

Curriculum Vitae

- Name:** Seán Gregory Johnson
- Specialisation:** Land administration (titling, registration, regularisation, surveying, mapping and information systems)
- Nationality:** British
- Date of Birth:** 7th May 1955
- Civil Status:** Married
- Children under 18:** 2
- Education:** M.Sc. in Geographical Information Systems, University of Salford, UK, 2000
Post Graduate Diploma in Land Surveying, University of London, UK, 1978
B.Sc. in Geography, University of Strathclyde, UK, 1977
Supplementary courses in:
 - Project Management, Damelin Management School, South Africa, 1994
 - Logical Frameworks for Project Design, IADB, 2004
- Professional:** Member of the Royal Institution of Chartered Surveyors, since 1984.
- Other skills:** Programme and project management, including design, implementation, monitoring and evaluation, in the context of development assistance.
- Years with the Firm:** 1
- Key Qualifications:** Qualified land surveyor, geographer, geographic information systems practitioner, and a member of the Royal Institution of Chartered Surveyors, Mr. Johnson has worked as a technical specialist, team leader, manager, consultant and adviser in field of cadastre and land administration for over 25 years, 15 of which have been with development agencies and donors, including the World Bank, DFID, IDB and the EC. Most of this work, mainly in Africa and the Caribbean, involves technical assistance consulting; that is, helping and facilitating reform and re-engineering of cadastral systems, building organisation and human resource capacity, and strengthening local governance and administration of land. With a background in cadastral surveying and geographic information systems, land regularization and registration, including senior management positions, Mr. Johnson combines the technical skills, broad experience, professionalism, and social competencies that are necessary to be effective and successful while working on complex and sensitive assignments in the land administration sector in multi-cultural environments.

Languages:	<i>Speaking</i>	<i>Reading</i>	<i>Writing</i>
English (mother tongue)	Excellent	Excellent	Excellent
Spanish	Basic	Fair	Limited

Employment record:

<i>Period</i>	<i>Employer</i>	<i>Position</i>
2008 –	COWI A/S (Denmark)	International Land Administration Specialist & Project Manager
2003 – 2008	Self Employed Contractor	Consultant on long and short term assignments for various clients and companies
2000 – 2003	HTS Development Ltd. (UK)	Consultant and Land Surveying, Mapping, & Information Systems Adviser to the Guyana Lands & Surveys Commission
1998 – 2000	Self Employed Contractor	Consultant on short term assignments for various clients and companies
1993 – 1998	Department for International Development (UK)	Technical Cooperation Officer and Adviser to the Swaziland Surveyor General's Dept.
1983 – 1992	Government of Bermuda (Bermuda)	Land Registration Consultant, and formerly Land Surveyor
1982 – 1983	J. A. Story & Partners Ltd. (UK)	Senior Land Surveyor
1981 – 1982	Seismograph Service Ltd. (UK)	Senior Land Surveyor
1978 – 1981	British Gas Corporation (UK)	Senior and Land Surveyor

International Experience:*Long-term:*

Libya, Bermuda, Swaziland, Guyana, Trinidad & Tobago and Ethiopia

Short-term (< 3 months):

Cayman Is., Barbados, Botswana, Nigeria, Slovenia, Albania, India, Egypt, Turks & Caicos Is., Mauritius, and Ghana

**Selected
Assignments:**

Ghana, Land Information System (GoG/World Bank, Land Administration Project). Mr. Johnson is the land titling expert with a project team supporting the Ministry of Lands, Forestry and Mines to design and implement a land information system (LIS) that integrates fundamental data across six land sector agencies, namely: the Lands Commission, Land Title Registry, Survey Department, Land Valuation Board, Office of the Administrator of Stool Lands, and the Town and Country Planning Department. Mr. Johnson's role is to coordinate systematic land titling work with the development of the LIS such that overall goals are achieved and reliable land tenure information is made widely available. **COWI, 2008 - present.**

Egypt, Financial Services Project - Task 2: Property Registration (GoE/USAID). Three inputs over a two-year period resulted in: (a) the development and preparation of training materials for Egypt's first certificate course in cadastral surveying, which will be delivered by the Egyptian Survey Authority; (b) the design and preparation of an implementation plan, including new technical guidelines and quality assurance standards, for systematic first registration and property index mapping of new settlements; and (c) contribution to ongoing work to re-engineer land administration business processes, build capacity in cadastral survey, and strengthening of the deeds registration system. **International Land Systems (USA), 2006 – 2008.**

Turks and Caicos Islands, Crown Land Management (T&CIG). As Land Administration Specialist, developed and prepared together with staff of the Crown Lands Department a technical and administrative procedural guidance manual for the allocation and general management of leasehold and freehold titles over Crown lands. **Terra Institute (USA), 2007.**

Trinidad and Tobago, Design and Preparation of a Project of Systematic Adjudication and Registration of Title to Land (GoRTT/IADB). Two long term inputs: The first concentrated on refining the legislation, planning and estimating costs for implementation, stakeholder consultation, and preparing the necessary project documents for Inter-American Development Bank loan approval. The second input built on the first and continued the key activities of stakeholder consultation and advising the Cabinet-appointed steering committee. The main deliverables of the second input were, however, the production of detailed technical and procedural guidelines for systematic adjudication and information, education and communication (IEC), together with a project procurement plan and standard Inter-American Development Bank bidding documents for execution of project components under contract. **Government of the Republic of Trinidad and Tobago, 2004 - 2006.**

