

## CURRICULUM VITAE FOR PROFESSOR TIMOTHY GONDWE

1. **Family name:** Gondwe
2. **First names:** Timothy Nthaziya Pearson
3. **Nationality:** Malawian
4. **Country of Residence:** Malawi
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### 6. Education:

Institution [ Date from - Date to ]	Qualification obtained:
2001 - 2005	Dr. Sc. Agr (Goettingen University)
1994 - 1997	MSc Animal Science (University of Malawi)
1989 - 1994	BSc Agriculture (Animal Science) (University of Malawi)
1989 - 1992	Diploma in Agriculture (University of Malawi)
1985 - 1989	Malawi School Certificate of Education (O-Level)

7. **Language skills:** (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	1	1	1
Deautshc	5	5	0
Chichewa	1	1	1
Tumbuka	1	1	1

8. **Membership of professional bodies:**

1. Council Member of University of Livingstonia (2014 to date) and member of the Building, Estates and Resources Mobilization Sub-Committee
2. Council Member of Malawi Adventist University (MAU) (2016 to date) and Member of the Finance Sub-Committee
3. Council Member of Skyway University and Chair of the Academic Committee (from 2010 to date).
4. Board member of Lilongwe Society for the Protection and Care of Animals (LSPCA) (from 2016 to date), and Chairperson from 2021.
5. Board member and Chair of Rural Poultry Center (RPC), Malawi from 2017 to date.
6. Board Member and Chair of Council for Chaplaincy Ministry in Malawi (COCHAM) from 2020 to date.
7. Board Member and Chair of Farm Stew, an international Food security-based NGO just introduced to Malawi based at MAU (from 2021 to date).
8. Member of the AU-IBAR AnGR Taxonomy Advisory Group (AnGR – TAG) from February 2015 to 2020
9. Member of Scientific Advisory Board of Center for Tropical Livestock Genetics and Health (CTLGH) based at University of Edinburgh from 2017 to date.
10. Member of the Working Group on Anima Seed of the African Union Seed and Biotechnology Partnership Platform from 2021.
11. Founding member of the Africa Animal Breeding Network (AABnet), based at Egerton University, Kenya from 2020.
12. Statistical Association of Malawi (SAM), since 2005.
  - a. Elected member of Executive Committee of SAM from 2006 to 2011
13. Department member of Civil Society Agriculture Network (CISANET). Chairman of Livestock Thematic Group (2006 to 2014)
14. Member and Champion of Livestock Platform of DFID Funded Malawi Research Into Use (RIU) from 2008 to 2011.
15. Board Member of Small-Scale Livestock Promotion Program (SSLPP), a local livestock development NGO in Malawi, from 2008 to 2018.

9. **Specialisation** Animal Science (Animal Breeding, AnGR and Production Systems)

10. **Present position: Professor of Animal Breeding**

**Key Skills:** 1) Livestock breeding within the context of production systems and genetic resource conservation; 2) Livestock Production Systems; 3) non-ruminant feed formulations and training; 4) Research Methods and Data Analyses using SAS, Genstat, SPSS; 5) Conservation and Development of Animal Genetic Resources; 6) Monitoring and Evaluation of food security projects (Training of Indicators, data collection and analyses)

**Key Livestock Species:** Family poultry, goats and pigs (though I work with dairy and beef cattle).

**Current area of research interest:** to develop locally adaptable breeds or composites, targeting village chickens and goats, and enhancing animal recording to guide livestock breeding and management. The thrust is to sustainably improve livestock genetically while conserving the livestock genetic resources.

**11. Specific experience:** I am involved in research and outreach in dairy, village poultry, goats and pig production and breeding.

