impact Analysis (PSIA), Ghana.**

International facilitator for a Ghanaian-led PSIA for the National Development Planning Commission, examining the likely impact on growth and poverty of Ghana's policies for modernisation of agriculture through an understanding of rural livelihoods, leading to recommendation of change in both policy substance and policy-making process, and leading to an ongoing process of reform. (DFID, 2004)

#### **Strategic planning and change management for the National Research System, Nepal**

Facilitator of a process by which agricultural sector coordination is analysed and enhanced, a core function analysis of Nepal's National Agricultural Research Council (NARC) is conducted, and the necessary organisational and institutional reforms are implemented. Providing training on organisational and institutional reform and developing a change management plan with NARC management. Taking account of wider government policy,

the uncertain security situation, and implications for reform. (DFID, 2003-4)

#### **Livestock policy and sub-sector reform, Ghana**

Ongoing support to the process of policy development and subsequent reform for the livestock sub-sector. (2004)

#### **Policy process facilitation, Mozambique**

International facilitator for a process revising national livestock policy in the light of the priority given to poverty reduction by Mozambique's PRSP and agriculture sector programme. Involving multiple (>10) demand-led visits over a two-year period. For IFAD. (2001-3)

#### **Agricultural sector reform and aid instruments, Italy**

Presentation of Keynote Address for a meeting of Ministers of Agriculture from East and Southern Africa attending IFAD's annual Governing Council meeting. The presentation covered the challenges and opportunities arising from supporting agriculture in the context of evolving aid approaches and financial instruments used to support them. (2004)

#### **IFAD strategy, Italy/UK**

Review for IFAD of lessons from experience to date with agriculture sector programmes in East and Southern Africa, and development of an appropriate way forward for IFAD engagement with the sector which informed IFAD's overall approach to agriculture sector engagement. The review covered rural development policy, the use of alternative financial aid instruments to support reform, and the relationship between agricultural sector support and civil service reform programmes. (IFAD, 2003)

#### **Poverty planning coherence, Mozambique**

Participation in the development of a rural development strategy for Mozambique on behalf of the donor consortium, to ensure policy coherence with the agriculture sector programme and PRSP. (World Bank, 2003)

#### **Development assistance strategy, Mozambique**

Assisting DFID to plan their future support to agriculture and rural development in the context of an evolving agriculture sector plan (Proagri), the priority given to agriculture in Mozambique's PRSP (the PARPA), and moves towards General Budget Support as DFID's preferred aid instrument. (2002)

#### **Pro-poor agriculture policy, Ghana**

Team leader of DFID team and wider mission subgroup on policy coherence for a multi-donor review of Ghana's AgSSIP, also leading to development of initial ideas for future DFID support to the agriculture sector. (2002)

#### **Donor strategy development, Malawi**

Engagement for DFID with the process of developing Malawi's agriculture sector plan, including a rethink of how it needs to evolve and become more cross-sectoral to respond to the poverty reduction agenda of the PRSP. (two visits). (2001)

#### **Agriculture sector planning, Malawi**

Team Leader of multi-donor team assessing the future of Malawi's agriculture sector plan (MASIP), and recommending ways forward in order to link it more closely to the PRSP. (2001)

#### **Assessment of graduation from the Ethiopian safety net**

Process adviser for a 4-month detailed assessment of graduation processes from the PSNP, including ensuring that the study was conducted in such a way that key stakeholders bought into the findings and that the study influenced decisions in practice. Also important contribution to final report writing (World Bank/MDTF, 2010)

#### **Transitions from relief to development**

Production of a glossy publication, 'Building consensus for social protection' ([www.theIDLgroup.com/downloads/publications.htm](http://www.theIDLgroup.com/downloads/publications.htm)), mapping out the lessons to be learned from the design of Ethiopia's Productive Safety Net Programme (PSNP), the largest social protection programme in Africa. (DFID 2007)

#### **Productive Safety Nets, Ethiopia**

Reviewing implementation to date of Ethiopia's Productive Safety Net Programme (PSNP)

with a particular focus on the extent to which policy, programme and institutional linkages are in place to support graduation into food security by programme participants (DFID/World Bank 2006)

**Livelihoods research, Uganda**

Member of LADDER team with colleagues from ODG (University of East Anglia) and the Economic Policy Research Centre (Kampala) planning a programme of livelihoods research which is closely linked to and informs Uganda's Plan for the Modernisation of Agriculture, and preparing a specific working paper on pro-poor livestock policy in Uganda. (three visits). (2000-2002)

**Informing policy, Ghana**

Lead author and responsibility for production of a glossy publication supporting the Ghana government in evidence-based policymaking to enhance the effectiveness of their rural development strategy. (2003)

**Policy study, UK**

Contributor to IDL study for DFID on agricultural biodiversity, which challenged the rationale of the primacy of conservation when viewed through a pro-poor lens. (2002)

**Poverty focused policy study, Zimbabwe**

Conceptualisation, quality control and facilitation of an innovative and multi-disciplinary study on the costs and benefits to the poor of FMD control in Zimbabwe, with reference to the wider region. The study integrated epidemiology, livelihoods analysis, cost-benefit analysis and macro-economic modelling. Three country visits, for DFID. (2002)

