

# JONAS HIDALGO TETANGCO

Filipino. Father. Development Worker.

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Project Management ♦ Organization Development ♦ Training & Development Design, Facilitation & Evaluation ♦  
Business Development & Marketing ♦ Project Proposal Development ♦ Strategic Planning

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## ACADEMIC QUALIFICATIONS:

B.S. Development Communication (Major in Educational Communication), University of the Philippines Los Baños, 1997.

## TRAINING & WORKSHOPS ATTENDED:

Leadership: Great Leaders, Great Teams, Great Results®, FranklinCovey - Center for Leadership and Change, Inc., Makati City, Mar 15-17, 2011.

Certificate Course in OD Intervention: Team Development, Ateneo de Manila University, Center for Organization Research and Development, Quezon City, Sep 30, Oct 1, Nov 5, 2010 and Feb 4, 2011.

Certificate Course in OD Intervention: Individual Development, Ateneo de Manila University, Center for Organization Research and Development, Quezon City, Aug 5,6,31 and Sep 27, 2010.

Certificate Course in Strategic Human Resources Partnering, Ateneo de Manila University, Center for Organization Research and Development, Quezon City, Jul 20-23, 2010.

Certificate Course in Learning Design and Evaluation, Ateneo de Manila University, Center for Organization Research and Development, Quezon City, May 17-21, 2010.

Certificate Course in Facilitating Adult Learning, Ateneo de Manila University, Center for Organization Research and Development, Quezon City, Mar 2-5, 2010.

Certificate Course in Organization Development, Ateneo de Manila University, Center for Organization Research and Development, Quezon City, Sep 2009.

Results-Based Management (RBM) and Volunteer Cooperation: Training and Coaching Session, Austraining International Pty. Ltd. - CECI, Hanoi, Vietnam, Jun 8-12, 2009.

The 7 Habits of Highly Effective People Workshop® (Signature Program), FranklinCovey - Center for Leadership and Change, Inc., Makati City, Jul 18-20, 2006.

FOCUS Workshop: Achieving Your Highest Priorities®, FranklinCovey - Center for Leadership and Change, Inc., Makati City, Jun 7, 2006.

Course on Training Design and Re-Entry Action Planning for PAHRDF Training Service Providers, Philippines-Australia Human Resources Development Facility, AusAID, Davao City, Mar 1-3, 2006.

Project Management: An In-Depth Approach®, FranklinCovey - Center for Leadership and Change, Inc., Makati City, Jan 25-26, 2006.

Hassall Group in the High Country (Biennial Team Building and Professional Development Workshop), Novotel Lake Crackenback Resort, Snowy Mountains, Australia, May 4-6, 2005.

Best Practices in Project Management (Establishing Effective Project and Financial Management Systems), Hassall & Associates International, Canberra, Australia, Jan 17-21, 2005.

Practical Project Management, Ateneo de Manila University, Center for Continuing Education, Makati City, Jan 2004.

Project Management Workshop, University of Asia & the Pacific, Ortigas Center, Pasig City, Apr 2003.

Best Practices in Project Management and Marketing, on-the-job training (OJT) under the auspices of Hassall & Associates International, Canberra, Australia, Sep-Dec 2000.

Training-Workshop on Environmental Risk Assessment (ERA), School of Environmental Science and Management, U.P. Los Baños, College, Laguna, May 1998.

## WORK EXPERIENCE:

**August 15, 2007 – Present, Philippines**  
**Chief Executive Officer, DEVCONCEPTS PH Development Partners & Project Managers, Pasig City**

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*DEVCONCEPTS PH is a Filipino project management and development firm owned and operated by Jonas Tetangco. It is a product of almost 14 years of practical experience in the field of development project management and is an organization borne out of a genuine desire to contribute to genuine Philippine development. DEVCONCEPTS provides project management, organization development and capacity building services to local and international organizations.*

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As CEO, Jonas is responsible for the day-to-day operations of the firm, including management of its key projects. He works directly with clients and project stakeholders and ensures the effective delivery of agreed services. He is also principally responsible for business development and expansion.

