



Thomas Gass

Doctor of Public Health

International development and public health expert with a track record in managing people and programmes and conducting applied research, highly committed to community empowerment and the right to health.

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📍 Bern, Switzerland

Latest work experience

Head of Policy and Advisory Unit
Swiss Red Cross, International Cooperation

06/2014 - 12/2019

Tasks / Achievements

- Managed a team of technical advisors (health, WASH, DRR, PMER, gender)
- Coordinated SRC organisational development efforts within the IFRC
- Prepared SRC international strategy and programme documents and reports
- Managed processes and updated standards for project cycle management and risk management
- Represented the SRC International Cooperation in Swiss and international networks

Education

Doctor of Public Health
London School of Hygiene and Tropical Medicine, 2015

Thesis: Reasons for non-adherence, treatment interruption and loss to follow-up in a decentralised antiretroviral treatment programme in rural Zimbabwe ([link](#))
(awarded with the Woodruff Prize 2015 for outstanding research)

CAS in Development and Cooperation
Swiss Federal Institute of Technology, 2007

Master of Arts in Social Anthropology
University of Bern, 1997

Skills and competencies

- Public health with a focus on community health
- HIV/AIDS prevention, care and treatment
- Result-oriented management of projects and programmes
- Qualitative and quantitative research and assessment methods
- STATA and NVIVO for data analysis
- Shaping and implementing systems for monitoring, evaluation and learning
- Organisational development and capacity building
- Workshop facilitation
- Training and coaching skills

Country experience

- Africa: Tanzania (2 years), Zimbabwe (5 months), Malawi (3 months), Lesotho, Cameroon, Ivory Coast, Central African Republic
- Asia: Tajikistan, Nepal, Laos
- Europe: Bosnia-Herzegovina, Kosovo

Languages

German	■	■	■	■	■
English	■	■	■	■	■
French	■	■	■	□	□
Swahili	■	□	□	□	□

Private

born 1968, married, one daughter (20)

Previous work experience

Head of International Programme

FAIRMED, Switzerland 09/2012 - 05/2014

- Overall responsibility for the development and implementation of the FAIRMED health programme in 6 priority countries of Africa and Asia.
- Management of 4 team members in Bern and supervision of FAIRMED country programme directors abroad.
- Development of a new programme strategy 2014-17.
- Partnerships and networking with strategic partners in Switzerland and globally; knowledge management in the areas of neglected tropical diseases, people with disabilities, and health of marginalized communities.

Quality Assurance and Knowledge Management

SolidarMed, Switzerland 07/2008 - 03/2011

- Quality assurance of the SolidarMed Health Programme in Tanzania, Mozambique, Zimbabwe, Lesotho, Zambia
- Knowledge management (focus: HIV/Aids, Primary Health Care)
- Strategic programme planning & project development
- Provision of trainings and coaching in Project Cycle Management (PCM) to national and international SolidarMed employees

Programme Manager HIV/AIDS in Southern Africa

SolidarMed, Switzerland 01/2005 - 03/2008

- Planning and implementation of the SDC funded programme SMART (SolidarMed Antiretroviral Treatment) in 8 districts in Tanzania, Zimbabwe, Lesotho, Mozambique.
- Monitoring scheme developed, based on a patient data base.
- Employment and management of medical backstoppers and local project coordinators.
- Narrative and financial reporting to SDC.

Country Coordinator Tanzania

SolidarMed, Switzerland 09/2002 - 10/2004

- Representative of SolidarMed in Tanzania. Supervisor of 4 SolidarMed Expat Development Workers.
- Management of SolidarMed's health programmes in the regions of Manyara and Morogoro, including administration, finance, and logistics.
- Supervision and management of projects in water & sanitation, health promotion, Cholera prevention, HIV/Aids prevention and treatment, community-based health care.
- Head of the SolidarMed Support Unit (SSU) in Ifakara. Management and continuous training of 18 Tanzanian employees.

Programme Officer Tajikistan

Caritas Switzerland 01/2000 - 08/2002

- Resource person in peace building and conflict resolution in international development
- Co-author of the Caritas policy paper "Alliances for Peace".
- Established a concept for the implementation of peace building activities of Caritas and its partner organisations
- Execution of a peace building assessment mission to Kosovo (2 weeks)
- Review of the Swiss human rights observer mission to Chiapas, Mexico