

# Phasuma

Pharmaceutical Supply Management  
**Consultancy & Training**

## Curriculum Vitae (Short, Feb 09)

### Personal details

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Date of Birth: 27 March 1962  
Place of Birth: Hoogeveen, The Netherlands  
Nationality: Dutch  
Marital Status: Married

Senior Pharmaceutical Supply Management consultant. Global mindset, strong in training & coaching, good analytical skills and an innovative vision. Close to 20 years of senior management and consultant experience of which over 10 years in the Great Lakes Region / East-Africa. Worked in the capacities of CEO, Manager, Senior Consultant, Board Member and Facilitator. Turns strategies into operations & results.

### Key areas of expertise

- o General Management, Leadership and coaching
- o Pharmaceutical supply chain management
- o Warehouse management / Inventory control
- o Revolving funds
- o Strategy development and implementation
- o Project design, management & accountability
- o Monitoring & Evaluation
- o (International) HRM / Organisational Behaviour
- o Performance Based Financing Mechanisms
- o Reorganisation and rehabilitation, Institutional strengthening
- o Intercultural Relations and Communication

### Qualifications

2000 - 2001 **Groningen University/NOHA/ECHO**  
Postgraduate training Humanitarian Assistance

1990 - 1991 **SIOO/PAHO, Utrecht**  
Postgraduate training Management Consultant

1981 - 1988 **Groningen University**  
Degree Course (M.Sc.) Social Sciences

1984 - 1985 **Groningen University**  
Undergraduate Course Civil Society

## Professional experience

- June 2004 - present **PHASUMA Consultancy & Training, Amsterdam**  
Senior Pharmaceutical Supply Management Consultant
- Sep 2005 - Sep 2008 **HealthNetTPO, Regional Office Kampala, Uganda**  
Regional Program Manager  
Recovery of health care infrastructures & systems in post-conflict areas; the introduction of performance based financing mechanisms (output financing) in Burundi, Rwanda, DR Congo and Southern Sudan. Total coverage: 41 health facilities and over 10 counterparts including the respective Ministries of Health. I was charged with the overall management responsibility and the financial accountability - total funding 6.1 million euro.
- Sep 2004 - Sep 2005 **International Business School, Hanze University of Applied Sciences, Groningen, The Netherlands**  
Manager and Senior Lecturer
- April 2001 - Oct 2004 **IDA Foundation, Amsterdam**  
Sales & Marketing Manager  
IDA Foundation is a professional target-driven wholesale organisation for essential medicines, active in more than 100 countries and areas in crisis. The Sales and Marketing Manager is a key member of the Management Team responsible for the functioning of the Sales Department, the annual sales budget (around \$80 million) and co-responsible for the strategy and policies of the Foundation. Early 2003 I took the initiative at IDA to be one of the first organisations distributing affordable, quality assured generic antiretroviral (ARV) medicines for the treatment of HIV/AIDS
- Sep 1999 - April 2001 **University Hospital Groningen, The Netherlands**  
Project Manager Department of Human Genetics
- April 1996 - July 1999 **Joint Medical Store (JMS), Kampala, Uganda**  
Manager  
In June 1999 construction of the new store (2,800 sqm.; budget 2,5 million USD) was completed. I chaired the Management Team and was Secretary to the Board. In this capacity I took care of all reporting to both Board and donors (e.g. EU) and represented JMS in a number of national bodies and authorities. I did the planning of the construction, lobbied and found donors, designed the logistical concept, set up tenders for architect and constructor, etc. Meanwhile I professionalized the organisation by hiring qualified pharmacists, introducing departmental budgets & targets and implementing computerized networks. Clear procedures for quality assurance were introduced. On its silver jubilee on the 30<sup>th</sup> April 2004 the Minister of Health lauded JMS for its outstanding track record in public-private partnership
- Oct 1996 - July 1999 **Uganda Martyrs University, Faculty of Business Administration and Management, Nkozi, Uganda**  
Part-time Lecturer BBA
- Sep 1992 - April 1996 **OMBO District Hospital, Migori, Kenya**  
Management Consultant / Interim Director
- Sep 1991 - Sep 1992 **Ernst & Young Consultants, Utrecht, The Netherlands**  
Senior Health Care Consultant
- Feb 1988 - Sep 1991 **Wilhelmina Hospital, Assen, The Netherlands**  
Management Consultant.

## **Additional professional activities**

Conducted training sessions for the following courses:

2008 - present	Hanze University, Groningen Cross-cultural Management (MBA), Organizational Development, Intercultural Relations, International Human Resources Management (MBA), NGO Capacity Building
2005 - 2008	HealthNetTPO, Kampala, Uganda Performance Based Financing mechanisms (PBF), Monitoring & Evaluation (M&E), Logical Frameworks
2004 - 2005	Hanze University, Groningen International HR Management, Organisational Behaviour, Skills Training, Cross-Cultural Training
1998 - 2003	IDA / MSH / WHO, Amsterdam Managing Drug Supply
2002 - 2003	Netherlands School of Public Health (NSPH), Utrecht Pharmaceutical Supply Management
2000 - 2001	Kontakt der Kontinenten (KdK), Soesterberg, The Netherlands Expatriate training courses

## **Professional memberships**

2008 – present	Head of Faculty International Management, IBS, Hanze University
2005 – 2008	South-Sudan Capacity Building Forum
1996 – 1999	Uganda National Drug Authority (NDA), Kampala, Uganda
1996 – 1999	Advisory Board Uganda Essential Drug Support Programme (UEDSP), Entebbe, Uganda
1998 – 1999	Advisory Board Uganda Medical Access Initiative, WHO / UNAIDS, Kampala / Geneva, Uganda / Switzerland

## **Computer skills**

Conversant - at user level - with all MS-Office modules (Word, Excel, Access, PowerPoint and Outlook), Windows Operating System and NAVISION ERP software.

## **Languages**

Dutch	Native speaker
English	Excellent (academic TOEFL, Nov 07; score 110)
French	Intermediate level
German	Working knowledge
Kiswahili	Working knowledge

## **Country experience**

Kenya, Uganda, Tanzania, Rwanda, Burundi, DRC, Southern-Sudan, South-Africa, Angola, Cameroon, Mozambique, Senegal, Indonesia, Haiti, Canada, USA, The Netherlands