**August 15, 2000 – August 15, 2007, Philippines (7 years)**  
**Technical Manager, Sustainable Development Solutions (a subsidiary of Hassall & Associates International), Pasig City**

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*Sustainable Development Solutions (SDS) was the Philippines subsidiary of Hassall & Associates International (HAI). SDS is a development consulting company that specialized in agriculture and rural development, institutional development and community development, among others.*

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As Technical Manager, Jonas was primarily responsible for the day-to-day management of a number of projects being implemented by Hassall & Associates International and SDS in the Philippines. He ensured that projects were implemented effectively following HAI and SDS' project management and quality assurance systems. Jonas represented both companies with clients, which include national government agencies and international financing institutions. He also managed the inputs of consultants, including contract negotiation and administration. Moreover, Jonas was also responsible for project office set-up, procurement, recruitment of project support staff and project financial management. Some of the projects he managed include the following:

- Philippines-Australia Community Assistance Program (AusAID), 2005-07;
- Various HR/Training Activities, Philippines-Australia Human Resources Development Facility (AusAID), 2005-07.
- Diversified Farm Income and Market Development Project (DA-World Bank), 2003-04;
- Value Engineering Component for the Bohol Irrigation Project, Stage-II (NIA-JBIC), 2004-05;
- Preparation of Comprehensive Development & Management Plans for 3 Watersheds in the Bicol River Basin (DENR-World Bank), 2002-03;
- Technical Assistance for Bukidnon Strategic Development Plan & Investment Program (PAGF-AusAID), 2001;
- Preparation of Implementation Completion Report for the Second Irrigation Operation Support Project (NIA-World Bank), 2000-01;

Apart from project management, Jonas was also equally responsible in business development, particularly in the preparation of technical and financial proposals, and expressions of interest. Jonas managed all project proposal preparation activities, including conduct of site visits, technical proposal writing and integration, financial proposal preparation, consultant or team identification, recruitment and negotiations, among others. Moreover, he undertook marketing work and represented the company during pre-bid conferences, contract negotiations, mobilization meetings, etc. Jonas was principally

responsible for the development of SDS' annual business plans and contributed immensely to the company's growth, from being a micro to a medium-sized company.

**September 11 – December 9, 2000, Australia (3 months)**

**Regional Development Coordinator, Hassall & Associates International, Canberra, Australia**

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*Hassall & Associates International is a diversified project management and consulting company and is one of Australia's leading development consulting firms. HAI specialized in agriculture and rural development, health, education and governance, among others. Upon joining SDS, Jonas undertook a 3-month on-the-job training at Hassall's head office in Canberra in order to familiarize himself with HAI Quality Assurance and project management procedures.*

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While at Hassall's Jonas played a key role in the establishment of the South East Asia (SEA) Regional Division of the company, where the Philippines was a prime country of operation. He worked with key officers and staff of the SEA Region in developing plans and programs for the new Division, particularly its business development strategies and marketing plan, and how SDS would play a vital role in further increasing HAI's business portfolio in the Philippines.

During his 3-months at HAI, Jonas also assisted in the preparation of several project proposals. Together with HAI Regional Manager for SEA, David Swete Kelly, he undertook a desk review of a proposed community-based forestry project in the Philippines for AusAID. In addition, he also served as Coordinator of an AusAID feasibility and design mission to the Philippines and attended to the contracting and efficient mobilization of four (4) Australian consultants to the Philippines.

**May 15, 1999 – August 15, 2000, Philippines (1 year, 3 months)**

**Marketing Manager, Terra Concepts, Inc., Ortigas Center, Pasig City**

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*Terra Concepts, Inc. (TCI) is a Philippine environmental consulting firm. The company specialized in environmental impact assessment, environment and natural resources management, land use and development planning, watershed development and management, and waste management, among others. Jonas was one of the original incorporators of the company and was instrumental in the company's inception.*

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As Marketing Manager, Jonas was primarily responsible for business development and marketing. He was in-charge of preparing all technical and financial proposals that were submitted to clients, which included national government agencies, local government units and private sector groups. Jonas looked after consultant identification and recruitment and packaging consultants' curriculum vitae. He conceptualized and developed company marketing and promotional materials, and formulated the company's business and marketing plan.