- I played key role in designing and implementing a Bunda Dairy Demonstration Unit and a Bunda Outreach innovation in communities that surround Bunda Campus (now a smallholder dairy cooperative).
- I am now testing an outreach innovation on commercialising smallholder poultry production around Bunda and Mchinji, and community-based breeding programs in goats in Mzimba, Lilongwe and Nsanje.
- Lately (2018 – 2021) I participated and led the livestock sector component on a USAID funded PERFORM project to establish Tier 2 of establishing inventory for GHG.
- In 2017 – 2018, I headed a team that facilitated developing a 2021 – 2025 Policy and Strategic Plan on Livestock Development for the Department of Animal Health and Livestock Development, Ministry of Agriculture (MoA).
- I have backstopped development of smallholder beef commercialisation in Northern Malawi under PPP approach with Nyamaworld and MoA.
- I have supervised several under and post graduate students’ research, have been engaged as external examiner at other universities.
- I have also developed customised and tailor-made modules for training frontline staff and farmers through various projects. Key modules focus on livestock production and breeding within existing production systems, animal recording, and on-farm low-cost feed formulations.
- I have facilitated establishing and registration of a Livestock Innovation and Business Incubation Centre (LIBIC), a semi-autonomous organisation that engages faculty and graduates of Animal Science to foster entrepreneurial research and business in animal agriculture.
- I have been a member of Bunda Farm Board (2014 to 2018) and facilitated business planning for the livestock section, including developing low-cost rations for the farm livestock.
- I have been a Visiting Professor at Scottish Rural College, Edinburgh from 2015 to 2018.

**12. Professional experience (Formal employment and Assignments/consultancies)**

Date from - to	Location	Organisation	Position	Description of Duties and achievements
1996 - 1998	Lilongwe	Bunda College of Agriculture	Staff Associate	Teaching undergraduate students

Date from - to	Location	Organisation	Position	Description of Duties and achievements
				Conducting basic research under senior PIs
1998 - 2003	Lilongwe	Bunda College of Agriculture	Lecturer	<p>Teaching undergraduate students</p> <p>Developing proposals in animal agriculture</p> <p>Conducting basic research under senior PIs</p> <p>Supervising undergraduate students research</p>
2003 - 2008	Lilongwe	Bunda College of Agriculture	Senior Lecturer	<p>Teaching undergraduate and postgraduate students in animal breeding and AnGR</p> <p>Developing proposals in animal agriculture</p> <p>Conducting basic and applied research</p> <p>Supervising undergraduate and postgraduate students research</p>
2008 - 2014	Lilongwe	Bunda College of Agriculture	Associate Professor	<p>Teaching undergraduate and postgraduate students in animal breeding and AnGR</p> <p>Developing proposals in animal agriculture</p> <p>Conducting basic and applied research</p> <p>Supervising undergraduate and postgraduate students research</p>

Date from - to	Location	Organisation	Position	Description of Duties and achievements
				Head of Department Deputy Dean of Agriculture
2014 - 2022	Lilongwe	Lilongwe University of Agriculture and Natural Resources (LUANAR)	Professor	Teaching undergraduate and postgraduate students in animal breeding and AnGR  Developing proposals in animal agriculture  Conducting basic and applied research  Supervising undergraduate and postgraduate students research

### 13. Publications

**Google scholar** H- Index = 14; I 10 Index = 19; over 50 publications in journals and proceedings (<https://scholar.google.com/citations?user=v-XZ-5YAAAAAJ&hl=en>)

#### **AD Scientific Index ranking for Scientists:**

<https://www.adscientificindex.com/scientist.php?id=4313766>

- 1) Liveness Jessica Banda, Daniel Chiumia, **Timothy Nthaziye Gondwe**, and Sera Rose Gondwe (2021): Smallholder dairy farming contributes to household resilience, food, and nutrition security besides income in rural households. *Animal Frontiers*, Volume 11, Issue 2, March 2021, Pages 41–46, <https://doi.org/10.1093/af/vfab009>
- 2) Wilson Nandolo, Gábor Mészáros, Maria Wurzinger, Liveness J. Banda, **Timothy N. Gondwe**, Henry A. Mulindwa, Helen N. Nakimbugwe, Emily L. Clark, M. Jennifer Woodward-Greene, Mei Liu, the VarGoats Consortium, George E. Liu, Curtis P. Van Tassell, Benjamin D. Rosen & Johann Sölkner. Detection of copy number variants in African goats using whole genome sequence data. *BMC Genomics* **22**, 398 (2021). <https://doi.org/10.1186/s12864-021-07703-1>
- 3) Kaumbata,W.; Nakimbugwe, H.; Nandolo,W.; Banda, L.J.; Mészáros, G.; **Gondwe, T.**; Woodward-Greene, M.J.; Rosen, B.D.; Van Tassell, C.P.; Sölkner, J.; et al. Experiences from the Implementation of Community-Based Goat Breeding Programs in Malawi and Uganda: A Potential Approach for Conservation and Improvement of Indigenous Small Ruminants in Smallholder Farms. *Sustainability* **2021**, *13*, 1494. <https://doi.org/10.3390/su13031494>
- 4) Daniel Chiumia , **Timothy N. Gondwe** , Liveness J. Banda , S. N. Sivaselvam , Susanne E. Ulbrich & Mizeck G.G. Chagunda | (2020) Enhancing knowledge exchange and performance recording through use of short messaging service in smallholder dairy

