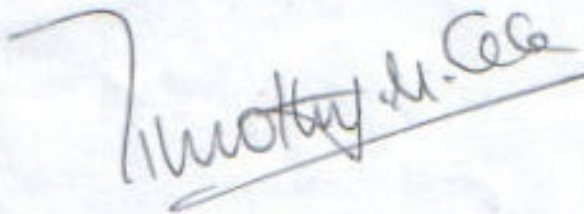


OPEN REFERENCE FOR RUPERT DOUGLAS-BATE

Rupert Douglas-Bate worked as Project Finance Manager in the Christian Aid's Eastern Congo field office from November 1997 to April 1998. During that period I was the Head of the Great Lakes team based in London and responsible for the strategy and development of the programme and the overall management of the team. I interviewed Rupert, oversaw his induction and visited the field office in Bukavu during his contract period.

In employment for Christian Aid, Rupert proved to be hard-working and flexible and creative in looking for original solutions to problems. He is committed to the work of development agencies and has an understanding and knowledge of a broad range of subjects relevant to our work gained through many years of experience. He is an excellent team-player and interacts well with all members of staff, expatriate and national.



Tim Cole
Head of Great Lakes
Christian Aid
London