In a concurrent capacity, he also served as Project Manager for company implemented projects. As Project Manager, he was responsible for consultant negotiations and contracting, hiring of project support staff, client liaison, and project financial management, among others.

**August 15, 1997 – May 15, 1999, Philippines (1 year, 9 months)**

**Marketing Associate, Madecor Environmental Management Systems, Inc., College, Laguna**

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*Madecor Environmental Management Systems, Inc. (MEMSI) is a subsidiary of the MADECOR Group of Companies, a leading Philippine consulting company. MEMSI specialises in environmental management, integrated area development, land use and development planning, environmental studies preparation, and environmental audit, among others. Jonas started with the company as a project-based staff and in less than 6-months was promoted as a permanent employee and joined the company's business development and marketing (BDM) unit.*

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Jonas was primarily involved in bid preparation work. He was in-charge of the company's consultant database and in consultant identification, as well as in packaging consultants' curriculum vitae. Moreover, he also assisted in the preparation of technical proposals, including bid writing. Jonas also designed and prepared marketing/promotional materials, i.e. company profiles, brochures, etc. and packaged expressions of interest (EOI) and pre-qualification requirements.

Before he was promoted as Marketing Associate, Jonas was a Project Coordinator and Research Assistant for an environmental impact assessment (EIA) study of Mt Pinatubo affected communities. He provided technical backstopping support to the EIA team, which was composed of at least 15 technical specialists. Moreover, he also contributed to the finalization of the Environmental Impact Statement (EIS) that was submitted to the Environmental Management Bureau of the DENR and which served as basis for the approval of proposed infrastructure projects in the Mt Pinatubo area.

## **PROJECT EXPERIENCE:**

**November 2006 – Present, Philippines (4 years)**

**In-Country Manager, Australian Youth Ambassadors for Development (AYAD) and Volunteering for International Development from Australia (VIDA) Programs, Austraining International Pty Ltd, Australian Agency for International Development (AusAID)**

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*AYAD and VIDA are part of the Australian Government Volunteer Programs. These programs place skilled Australian volunteers in local Host Organizations throughout Asia & the Pacific to participate in development initiatives, by helping build the capacity of local counterparts. DevConcepts is subcontracted by Austraining International to manage both programs in the Philippines and Jonas acts as the In-Country Manager.*

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As In-Country Manager, Jonas is principally responsible for the day-to-day management of both programs in the Philippines, particularly in monitoring assignment outcomes and progress, and in looking after and ensuring the safety and welfare of Australian volunteers. Moreover, he is also responsible for sourcing and developing volunteer assignments, including coordination with Host organizations, AusAID-Manila, the Philippine National Volunteer Service Coordinating Agency (PNVSCA) and Austraining International. Jonas also designs and conducts In-Country Trainings for newly arrived volunteers, as well as debriefing sessions with volunteers who have completed their assignments.

Jonas has also been tapped by Austraining in various consulting capacities, including as Consultant for Austraining's pilot Results-Based Management (RBM) Framework (June 09-July 10), and as Resource Person/Facilitator on Capacity Building for the March 2010 VIDA Pre-Departure Briefing in Melbourne.

In 2008, Jonas developed and piloted the implementation of a Volunteer Programmatic Plan (VP2) in the Philippines, which was the only programmatic approach of its kind in the Australian Volunteer Programs. He has also introduced as a key innovation to the AYAD and VIDA programs, the AYAD-VIDA Web Portal which serves as a knowledge sharing venue for volunteers, organizations and the ICM team.