- farming systems in Malawi, *Cogent Food & Agriculture*, 6:1, 1801214 To link to this article: <https://doi.org/10.1080/23311932.2020.1801214>
- 5) Phetogo Monau, Kethusegile Raphaka, Plaxedis Zvinorova-Chimboza and **Timothy Gondwe** (2020). Sustainable Utilization of Indigenous Goats in Southern Africa. *Diversity* 2020, 12(1), 20; <https://doi.org/10.3390/d12010020>
  - 6) Wilson Kaumbata, Liveness Banda, Gábor Mészáros, **Timothy Gondwe**, M.J. Woodward-Greene, Benjamin D. Rosen, Curtis P. Van Tassell, Johann Sölkner, Maria Wurzinger (2020). Scaling up community-based goat breeding programmes via multi-stakeholder collaboration. *Journal of Agriculture and Rural Development in the Tropics and Subtropics* 2020 / Vol. 121 (2020-05-01), S. S. 99-112; EISSN 2363-6033. <https://doi.org/10.17170/kobra-202005281298>
  - 7) Wilson Kaumbata, Liveness Banda, Gábor Mészáros, **Timothy Gondwe**, M.J. Woodward-Greene, Benjamin D. Rosen, Curtis P. Van Tassell, Johann Sölkner, Maria Wurzinger (2020). Tangible and intangible benefits of local goats rearing in smallholder farms in Malawi. *Small Ruminant Research* 187 (2020) 106095. <https://doi.org/10.1016/j.smallrumres.2020.106095>
  - 8) Mayuni P, Chiumia D, **Gondwe T**, Banda L, Chagunda M and Kazanga D 2019: Greenhouse gas emissions in smallholder dairy farms in Malawi. *Livestock Research for Rural Development*. Volume 31, Article #43. Retrieved March 4, 2019, from <http://www.lrrd.org/lrrd31/3/mamam31043.html>
  - 9) Wilson Nandolo, Yuri T. Utsunomiya, Gábor Mészáros , Maria Wurzinger, Negar Khayadzadeh, Rafaela B. P. Torrecilha, Henry A. Mulindwa, **Timothy N. Gondwe**, Patrik Waldmann, Maja Ferenčaković, José F. Garcia, Benjamin D. Rosen, Derek Bickhart, Curt P. van Tassell, Ino Curik and Johann Sölkner (2018). Misidentification of runs of homozygosity islands in cattle caused by interference with copy number variation or large intermarker distances. *Genet Sel Evol* (2018) 50:43 <https://gsejournal.biomedcentral.com/track/pdf/10.1186/s12711-018-0414-x>
  - 10) Lamuno D, Sölkner J, Mészáros G, Nakimbugwe H, Mulindwa H, Nandolo W, **Gondwe T**, Tassel C V, Gutiérrez G, Mueller J and Wurzinger M (2018): Evaluation framework of community-based livestock breeding programs. *Livestock Research for Rural Development*. Volume 30, Article #47. Retrieved March 2, 2018, from <http://www.lrrd.org/lrrd30/3/mari30047.html>
  - 11) H Gausi, P Iji, J Gibson & **T Gondwe** (2017): Socio-economic and livelihood characteristics of rural farmers engaged in indigenous chicken production in Lilongwe, Malawi. *Family Poultry Communications*, Vol.26, No.1&2-28/47: 28 - 38. [www.infpd.net](http://www.infpd.net) | [http://www.fao.org/ag/againfo/themes/en/poultry/PL\\_INFPD.html](http://www.fao.org/ag/againfo/themes/en/poultry/PL_INFPD.html)
  - 12) Rakwadi, E. Nsoso, S. J., **Gondwe, T. N.** and Banda, J. W. (2016) Estimates of phenotypic and genetic parameters and responses to selection in growth traits in three beef cattle breeds raised under ranch conditions in Botswana. *Botswana Journal of Agriculture and Applied Sciences* 11 (issue 1): 2-10. <http://www.ub.bw/ojs/index.php/bojaas>
  - 13) J B Kaneene, D Thiagarajan, F Chigwa, **T Gondwe**, L Gunaseelan, M Thirunavukkarasu, M Babu, V Balakrishnan, D Kambewa, R Mvula, J Dzanja, O Bakili, V Mlotha, M Kakwera, M Chmombo, A Mwangela, S N Sivaselvam, R Miller, S A Asokan, R Palanidurai, S Prathaban, K Kumanan, R Ramesh Saravanakumar and P S MohanKumar 2016. [A tri-lateral capacity building approach to strengthen the dairy value chain in Malawi: overview of the design and implementation](http://www.lrrd.org/lrrd28/9/cont2809.htm). *Livestock Research for Rural Development*, Volume 28, Number 9, September 2016. <http://www.lrrd.org/lrrd28/9/cont2809.htm>

