

GENE PAOLO A. GARCIA

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SOCIAL SCIENCES | CULTURAL ANTHROPOLOGY

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Dynamic, enthusiastic, and young professional with almost 4 years of hands-on experience in the development and business sectors in the Philippines, Thailand, and Samoa. Passionate about climate justice, Indigenous Peoples' rights, cultural heritage, social entrepreneurship, social innovation, and sustainable development. Skilled in program development, project management, academic research, and communications. Exceptional interpersonal skills and has successfully worked with people from different countries and cultures. Tactical and creative expert adept in leading multiple projects while coordinating specific/ requirements needs for specifications in various fields. Equipped with excellent work ethic, creative thinking, and absolute integrity – achieving exceptional outcomes efficiently and accurately.

CORE COMPETENCIES

Program Support & Development | Proposal Writing | Social Sciences | Critical Thinking | Applied Social Sciences | | Community Involvement | Campaign Development | Global Awareness | Sociology | Field Work | Humanities | Cultural Awareness & Sensitivity | | Organizational Teamwork | Qualitative & Quantitative Research | Observation skills | Public Speaking & Communication | Project Development & Management | Design Thinking | Documentation & Reporting | Ecosystem Building | Government & Non-government Partnership | Network Building | Systems Change / Systems Change Approach

Technical Skills: Microsoft Office (Word, Excel, PowerPoint), Google Suite (Docs, Sheets, Slides, Jam Board, Google Drive), Asana, Trello, Notion, Airtable, Zoom, Canva

EDUCATION

B.A Behavioral Science Major in Organizational and Social Systems Development, Minor in Sociology September 2021

De La Salle University-Manila | Manila, Philippines

- *Undergraduate Thesis: "Career Adaptability among Newly Hired Employees from Telecommunications Companies in Metro Manila: Antecedents and Outcome"*
- *Consistent 1st and 2nd Honor Dean's Lister*
- *Top 10% of College Liberal Arts graduates for Term 3, Academic Year 2020-2021*
- *Cumulative GPA of 3.49 out of 4.0*

High School and Senior Highschool Diploma

July 2017

Small World Christian School Foundation | Baguio City, Philippines

- *Humanities and Social Science Track*
- *Best school thesis Nominee: "Perception of Male and Female High School Students in Select Private Schools on How Exposure to Media Affects Their Self-image"*

MEMBERSHIPS & AFFILIATIONS

Member – Ugnayang Pang-Agham Tao/Anthropological Association of the Philippines

February 2023 – Present

Member – Philippine Coffee Guild

May 2022 – Present

Youth Member – Philippine Red Cross Youth

January 2012 – January 2017

PROFESSIONAL EXPERIENCE

Independent Consultant/Impact Development Practitioner | Philippines

January 2021 – Present

Projects:

- **Facilitator** – *Cultural Heritage Hackathon 2023 (ASEAN Region), Young Southeast Asian Leaders Initiative (YSEALI), U.S. Department of State, Bureau of Educational and Cultural Affairs (2023)*
- **Speaker** – *Sustainability and Empowerment of Indigenous People in Coffee Agriculture, United Nations International Children's Emergency Fund (UNICEF) Philippines (2022)*
- **Keynote Speaker and Panelist** – *Social Entrepreneurship and Enterprise Development, Hult Prize Philippines (2021)*
- **Trainer & Speaker** – *Coffee Appreciation & Home Brewing 101, Wavemaker Philippines (2021)*

PROJECT MANAGER – Tandemic, Inc. | Makati, Philippines

January 2022 – September 2023

Tandemic is an international social impact and development consultancy that designs products, services, and interventions that address business and social challenges in new ways.

Key Accomplishments:

- Designed and facilitated programs and workshops for multilateral agencies across North America, Asia, the Pacific, and Europe, including ADB, WWF, FAO, and UNESCAP.
- Demonstrated exceptional skills and expertise by directing and overseeing project timelines and logistical requirements.
- Managed clients and partnerships from government, non-governmental, and inter-governmental organizations.
- Supported in program technical planning and delivery for over 15 projects, including workshops, forums, conferences, retreats, and cross-country and cross-agency dialogues.

