

**Jeremy Weate**

Senior consultant and PRINCE2 project manager

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**EDUCATION**

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1994 – 1998

University of Warwick **PhD Philosophy**

1993 – 1994

University of Warwick **MA Philosophy (with Distinction)**

1991 – 1992

Université de Liège, Belgium **Erasmus Exchange**

1989 – 1993

University of Hull **BA Hons Philosophy (First Class)**

**PROFESSIONAL EXPERIENCE**

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**Nigerian Extractive Industries Transparency Initiative – Project Manager (DFID)**

**July 2007 -**

NEITI became law in May 2007. My role is to transition NEITI from an initiative to a Federal Government Agency which fulfills its legal mandate.

- Project manager for DFID's support to NEITI
- Fiduciary management – of DFID's support to NEITI
- Strategic advice – to the Executive Secretary

My first major deliverable was an Institutional Review of the organisation, examining people, processes and technology within a strategic and legislative context. NEITI is now positioned to become a performance-driven agency with scorecards for the organisation as well as for each department and member of staff.

**UBA – Organisational Development/Change Management**

**Nov 2007 -**

Along with other Nigerian banks, UBA is rapidly becoming a global player, with interests throughout the sub-region, as well as partnerships under development with the Bank of China and others. Streamlining of internal business processes is a key aspect of this transformation. My role is to manage the change to an Oracle PeopleSoft-driven HR application environment.

**Ministry of Foreign Affairs, Nigeria**

**April 2007**

The Ministry of Foreign Affairs is in the midst of organisational transformation, thanks to progressive leadership. My role was to provide training on organisational development to staff.

**Department for International Development (DFID), UK, Managing Consultant for the State and Local Government Programme (SLGP), on the Harmonisation of the Centre for Management Development and SLGP training programme on the SEEDS framework**

**January 2007 – February 2007**

The Centre for Management Development (a parastatal of the National Planning Commission in Nigeria) and SLGP in December 2006 signed an MOU for CMD to undertake SEEDS training to all 36 States. My role was to manage the harmonisation of course work and create case studies relevant to each of the training modules.

**Leadership for All – programme organiser**

**November 2006**

Conceived and developed the relationship between Elemental ([www.beingelemental.com](http://www.beingelemental.com)) – a leading transformation consultancy in the UK – and local partner MediaBloc, leading to organizing a 3-day transformational leadership workshop in Abuja. Fifty delegates from public and private sector organisations as well as NGOs participated in the workshops. Future workshops in Nigeria are planned for later in 2007.

**European Commission – Technical Adviser for SRIP (the Support to Reforming Institutions Programme).**

**October 2006 – March 2007.**

SRIP is supporting 6 focal states – Osun, Cross River, Anambra, Yobe, Jigawa and Kano. Each state is in the process of creating their own Management Information System. My role was to conduct an extensive public finance management and e-readiness assessment and needs analysis for each state (and focal Local Government Councils) and produce a detailed Bill of Quantities.

**European Commission – Technical Adviser for IFEMIS (Integrated Financial and Economic Management Information System) for the Federal Government of Nigeria (9<sup>th</sup> EDF).**

**Framework contract (extension to EMCAP-funded IFEMIS project)**

**January 2006 – October 2006**

IFEMIS is the first multi-agency Information Systems project at the Federal Government level in Nigeria. The project will enable core information processes to be conducted online and partially automated. Launching in September 2006, IFEMIS will enable the first online Medium Term Economic Forecasting exchange, using the World Bank/IMF approved RMSM-x econometric model, as well as an initial cluster of key Federal Government business processes.

- ❖ Project management – of network infrastructure, hardware and systems integration sub-contractors (in line with Prince 2 methodology and best practice)
- ❖ Stakeholder management - of a complex stakeholder arrangement - seven Federal Government MDA's, the EU Delegation and the National Authorising Officer (the Economic Adviser to the President)
- ❖ Business Process Analysis and Improvement (using the Ultimus methodology/application)
- ❖ Training design – network, system and application administration, business process training (IFEMIS has involved over 1000 hours of training)
- ❖ Liaising with the World Bank to coordinate the project with the upcoming GIFMIS project

**Freelance training – in “Effective Business Writing”, “How to Think” and “Presentation Skills”**

**January 2006 –**

- ❖ Transformative high-impact training to private and public sector organisations in Nigeria
  - Effective Business Writing – how to write and edit in concise formal English
  - How to Think – exploring Logical and Creative thought processes in an organisational environment
  - Presentational Skills – how to effectively present work and ideas in an organisational context.

**European Commission – Technical Adviser for EMCAP (Economic Management Capacity Building Project) for the Federal Government of Nigeria (7<sup>th</sup> & 8<sup>th</sup> EDF). Total programme budget 10 million Euros**

**September 2003 – December 2005**

- ❖ Programme, project & change management on six Public Sector Reform projects:
  - Support to the National Bureau of Statistics (needs assessment, training, computerisation, strategy, poverty statistics reports and analysis)
  - IFEMIS (Integrated Financial and Economic Management Information System) – an Information System connecting seven core Federal Government Agencies to a data centre; initial enterprise application suite and training

- Economic and Financial Crimes Commission (EFCC) – training design and implementation, supply of computers, study tour to South Africa
- Support to 3 State-level Judiciary offices – training design and implementation, supply of computers (Gombe, Cross-River and Osun States)
- Commission of a study into the Effectiveness of Public Expenditure (undertaken by the Nigerian Institute for Social and Economic Research)
- Commission of a study into Fiscal Federalism
- ❖ Supplier monitoring and evaluation – drawing up Terms of Reference and compilation of EDF tender documents, supplier selection
- ❖ Stakeholder management – at Operational, Board and Programme level (in line with Prince 2 project management best practice)
- ❖ Training design – based on various skills assessment methodologies – Thomas International, Insight etc.
- ❖ Monitoring and Evaluation of all EU-EMCAP contractors
- ❖ Report writing