- 14) Wilson Nandolo, Gondwe Timothy and Banda McLoyd 2016. Phenotypic and genetic parameters of calf growth traits for Malawi Zebu. *Livestock Research for Rural Development* (LRRD), Vol 28, No 036. [www.lrrd.org/lrrd28/02/nand28036.htm](http://www.lrrd.org/lrrd28/02/nand28036.htm)
- 15) Lockie D, Gondwe SR, Banda LJ, Ng'ong'ola D, **Gondwe TN**, and Thondolo M (2015). Productivity and Marketing Efficiency of small-scale dairy enterprises in Malawi. A case study of Dwale and Emfeni Extension Planning Areas. *Malawi Journal of Agriculture, Natural Resources and Development Studies*, Vol 1, Issue 1 (2015): 42 – 53
- 16) Ssemfuma R, Kassam D, **Gondwe TN**, Mtethiwa AH and Skawa D (2015). The interactive effect of water temperature and salinity on yolk absorption rate, growth and larval survival of African catfish *Claria gariepinus* (Burchell 1822). *Malawi Journal of Agriculture, Natural Resources and Development Studies*, Vol 1, Issue 1 (2015): 31 – 35
- 17) Nandolo, W, **Gondwe TN** and Banda LJ (2015). Characterization of Malawi Zebu cattle in Mzimba district, Northern Malawi. *Malawi Journal of Agriculture, Natural Resources and Development Studies*, Vol 1, Issue 1 (2015): 14 – 20
- 18) Chagunda, MGG, Munthali, DP, **Gondwe, TN**, Wood, B and Roberts, DJ (2013). Integrated Training of Smallholder dairying. *Journal of Agriculture Education and Extension*.
- 19) Chingala, G, Mtimuni JP, Msiska, H, **Gondwe T** and Chigwa FC (2013). Milk production performance of Friesian-Holstein cows fed diets containing *Medicago sativa*, *Centrosema pubescens*, or groundnut haulms (*Arachis hypogaea*). *Tropical Animal Health and Production* (2013) 45: No 3. DOI 10.1007/s11250-013-0386-3. <http://www.springer.com/home?SGWID=0-0-1003-0-0&aqlid=2461591&download=1&checkval=b667bc253a5435c5ec3c389350c1999b>
- 20) Kawonga BS, Chagunda MGG, **Gondwe TN**, Gondwe S and Banda JW (2012). Use of lactation models to develop a cow performance monitoring tool in smallholder dairy farms. *Archiv Tierzucht* 55 (2012) 5, 427-437, ISSN 0003-9438
- 21) Kawonga BS, Chagunda, MGG, **Gondwe TN**, Gondwe, S and Banda JW (2012). Characterizing smallholder dairy production systems using animal welfare and milk quality. *Tropical Animal Health and Production* (2012) 44: 1429 - 1435. DOI 10.1007/s11250-012-0083-7. [http://www.springerlink.com/openurl.asp?genre=article&id=doi:10.1007/s11250-012-0083-7&cm\\_mmc=event- -articleAuthor- -onlineFirst- -0](http://www.springerlink.com/openurl.asp?genre=article&id=doi:10.1007/s11250-012-0083-7&cm_mmc=event- -articleAuthor- -onlineFirst- -0)
- 22) Banda LJ, **Gondwe TN** and Dzanja JL (2011). Goat marketing systems and channels in selected markets of Lilongwe District in Malawi. *Journal of Agriculture Science and Technology*, Vol 1. No 8A (accepted).
- 23) Banda L J, **Gondwe T N**, Gausi W, Masangano C, Fatch P, Wellard K, Banda J W and Kaunda E W 2011: Challenges and Opportunities of Smallholder Dairy Production Systems: A Case Study of Selected Districts in Malawi. *Livestock Research for Rural Development*. Volume 23, Article #226. Retrieved November 12, 2011, from <http://www.lrrd.org/lrrd23/11/band23226.htm>
- 24) T.N. **Gondwe** and C.B.A. Wollny, 2007. Local chicken production system in Malawi: Household flock structure, dynamics, management and health. *Tropical Animal Health and production*, 39: 103 – 113.
- 25) T.N. **Gondwe**, Wollny C B A, Safalaoh A C L, Chagunda M G G and Chilera F C 2005. Performance of scavenging Malawi local chickens during the period of human food shortage. *Livestock Research for Rural Development*. Vol. 17, Art. #57. Retrieved May 3, 2005, from <http://www.cipav.org.co/lrrd/lrrd17/5/gond17057.htm>
- 26) T.N. **Gondwe**, C.B.A. Wollny and W. Kaumbata, 2005. Marketing systems and channels for scavenging local chickens in Malawi. *Livestock Research for Rural Development*. Vol. 17, Art. #24. Retrieved May 3, 2005, from <http://www.lrrd.org/lrrd17/3/gond17024.htm>