- Led, oversaw, and managed over 4 complex projects, including consultations, forums, conferences, workshops, and research.
- Produced over 8 types of research, including qualitative research, case studies, desk research, and ecosystem mapping; developed over 10 reports, 14 proposals, and 2 proposal presentations.
- Designed, led, and co-facilitated 3 multi-stakeholder consultation sessions with more than 70 stakeholders across Asia and the Pacific.
- Supported workshop content development, logistical delivery, and communication materials development for the WWF Finance Practice Virtual Gathering 2022, an international hybrid event focused on sustainable finance, facilitating the sharing of learnings and experiences among 424 participants across WWF's country offices.
- Supported the logistical delivery and development of communication materials for the ADB-Oxfam Community-led Urban Resilience: A Peer-to-peer Learning Event 2022, which brought together 123 participants from various sectors to share experiences, good practices, challenges, and successes surrounding community-led urban resilience.
- Co-led and co-organized the Asian Development Bank (ADB) Economists' Forum 2023, a highly impactful hybrid platform for economists and ADB staff to present and discuss original research, network, and learn cutting-edge techniques.
- Designed, led, and ran the Food and Agriculture Organization of the United Nations (FAO) Agrifood Accelerator 2022, a cohort-based business development & sustainability program. The initiative supported 12 agrifood businesses, startups, and local innovators from Small Island Developing States (SIDS).
- Engaged in agrifood ecosystem mapping of more than 90 key stakeholders across 14 Pacific Small Island Developing States (SIDS) for effective strategic planning of the Agrifood Accelerator 2023.
- Formed and maintained strategic partnerships with over 15 organizations, including government entities, UN agencies, academic institutions, and non-profit organizations, to support the FAO Agrifood accelerator's success.
- Led interview pool for over 60 social enterprises across 14 Pacific Islands who applied for FAO Agrifood Accelerator 2022
- Co-wrote and designed an inception report and methodology for a human-centered design thinking research for the United Nations Children's Fund (UNICEF), aiming to evaluate and improve processes, technology, and tools for Tele CPU centers in the Philippines.
- Managed diverse teams of independent consultants and full-time employees, including anthropologists, qualitative researchers, project managers, and social enterprise development consultants.
- Currently leading and running a project to support the Food and Agriculture Organization of the United Nations (FAO) Regional Office for Asia and the Pacific: Launched in February 2023, this project focuses on supporting 10 FAO Country Offices in the Asia-Pacific region, impacting both country-level portfolios and internal country office processes.

SOCIAL ENTREPRENEUR & FOUNDER – Yama Coffee Studio | Baguio City, Philippines **September 2020 – Present**

Yama Coffee Studio is a youth-led social enterprise and specialty coffee roastery focusing on championing sustainable coffee agriculture and empowering indigenous farmers in the Cordillera Administrative Region of the Philippines.

Key Accomplishments:

- Led the Social Innovation Lab, whose main task is to work with multi-stakeholders, including indigenous farmers and agrifood experts, in designing and creating sustainable agriculture products and interventions
- Partnered with cooperatives, farmers, scientists, anthropologists, non-governmental organizations, and agrifood experts regarding coffee harvest/business/social mission/handling practices, coffee research, and community service and collaboration.
- Co-created and collaborated with Indigenous Peoples across the Cordillera Administrative Region to create a brand identity that brings forth Indigenous Cordilleran Culture and Voices at the forefront of identity.
- Connected with over 20 organizations and UN agencies, including Hult Prize, UNICEF, and AIESEC, for online features, speaking engagements, external partnerships, and interviews.
- Nominated for 3 of 17 Flourish Prizes through the Aim2Flourish, an UN-supported learning initiative – 17 Flourish Prizes are annual awards given to social enterprises that contribute to the UN Global Goals for Sustainable Development.
- In 2021-2022, sold about 2,500 kilos of green coffee beans to the retail market and large companies, which helped partner cooperatives finish surplus to start selling their latest harvest.
- Sold about sixty (80) kilos of Cascara Tea to lessen waste from their production of green coffee beans, which also serves as an additional income for the farmers.
- Academic Research Paper Finalist for Best Paper - Professional Category in KainCon 2023, an academic research conference for culinary heritage organized by the National Commission for Culture and the Arts & Jose Rizal University.

COFFEE INNOVATION SPECIALIST – The Amigo Coffee | Manila, Philippines **April 2021 – January 2023**

A youth-led social enterprise that aims to foster the condition of local indigenous farmers and nurture Philippine agriculture.

Key Accomplishments:

- Researched for and wrote over 2 infographics about social conditions and technical information related to coffee agriculture in the Philippine context.
- Successfully catered 2 skills training projects and community development aid for our local farmers nationwide.
- Supported the growth of the enterprises' social media pages, garnering over 5,000 likes and 3,000 followers within 1 year.
- Facilitated a virtual forum to raise funds to sponsor capacity building and training indigenous farmers from the Bagobo-Tagabawa Farmers Association in Mindanao.
- Performed cupping and sensory analysis tests of the enterprise's roasted company for quality assurance.
- Represented the social enterprise in social impact events spearheaded by NGOs, such as Ashoka Philippines, and disseminating lessons learned to the Amigo Coffee Team

RESEARCH AND DEVELOPMENT OFFICER – Garcia’s Premium Coffee | Baguio City, Philippines April 2020 – December 2021

Garcia’s Premium Coffee is a family of three generations with a thing for coffee. We have been roasters and traders since 1961.

Key Accomplishments:

- Demonstrated excellent attention to detail and was in charge of meticulously inspecting the quality of coffee beans.
- Showed leadership capabilities by training and guiding employees on how to check the quality of coffee beans.
- Engaged and negotiated with indigenous farmers and producers from the Cordillera Region; Led coffee product development.
- Developed a QA Program for Roasted Coffee Beans, which helped reduce the sending of defects and below-average coffee beans.
- Served as a barista in various pop-up events.