**September 2005 – December 2005, Philippines**

**Activity Manager for numerous HRD Training Programs of the Philippines-Australia Human Resources Development Facility, Australian Agency for International Development (AusAID)**

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*PAHRDF is an AusAID funded development initiative which supports institutional capacity building programs for key government and private sector institutions through the implementation of work*

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*place training that are delivered by accredited Training Service Providers (TSPs). SDS was one of the active TSPs for PAHRDF and has undertaken training programs for key clients of PAHRDF.*

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Jonas served as Activity Manager for three (3) PAHRDF HRD training programs, as follows:

- Training Course on Project Management and Project Operational Oversight for ODA funded Projects, Department of Environment and Natural Resources, Land Administration and Management Project, Phase II, September 2005-January 2006;
- Training Course on Appraisal of Burden of Disease for Benefit Development Packaging, Philippine Health Insurance Corporation, March-May 2006; and
- Capacity Building on International Accounting Standards (IAS) for the Philippine Health Insurance Corporation, September-December 2006;

As Activity Manager, Jonas was principally responsible for the overall design, management and implementation of the training activities and he worked and coordinated closely with consultants, facilitators, PAHRDF and the partner organizations to ensure the achievement of the training objectives. He also looked after the development of the Re-Entry Action Plans of training participants and ensured that the plans developed were realistic and achievable. In addition, he also served as Facilitator during formal training workshops, forums and coaching-mentoring sessions.

**January 2005 – August 2007, Philippines (2 ½ years)  
Program Manager, Philippines-Australia Community Assistance Program (PACAP), Hassall & Associates International-Sustainable Development Solutions, Australian Agency for International Development (AusAID)**

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*PACAP is a 5-year 28-Million Dollar program of the Australian Government in the Philippines and is an integral part of Australia's country program strategy. The Program provides funding support to non-government organisations (NGOs) and local government units (LGUs) for community development initiatives primarily in five CPS target provinces following a focused community assistance scheme. HAI and SDS were subcontracted by AusAID to manage the new phase of PACAP and Jonas was nominated as Program Manager. The transition for the new phase of the Program involved the novation of eight (8) AusAID-PACAP staff to HAI-SDS.*

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Jonas provided critical support during the transition and mobilization phase of the Program. This primarily involved overseeing the construction and set-up of the new PACAP office, procurement of office equipment, establishment of project financial management systems, putting in place appropriate administration and human resource systems, as well as recruitment of new staff. In addition, he also closely supported the Australian Program Director during this phase.

As Project Manager, Jonas was responsible for ensuring that HAI's project management processes and procedures are being followed and that the company's contractual obligations with AusAID are met appropriately and in a timely manner. He maintained close working relations with the AusAID Program Manager and served as the Hassall's principal contact in-country. Jonas also administered and managed the subcontract agreements of all locally engaged staff (LES) and other national short term consultants (STCs). In addition, Jonas was also responsible for the Program's financial management, as such he reviewed and checked all acquittal reports, imprest reconciliation reports, and prepared imprest fund requests that were submitted to HAI. He was also responsible for the preparation and submission of monthly Project Status Reports to HAI Management. Furthermore, as PM Jonas reviewed and approved all invoices that are submitted to AusAID and checks its accuracy.

**June 2003 – June 2004, Philippines (12 months, intermittent management inputs)**

**Project Manager, Project Preparation for the Diversified Farm Income and Market Development Project (DFIMDP), Hassall & Associates International-Sustainable Development Solutions, Department of Agriculture – World Bank**

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*HAI and SDS were commissioned by the Philippines Department of Agriculture and the World Bank to undertake project preparation work for the proposed US\$60-Million Dollar Diversified Farm Income and Market Development Project (DFIMDP). This study involved the formulation of institutional strengthening and capacity building programs for the DA and the development of market diversification programs for five (5) focus areas. As a result of this study, the World Bank approved the loan application in September 2004.*

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Jonas attended to the day-to-day management of the project, which involved 28 consultants and 5 project support staff. He closely supported the Project Preparation Team Leader in the conduct of the study, particularly in ensuring the delivery of outputs under the market diversification component. Jonas was principally responsible for the development of the DFIMDP Operations Manual for LGU Participants and the Implementation Manual for DA-Regional Field Units. Together with the team, he undertook stakeholder consultative workshops, focused group discussions and site visits. Jonas also represented the company with the World Bank and DA during meetings and review missions. In addition, Jonas administered all subcontract agreements with consultants and closely monitored their performance. He also managed the project financial resources and ensured that the project is implemented within budget.