- 27) **T.N. Gondwe** and C.B.A. Wollny, 2005. Growth potential of local chickens in Malawi. *International Journal of Poultry Science*, 4: 64 – 70. Web [www.pjbs.org/ijps/current.htm](http://www.pjbs.org/ijps/current.htm)
- 28) H. Lwesya, R.K.D. Phoya, A.C.L. Safalaoh and **T.N.P. Gondwe**, 2004. Rearing chicks in enclosures under village conditions: effect on chick growth and reproductive performance of mother hens. *Livestock Research for Rural Development*, 16 (11), 2004  
<http://www.lrrd.org/lrrd16/11/wesr16089.htm>
- 29) C.B.A. Wollny, M.G.G. Chagunda, G.L.H. Dossa and **T.N.P. Gondwe**, 2003. The Conservation of animal genetic resources to facilitate food security and poverty alleviation. In *Food Quality: A Challenge for North and South*. IAAS Belgium vzw Publication. Pages 39 – 50. Web [www.iaasworld.org](http://www.iaasworld.org)
- 30) **T.N.P. Gondwe**, F.C. Chilera, A.J.D. Ambali, H. Lwesya, C. Wollny and R.K.D. Phoya, 1999. Biodiversity and potentials of rural poultry in Malawi. *Vieh & Fisch (Livestock and Fisheries)*, 45: 163-172.
- 31) **T.N.P. Gondwe**, F.C. Chilera, A.J.D. Ambali, H. Lwesya and C. Wollny, 1999. Rural poultry biodiversity in Lilongwe and Mzuzu Agricultural Development Division, Malawi. *Malawi Journal of Science and Technology*, 5: 17 - 25.
- 32) **T.N.P. Gondwe**, J.P. Mtimuni and A.C.L. Safalaoh, 1997. Evaluation of Brewery By-products Replacing Vitamin/mineral Premix in Broiler Finisher Diets. *Indian Journal of Animal Science*, 69 (5): 347-349.
- 33) Msalya G., Nziku Z.C., **Gondwe T.**, Kifaro G.C., Eik L.O., Ådnøy T. (2020) The Need for Farmer Support and Record Keeping to Enhance Sustainable Dairy Goat Breeding in Tanzania and Malawi. In: Singh B., Safalaoh A., Amuri N., Eik L., Sitaula B., Lal R. (eds) *Climate Impacts on Agricultural and Natural Resource Sustainability in Africa*. Springer, Cham. pp 287-299. DOI [https://doi.org/10.1007/978-3-030-37537-9\\_17](https://doi.org/10.1007/978-3-030-37537-9_17). Print ISBN 978-3-030-37536-2 Online ISBN 978-3-030-37537-9

