

## BISTA Monitoring and Evaluation Specialist

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Roman S. Ponos has designed, implemented and assessed organizational development and human resource capacity building programs for the private sector, government institutions, and NGOs within the context of local business cultures. He has experience in the development of monitoring and evaluation tools related to manpower planning and recruiting, training needs analyses and designing and implementing skills and competency based training plans aimed at enhancing technical and managerial expertise in diverse industry sectors. Mr. Ponos has also created training tools and methodologies in project management and human resources management.

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