**Phillips Consulting ([www.phillipsconsulting.net](http://www.phillipsconsulting.net)) – Head of E-business unit**

**November 2002 – September 2003**

Lead a team of consultants, helping private and public sector clients to create E-business strategy and implementation plans. Sample client work:

**1. Equity Bank**

- ❖ Strategic alignment & change management
- ❖ Retreat organisation and direction
- ❖ E-business product development
- ❖ Training on a customer-centric service offering

**2. State eGovernment initiative**

- ❖ Needs assessment
- ❖ Awareness raising & organisational buy-in
- ❖ Scoping and project planning

**3. Digital Bridge Initiative – bundled digital services consortium for Nigerian Tertiary Institutions**

- ❖ Strategy & research
- ❖ Project and stakeholder management
- ❖ Business plan development

**syzygy ([www.syzygy.net](http://www.syzygy.net)) – Head of Strategy**

**January 2002 – November 2002**

Lead a team of consultants in creating transformative business models for client organisations. Sample clients:

**1. Shell**

- ❖ Business strategy & analysis for Shell Europe's new car-sharing service, piloting in Düsseldorf (in advance of a pan-European roll-out)
- ❖ Project managed delivery of transactional website, integrated with existing legacy systems

**2. Daimler Chrysler**

- ❖ Consultancy on an eCRM (Customer Relationship Management) strategy for Mercedes (moving from brochure ware to tracking the ownership cycle using a combination of clickstream data and metadata)

- ❖ Project-managed launch of a series of Mercedes microsites

Other clients:

Mazda, Citroen, Air Miles, smart (Mercedes mini-cars)

### **Oyster Partners ([www.oyster.com](http://www.oyster.com)) senior consultant**

**August 2000 – January 2002**

#### **1. Orange global brand intranet**

- ❖ Business process design & content strategy
- ❖ Change management
- ❖ Delivery management

#### **2. Mercedes SL car launch online campaign**

- ❖ Devised viral marketing campaign
- ❖ The project succeeded in gaining data on 14,000 leads in three weeks – data which led to 3,000 test-drives being booked.

#### **3. BT**

- ❖ Migration of 100+ BT Business division websites into one website covering the whole business offering
- ❖ Change management & business process reengineering
- ❖ Communications strategy for BT broadband communications campaign
- ❖ Project managed the creation of a microsite for BT's new SME consultancy offering, BT Clearsky

Other clients:

BT Business, OAG, Evolution Brand Development Plc, Tim Flach Photography, DCG, Style Junction

### **Razorfish – Head of Content**

**March 1998 – August 2000**

Senior leader for a global digital solutions agency with 12 offices worldwide. Directed a team of 12 consultants working on a variety of blue-chip projects, as well as playing a strong client-facing role. Also involved in brand strategy, new business development, R&D and recruitment.

Clients:

Britannia, NatWest, Sonera, Telefonica, BP Amoco, Channel 4, Britannia, Eagle Star, CityReach International, Medecins Sans Frontiers

### **Freelance corporate analyst**

**April 1997 – March 1998**

Analysis on Mergers & Acquisitions

Clients:

Warburg Dillon Read, Morgan Stanley & Goldman Sachs

### **ACADEMIC/TEACHING EXPERIENCE**

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#### **Goldsmiths College, University of London**

January 2002 – Research Fellow, Politics Department

#### **Brighton University, Department of Architecture and Design**

1998 – 2002 Visiting lecturer in Theory & Interior Design

**Goldsmiths College, University of London**

Jan- March 2002 Visiting lecturer in communications for post-graduate students

**The Bartlett School of Architecture, University College London**

Oct 1998 – 2001 Visiting lecturer in Architectural Theory

**The Architectural Association, London**

1998 – 1999 Lecturer in Architectural Theory

**The University of Warwick**

1996 – 1997 Lecturer in European Philosophy

## ORGANISATIONAL ACHIEVEMENTS

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- ❖ Launched IFEMIS in 2006. The Federal Government of Nigeria's first multi-agency Management Information System
- ❖ March 1997 – November 2002. Chair of Badejo Arts, a UK-based Contemporary African Dance company ([www.badejoarts.co.uk](http://www.badejoarts.co.uk))
- ❖ Two of my students have won the RIBA student prize in architecture
- ❖ February – March 1999. Co-organised philosophy conference in London
- ❖ May 1998. Founder member of Phenom Lab – a critical philosophy group
- ❖ October 1995: Formed the architects practice Surface with Richard Scott and Kristen Whittle. Surface went on to win the Shinkenchiu Prize in theoretical architecture in Japan (out of entrants from 40+ countries), coming third in the Young Architect of the Year award in 2004
- ❖ Developed NatWest Bank's first Intranet
- ❖ Conceived and edited Razorfish's global online & offline client marcomms brochure, Scan, as well as "London Update" - Razorfish London's office intranet

## ACADEMIC AND PROFESSIONAL HONOURS, GRANTS & AWARDS

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- ❖ Prince 2 Certified Project Management Practitioner, 2006
- ❖ British Academy Award, 1994-1997
- ❖ Erasmus Scholarship, 1991

## LANGUAGES

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- ❖ Fluent French
- ❖ Reading Knowledge of German & Ancient Greek
- ❖ Basic Spanish & Yoruba