**June 2002 – March 2003, Philippines (9 months, intermittent management inputs)  
Project Manager, Preparation of Comprehensive Watershed Management and Development Plans for Three Watersheds in the Bicol River Basin, WRDP-WMIC, Hassall & Associates International, Department of Environment and Natural Resources – World Bank**

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*This Project involved formulating watershed management and development plans for 3 critical watersheds within the Bicol River Basin following the guidelines on watershed management planning set forth by the DENR. HAI was commissioned by the DENR under the World Bank-funded Water Resources Development Project-Watershed Management and Improvement Component (WRDP-WMIC) to manage a team of consultants who shall undertake the study following participatory planning approaches.*

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Jonas provided valuable project management support to the consultant team that was based in the Albay Province. He liaised with the WRDP-WMIC Project Management Office at the DENR central office in Quezon City and coordinated with World Bank review missions. In the absence of the Team Leader, Jonas presided over a series of multi-stakeholder validation meetings, and led the team in the formulation and further improvement of the watershed plans. He coordinated the work of the consultants and assisted in report integration and finalization.

**February 2002 – November 2002, Philippines (8 months, intermittent management inputs)  
Project Manager, Technical Assistance for the Preparation of the Bukidnon Strategic Development Plan and Investment Program, HAI-SDS, Philippines-Australia Governance Facility, Australian Assistance for International Development (PAGF-AusAID)**

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*This technical assistance project aimed to build the capacity of provincial and municipal planners and assist the Provincial Government of Bukidnon in the formulation of strategic development and investment plans for the 10 southern and poorest municipalities in the Province following an integrated area development approach. This project involved the design and implementation of training programs and was funded under the Philippines-Australia Governance Facility of AusAID.*

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Jonas provided valuable support to the Australian Team Leader (ATL) in the day-to-day operation of the activity. He worked closely with the ATL in ensuring the effective delivery of all activity outputs and attended to all financial requirements. Jonas also coordinated the inputs of the Filipino consultants and ensured their timely mobilization to the project. As Activity Manager, he worked closely with the Project Proponent, the Bukidnon Provincial Planning & Development Office (PPDO) and regularly coordinated with the PAGF and liaised closely with the Responsible Project Officer on all matters concerning the project's successful implementation. In addition, Jonas also managed the engagement of the local NGO hired to undertake the social surveys and was responsible for the finalisation of three (3) deliverables: the Training Design (Deliverable 2); the Implementation/Institutional Plan (Deliverable 5); and the Activity Completion Report (Deliverable 6).

**November – December 2000, Australia (21 days)**  
**Project Coordinator, Feasibility & Design (FAD) Mission for the Philippines-Land Administration & Management Project (P-LAMP), Hassall & Associates International, AusAID**

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*HAI was commissioned by AusAID to undertake the feasibility and design mission for the Australian component of the P-LAMP. The design team composed of 4 Australian and 2 Filipino consultants who undertook fact-finding activities in the Philippines for about 3-weeks. Jonas coordinated the project from HAI's head office in Australia and assisted the Project Director in ensuring the timely mobilization of the consultants in-country.*

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Jonas was responsible for the timely mobilization of the four (4) Australian consultants to the Philippines. He coordinated the conduct of the team mobilization meeting and briefing session with AusAID. Jonas also prepared the consultants' Terms of Reference (TOR) and facilitated the preparation of their contracts, among other tasks.

**June – August 2000, Philippines, Philippines (1 month)**  
**Communications and Advocacy Materials Specialist, Integrated Community Health Services Project (ICHSP), Hassall & Associates International, Department of Health**

Jonas designed communication materials for the project, which included a project profile and program brochures, among others. He also undertook meetings with key project personnel & stakeholders, including the Provincial Health Officer of South Cotabato and other healthcare providers.