**Pro-poor policy research, UK**

Author of a paper which built on the experience of conducting participatory livestock research in Tanzania to consider what might be an appropriate role for animal production research in poverty-focused development. (2000)

**Linking policy and practice, Uganda**

DFID Policy Research Programme study in Uganda looking at policy implications of livelihood diversification of the poor, including making links to the Plan for the Modernisation of Agriculture so that the research learns from and feeds into ongoing reform processes. (2000)

**Livestock and the poor UK.**

Authorship of a paper for the DFID SL learning platform (policies, institutions and processes element) looking at ways forward for pro-poor livestock development, based on supporting processes of organisational and institutional change. (2000)

**Institutional analysis and review, Kenya**

Review of an ILRI project attempting to influence policy and institutional change in the dairy sector. For DFID. (2005)

**Reviewing policy implementation, Uganda**

Reviewer of Uganda's Plan for the Modernisation of Agriculture – the PRSP's cross-sectoral pillar for rural development – leading to the identification of strengths and weaknesses and key agreed actions to take the programme forward. (2003)

**Research review, India/Nigeria**

Midterm review of an international project managed by ILRI looking at fodder research for the poor. For ILRI. (2005)

**Institutional assessment, Bangladesh**

Institutional impact assessment of fisheries research in Bangladesh focusing on the changes introduced in recent years including new instruments such as competitive grant schemes, their likely sustainability, the extent to which they comprise a recipe for poverty reduction, and the wider issues which influence research impact. Findings also published as a glossy. (2004)

**Output to Purpose final review, Kenya**

Final output-to-purpose review of the KARI/DFID National Agricultural Research Project Phase II (NARPII), with reference to progress since its start in April 1994 and the Mid-Term Review in June 1996. This included an evaluation of project inputs, project

achievements and the delivery of outputs, with specific responsibility for farming systems and socio-economics/adaptive research. (1999)

**Project Identification, Pakistan**

Member of a DFID mission seeking to develop a Sustainable Rural Livelihoods Programme to address poverty in the rural areas of southern Pakistan. (1999)

**Evaluation, Tanzania**

Evaluate and plan the future of an SDC project which has aimed to improve dairy production and marketing to a level of economic, organisational and ecological sustainability, while maintaining links in the private and public sectors. (Swiss Agency for Development and Co-operation, SDC). (1999)

**Workshop facilitation, UK**

Planning and Facilitation of two workshops bringing together international participants to develop lessons and best practice on the use of local 'challenge funds' in development, and their place in the new architecture of aid alongside programme aid. (Care International, 2005)

**Project planning, Nigeria and India**

Facilitator of a planning workshop for a CGIAR centre in which an existing research project was reformulated to play the role of a flagship investigation of innovation systems as applied to poverty-focused agricultural research. (ILRI, 2005)

**Poverty analysis training, UK**

Support to an internal DFID staff training course on poverty and livelihoods analysis. UK (2004)

**Poverty Training, UK**

Presenter of keynote address and resource person/trainer for course for DFID professionals on sustainable livelihoods thinking. (2003)

**Budgetary Support and sector engagement training, UK**

Preparation of training materials for centrally-sponsored training of DFID country staff in the choice of new aid instruments. (2002)

**Facilitation, UK**

Co-facilitator of several DFID Sustainable Livelihoods Consultants' Forums, including presentation of a session aimed at introducing UK consultants to SL thinking. Also facilitator of meeting of the Sustainable Livelihoods Resource Group (2000)

**Pro-poor transport planning, UK**

Overseeing the preparation of generic training materials for the World Bank concerned with enhancing pro-poor transport expenditures under country PRSPs. (2003)

**Donor training coordination, UK**

Coordinator of the Training and Dissemination Sub-Group and the preparation of an innovative and cost-effective strategy to meet training needs for the introduction of SL thinking. The Sustainable Livelihoods Resource Group was set up by the Department for International Development to provide expertise to DFID and assistance to the UK aid programmes on issues relating to sustainable livelihoods. (1999)

**Workshop facilitation, various**

Facilitator of multiple workshops for planning and analysis as an operating mode in most assignments conducted (notably work related to policy process), for example in Ethiopia, Ghana, Mozambique, Nepal, Bangladesh, Kenya, India, Zimbabwe and others.

**Training, various**

Provider of applied training as an element of many of the process facilitation contracts with which I have engaged, including in Senegal, Cameroon, Ethiopia, South Sudan, Ghana, Mozambique, Nepal, and others – for example in strategic planning, advanced use of logframes, change management, poverty and livelihoods analysis.

**Event  
Facilitation and  
Training**

**CAREER HISTORY**

10/94 - Present

**Consultant, Senior Consultant, and now Principal Consultant**

**and Director, theIDLgroup**

**PREVIOUS**

- 5/92 - 9/92 **Socio-economist** for ODA KETRI Project, on attachment to PAN Livestock Services, University of Reading, UK.
- 1/91 - 4/92 **Socio-economist** for ODA KETRI Project, Muguga, Kenya
- 10/90 - 12/90 **Socio-economist, ODA, London**
- 9/87 - 9/89 **District Crop Protection Extension Officer**, Ministry of Agriculture, Tanzania (with VSO)

**ADDITIONAL DETAILS**

**Year of birth** 1964

**Nationality** British

**Languages** English (mother tongue)  
Swahili (fluent)  
French (basic)