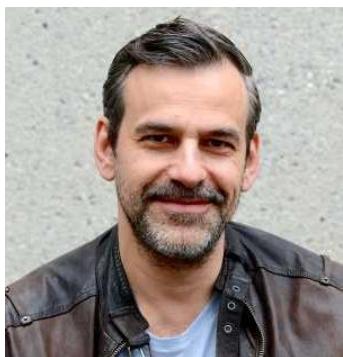


Kimon Alexis Schneider



With 20 years of experience in leadership, advisory, and training in the non-profit sector, my work spans NGOs, foundations, and academia.

Years of experience in countries of the Global South have given me deep insight into on-the-ground project & program management complexities.

I have served as Project Manager, Country Director, MEL Manager, Consultant, and Senior Lecturer.

Personal info

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My expertise

- Result-based management (RBM)
- Monitoring & Evaluation in Learning Organizations (MELO)
- Decoloniality in the aid sector
- Education, training, and coaching of young and seasoned practitioners
- Organizational development

Education

- Master of Advanced Studies in Development Cooperation (2006-2008), ETH Zurich
- M.A. in Social Anthropology (1997-2005), University of Zurich; minor majors in Agricultural Economics (ETH Zurich) and Philosophy

Languages

★★★★★ German, English
★★★★☆ French
★★★★☆ Spanish, Greek

Publications

- ◊ [Demystifying impact evaluation](#)
- ◊ [Study on 21st Century skills](#)
- ◊ [Study on trends and competences](#)
- ◊ [Interactive online PCM tool](#)
- ◊ [Past & future of PCM](#)
- ◊ [What is evidence?](#)
- ◊ [How to use evidence](#)

Professional experience

Independent Consultant | 2021 – present
ksc consultancy, Zurich

Technical advice, coaching, and training for development and non-profit organizations on RBM, M&E in Learning Organizations, and decoloniality in the aid sector.

Senior Lecturer and Project Manager | 2018–2024
Center for Global Cooperation and Sustainable Development (NADEL), ETH Zurich

Advanced further education and training programs (CAS, MAS) for young and seasoned practitioners (training design, implementation, and appraisal) and consultancy on RBM, MEL, and decoloniality.

Head of Monitoring and Evaluation | 2013–2018
Swiss Church Aid (HEKS), Zurich

Responsible for the strategy and roll-out of a global approach to results and impact assessment, and learning, covering 150 projects and partners in 16 operational countries.

Program Manager, Bangladesh/India | 2011–2013
Swiss Church Aid (HEKS), Zurich

Management and monitoring of country strategies, including a portfolio of 27 rural development projects (budget \$ 2m).

Country Director, Bangladesh | 2009–2010
Deputy Country Director, Bangladesh | 2008–2009
Terre des hommes (Lausanne)

Responsible for the country strategy and a portfolio of health, VET, education, street children, and humanitarian projects (budget \$ 2m). Financial management and administrative control, including 185 local and expatriate staff.

Junior Program Officer, Pakistan | 2007
Helvetas Swiss Intercooperation

Conducted experience capitalizations of value chain projects.