Ethiopia, Integrated Urban Land Information Systems Project (GoE/World Bank, Capacity Building for Decentralized Service Delivery Programme). Leading a large team of international and national consultants in a situation and user needs analysis and design of a national urban real property registration and information system project. Specific responsibilities were for overall project management and proposals for land administration reform, but the role also involved preparing drafting instructions for legislation, institutional and organizational issues, sustainability issues, particularly with respect to information systems and data, and estimating the costs for project implementation in five regional capitals and Addis Ababa. **DHV (Netherlands), 2005-2006.**

India, Uttar Pradesh Ravine Stabilization Project (GoI/European Commission). A pilot project to test methodologies for the design of ravine stabilization measures, which necessitated a more rigorous approach to spatial planning that in turn, required Mr. Johnson to provide training and capacity building in land survey and geographical information systems. **Agrisystems Ltd. (UK), 2004.**

Albania, First Registration of Immovable Property in Korça (GoA/European Commission). Project inception mission and preparation of procedural and dispute resolution guidelines led by Mr. Johnson. **Landell Mills Ltd (UK), 2004.**

Guyana, Land Administration Support Programme (GoG/DFID). The work had two main objectives: (a) providing capacity building inputs to reform, strengthen and support the surveying, mapping and land information systems services provided by the Guyana Lands and Surveys Commission; and (b) assisting with the design and implementation of a pro-poor programme of tenure regularisation of coastal and riverain agricultural lands. In the position of survey, mapping and land information systems advisor, Mr. Johnson helped the new semi-autonomous government agency to redefine and improve its role, services and business culture. This involved capacity building in new technologies such as GPS and GIS, and using technical innovations to inculcate attitudinal and process change in parallel with technical, institutional and legal reforms. Innovation and advocacy were combined, with resolve, to bring substantial improvements to land administration service delivery and to provide greater security of tenure through issuing large numbers of land titles to small farmers at much reduced cost to the government. **HTS Development Ltd. (UK), 2000 – 2003.**

Guyana, Social Impact Amelioration Program (GoG/IADB). A study, conducted as a land tenure consultant, to evaluate and scope the feasibility of using land regularization to strengthen local capacity in the implementation of community-led agricultural services, such as drainage and irrigation rehabilitation. **Inter-American Development Bank, 2003.**

Swaziland, Technical Support to the Surveyor General's Department (GoS/DFID). As land survey and information systems adviser, Mr. Johnson's role was to help the SG's Department to: (a) build a national land information system; (b) provide training in professional practice, cadastral surveying, GPS and computer-based LIS/GIS and CAD/CAM; and, (c) to assist in reforming the structure and ethos of the organisation. A complete digital cadastral database (national LIS) was designed, programmed, populated, managed and transferred to the SGD, and more importantly, sustained, because local capacity was built and ownership and skills transferred to further develop the LIS. These systems were extended to embrace electronic cadastral data capture, improving data quality and service delivery on a more commercial basis to other agencies. Increased use of GPS necessitated the re-observation of the national geodetic framework and the training of surveyors to maintain an extensive control network that supports the cadastral system. Underpinning all of these technical advancements were concomitant inputs to organisational and human development programmes. Mr. Johnson also acted as Surveyor General for a period. **Department for International Development, 1993 – 1998.**

Botswana, National Rangeland Monitoring System (GoB/ODA). Part of a multi-disciplinary team assigned to evaluate a proposed future project, subsequently implemented, to monitor rangeland livestock carrying capacity using geographical information systems and remote sensing technologies. **UK Overseas Development Administration, 2000.**

Bermuda, Land Title Registration, (H.M. Government of Bermuda). Building upon work undertaken over the previous six years as a land surveyor, Mr. Johnson was commissioned to undertake a feasibility and cost-benefit study for introducing a new system of land title registration. The task commenced with research and planning, followed by stakeholder consultation, and then preparation of an implementation plan to creating a new land registry and for adjudication of existing titles. Mr. Johnson learned a great deal about land law, registry practice and procedure (from study tours to the UK, Canada, Cayman Islands and Barbados) and how legislation is analysed, prepared and presented to government. **H.M. Government of Bermuda, 1989 – 1992.**

Other skills:

ICT skills: Throughout his career, both as a land surveyor and a land administration consultant, Mr. Johnson has designed, implemented and used a range of information system technologies such as automated survey data processing, digital mapping, land information systems, network administration, and office productivity tools, enabling him to make effective use of ICT in projects and from time-to-time to function as an (land) IT specialist.

Development Project Management: Over 25 years in international employment and consulting, Mr. Johnson has acquired the competencies to manage complex projects in developing countries, leading and participating in multinational and multidisciplinary teams, often in challenging conditions. Diplomacy, sensitivity, perseverance, and professionalism are the core skills underpinning this effectiveness.

Literacy: Mr. Johnson is the author of nine professional and technical papers published in journals or conference proceedings on subjects such as land policy, professional development, global positioning systems, etc. Most papers have been presented at conferences and workshops, the most recent being in February 2008 at the Global Spatial Data Infrastructures 10 conference held in Trinidad and Tobago in February 2008; the paper was entitled '*Building the Cadastral Framework: Achievements and Challenges in the English-Speaking Caribbean*'.