#### 14. Publications in proceedings

- (i) Nandolo W, Wurzinger M, Mészáros G, Van Tassell C, **Gondwe T**, Mulindwa H, Lamuno D, Sölkner J (2016) Identification of breeding objectives in community-based goat breeding programs in Malawi. *Acta Argic Slov Suppl* 5:103–108 [Google Scholar](https://scholar.google.com/)
- (ii) **T.N. Gondwe** and W. Lipita, 2005. The Role of Livestock in Promoting Food Security in Low-input Farming Systems. Proceedings of the 10<sup>th</sup> Regional Conference of The Southern and Eastern African Association for Farming Systems Research and Extension (SEAFSRE) held at Malawi Institute of Management, Lilongwe, Malawi, 19 – 21 September 2005.
- (iii) F.C. Muchadeyi, S. Weigend, **T.N. Gondwe** and C.B.A. Wollny, 2005. Determination of genetic structure of Malawi local chickens using microsatellite markers. Proceedings of an International Workshop on the Role of Biotechnology for the Characterisation and Conservation of Crop, Forestry, Animal and Fishery Genetic Resources, Villa Gualino, Turin, Italy, 5 – 7 March 2005. Pages 219 – 220.
- (iv) **TNP Gondwe**, CBA Wollny, ACL Safalaoh, FC Chilera and MGG Chagunda. 2003. Community based promotion of rural poultry diversity, management, utilisation and research in Malawi. Swaziland

- Workshop on Animal Genetic Resources: A Tool for Rural Development and Food Security. FAO / UNDP / GTZ / SACCAR / SADC. Mbabane, Swaziland, May, 2001. Pages 69 – 76.
- (v) **TNP Gondwe** and CBA Wollny, 2003. Comparative productivity of Black Australorp and Indigenous chickens under free – ranging village conditions in Malawi. International Agricultural Research for Development. Deutscher Tropentag 2003, Göttingen, Germany, October 8 – 10, 2003. <http://www.tropentag.de/abstracts/full/55.pdf>
- (vi) **T.N.P. Gondwe** and C.B.A. Wollny. 2002. Traditional breeding systems in smallholder rural poultry in Malawi. In: Session 25, Developing Sustainable Breeding Strategies in Medium to Low input Systems. 7<sup>th</sup> World Congress on Genetics Applied to Livestock Production, August 19 – 23. Montpellier, France.
- (vii) **TNP Gondwe**, FC Chilera and AJD Ambali, 2002. Constraints to rural poultry production and diversity in Lilongwe and Mzuzu Agricultural Development Divisions, Malawi. Regional Conference on Sustainable Animal Agriculture and Crisis Mitigation in Livestock Dependent Systems in Southern Africa. Malawi Institute of Management, Lilongwe, Malawi, October 30 - November 1, 2000. In: ILRI / GTZ CD-ROM, Animal Genetic Resources Virtual Library, ISBN 92-9146-124-5.
- (viii) **TNP Gondwe**, FC Chilera, RKD Phoya and JB Jonazi, 2002. On-farm and on-station evaluation of growth and reproductive characteristics of pigeons in Malawi. Regional Conference on Sustainable Animal Agriculture and Crisis Mitigation in Livestock Dependent Systems in Southern Africa. Malawi Institute of Management, Lilongwe, Malawi, October 30 - November 1, 2000. In: ILRI / GTZ CD-ROM, Animal Genetic Resources Virtual Library, ISBN 92-9146-124-5. <http://www.ilri.org/InfoServ/Webpub/fulldocs/AnGenResCD/docs/SustainableAgriculture/Chapter15.htm#TopOfPage>
- (ix) **TN Gondwe**, WM Mvula and AA Kalimbira, 2001. Potential of utilizing cassava in animal feeds. In: NM Mahungu, JW Banda and C Mataya (ed). Cassava Commercialisation for Economic Development in Malawi. Proceedings of the Symposium held at Kwacha International Conference Centre, Blantyre, Malawi, 21 – 23 May 2001. Pages 91 – 95.
- (x) **T.N.P. Gondwe, 1999**. Poultry and pig production in Malawi: Constraints and Technical Solutions. Paper presented at a Technical Workshop on Small Scale Livestock Production held at Dedza Residential Training Centre, 19 - 20 April 1999, Concern Universal.

## 15. Professional Referees

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