FACILITATOR – King Mongkut’s Institute of Technology | Bangkok, Thailand June 2019

King Mongkut’s Institute of Technology (KMITL) and De La Salle University-Manila (DLSU) organized the Asia-Pacific Innovations Forum (APIF 2019). The conference featured research from KMITL and DLSU on various topics, including but not limited to innovation in business, education, medicine, communication, travel, transportation, and media, among other macro-level areas.

Key Accomplishments:

- Provide technical facilitation in parallel sessions, including sharing the presenter’s slides and assisting presenters in preparing for their oral presentations.
- Facilitated dialogue with participants and program workers to provide the best possible event and individualized program.
- Provided timekeeping support to presenters and moderators.

HR INTERN – ES Networks Philippines Business Services Inc. | Makati, Philippines September 2019 – November 2019

ES Networks is a consultancy that provides human resource management services and support for Japanese companies operating within the Philippines.

Key Accomplishments:

- Conducted occupational safety and hazard analysis reports of the office, ensuring alignment with the health and safety regulations of the company, which subscribes to the Japanese Industrial Safety and Health Act.
- Inventoried the availability of first aid items and pharmaceuticals to maintain emergency readiness.
- Managed candidate outreach through channels such as Facebook and text messaging, facilitated exams and tests for potential job candidates, and handled the pooling of job applicants using platforms like Kalibr and Facebook.
- Assisted in program development and training initiatives

TRAINING, SEMINARS & PUBLIC SPEAKING ENGAGEMENT

Facilitator – Cultural Heritage Hackathon (ASEAN Region), Young Southeast Asian Leaders Initiative (YSEALI) U.S. Department of State, Bureau of Educational and Cultural Affairs	2023
Facilitator & Host – ADB Economists’ Forum Asian Development Bank Philippines	2023
Speaker – Sustainability and Empowerment of Indigenous People in Coffee Agriculture United Nations International Children’s Emergency Fund (UNICEF) Philippines	2022
Keynote Speaker and Panelist – Social Entrepreneurship and Enterprise Development Hult Prize Philippines	2021
Trainer & Speaker – Coffee Appreciation & Home Brewing 101 Wavemaker Philippines	2021

TRAINING, LICENSES, & CERTIFICATIONS

Enterprise Design Thinking Practitioner Virtual Platform – IBM	March 2022
Fundamentals of Innovation Design Sprint – School of Design Sprint, Manila, Philippines	February 2022
Design Thinking Masterclass Virtual Platform – Tandemic	January 2022
Designing & Facilitating Digital Workshops Masterclass Virtual Platform – Tandemic	January 2022
Doing Ethnographic Research among Indigenous Peoples Seminar Workshop Anthropological Association of the Philippines(Ugnayang Pang-Aghamtao, Inc./UGAT), Manila, Philippines	September 2021

ACADEMIC PRESENTATIONS

Garcia, G. P. A. (2023). “Decolonizing Coffee: Recognizing Coffee as a Cultural Heritage of the Indigenous Peoples of the Cordilleras,” KainConference Filipino Food Month Celebration 2023: Shaping the Future of Philippine Culinary Heritage and Gastronomy, Jose Rizal University & National Commission for Culture and the Arts, Mandaluyong City, Philippines (Finalist for Best Paper -

Professional Category & Top 25 Research)

Eusebio, M. C., **Garcia, G. P. A.**, & Morales, C. L. S. (2020). "Career Adaptability among Newly Hired Employees from Telecommunications Companies in Metro Manila: Antecedents and Outcome," Undergraduate Behavioral Science Thesis Oral Defense Presentation, De La Salle University-Manila, Manila City, Philippines

RESEARCH & PUBLICATIONS

FAO. (2023). 1st i-Connect Regional Dialogues 2023: Innovation Development Processes. Food and Agriculture Organization of the United Nations. Retrieved from <https://www.fao.org/asiapacific/events/detail-events/en/c/1894/>

FAO. (2022). Agrifood Accelerator 2022. Food and Agriculture Organization of the United Nations. Retrieved from <https://www.fao.org/sids/resources/agrifood-accelerator-2022/en/>

FAO. (2022). Grab the chance to grow your agrifood business or startup with FAO. Food and Agriculture Organization of the United Nations. Retrieved from <https://www.fao.org/e-agriculture/news/grab-chance-grow-your-agrifood-business-or-startup-fao>

Garcia, G.P.A. (2021, October 29). Indigenous People's Month: The Social Life of Coffee. Yama Coffee Studio. <https://yamacoffeestudio.com/blogs/blog-journal/indigenous-peoples-monththe-social-life-of-coffee> (Informal Blog Article)

Garcia, G.P.A. (2016, May 1). Be a Wise Voter. Baguio Midland Courier, pp. 4

Unpublished

Undergraduate Quantitative Thesis 2020: Career Adaptability among Newly Hired Employees from Telecommunications Companies in Metro Manila: Antecedents and Outcome

A Critical Literature Review on the Rising Disparities of COVID-19 Among the Socioeconomic Statuses and Social Groups

Art as Protest, Memes as Capital: A Case Study of Tarantadong Kalbo's Tumindig Project

Reciprocity or Forced Obligation? The Concept of "Utang na Loob" in Filipino Families

Senior Highschool Thesis 2016: A Case Study on First-Time Voters' Behavior in Baguio City