

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name SALOME WAIRIMU NJOMO

Report Status Final Report

SOW NO. 3189

Position Hired EABL

Screening Package INDIVIDUAL PACKAGE

Reference NO. EABL-RQ-1635324213912-XYCY



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	NJOMO SALOME MARY WAIRIMU
ID No.	21973015
Date of Birth	11/2/1980 12:00:00 AM
Gender	FEMALE

COMMENTS

The candidate is a Kenyan citizen and is of legal employment age, her identity details i.e. names, date of birth and I.D No. concur with the records at the registrar of persons as authenticated against the Integrated Population Registration System Database.

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EDUCATION

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
HIGHEST EDUCATION	Institution Name	MASENO UNIVERSITY	MASENO UNIVERSITY	✓	
	Years	16 DECEMBER 2005	16/December/2005	✓	
	Course	BACHELOR OF BUSINESS ADMINISTRATION	BACHELOR OF BUSINESS ADMINISTRATION	✓	
	Specialization	MARKETING	MARKETING OPTION	✓	
	Awards	SECOND CLASS HONOURS (UPPER DIVISION)	SECOND CLASS HONOURS (UPPER DIVISION)	✓	

COMMENTS

John Okongo for Registrar ASA confirmed that Njomo Salome Wairimu graduated with a Bachelor of Business Administration- Marketing Option during a ceremony held on 16th December 2005. The **certificate number 05 1353** presented by the candidate was confirmed to be authentic

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PROFESSIONAL QUALIFICATION

DESCRIPTION	BODY	REGISTRATION DATE	MEMBERSHIP NUMBER	STATUS	CERTIFICATE
Professional Membership	N/A	N/A	N/A	NON ACTIVE	

COMMENTS

Salome Mary Wairimu Njomo appears not to have a professional memebership as per her resume

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
GODREJ KENYA	Organization	GODREJ KENYA	Organization	GODREJ KENYA	✓	
	Years	AUG 2018 - TO DATE	Years	AUG 2018 - TO DATE	✓	
	Position	CONSUMER & MARKET INSIGHTS LEAD-EAST AFRICA	Position	CONSUMER & MARKET INSIGHTS LEAD-EAST AFRICA	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	✓	

COMMENTS

Godrej Kenya

The candidate is currently working at Godrej Kenya hence background check was not conducted to avoid jeopardizing the candidate's current employment. Background checks to be conducted upon request once candidate has resigned.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
KANTAR MILLWARD	Organization	KANTAR MILLWARD BROWN EAST AFRICA/MILLWARD BROWN EAST AFRICA	Organization	KANTAR MILLWARD	✓	
	Years	MAR 2008 - AUG 2018	Years	3RD MAR 2008 - 10TH AUG 2018	✓	
	Position	RESEARCH EXECUTIVE/SENIOR RESEARCH EXECUTIVE & ACCOUNT MANAGER/ASSOCIATE ACCOUNT DIRECTOR	Position	ASSOCIATE ACCOUNT DIRECTOR	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	RESIGNATION		✓

COMMENTS

Kantar Millward

Kate Njoroge, Chief Commercial Officer confirmed that Salome Njomo worked as an Associate Account Director on a full time basis from 3rd March 2008 to 10th August 2018 when she resigned and served notice

Salome returned the company assigned work tools and she did not owe the company any money

Kate would recommend Salome for rehire noting that she was a great colleague and client.

Level of supervision

- ✓ She required intermittent supervision. Salome was self-driven and required minimum supervision in carrying out her responsibilities
- ✓ She was part of the team of directors at Millward Brown / Kantar, thus she was capable of managing self and others.

Duties, roles and responsibilities

- ✓ Managing client relationships (by the time of her exit she was managing Coca-Cola and Airtel) to ensure maximum satisfaction and impact. In her stint at Millward Brown/ Kantar she had also worked with other MNCs such as Safaricom, Unilever, KCB)
- ✓ Revenue responsibility – growing current and identifying new revenue streams as per annual business target.
- ✓ Coaching and mentoring junior staff in career development – she managed a team of about 10 researchers which consisted of Account Managers and their reports.
- ✓ Driving employee engagement to reduce attrition and ensure motivation

Candidate's contribution to the organization or any outstanding achievements

- ✓ Handled 2 of the largest accounts (by revenue) in the business (Coca-Cola and Airtel) which spanned across multiple markets and required a high level of leadership, management, and organizational skill
- ✓ Transitioned one of the largest trackers (in 10 countries) from pen & paper to computer assisted interviews. This required high quality execution across the project cycle. The learnings from this process were used in rolling out other trackers and some of the standards were used across all the Millward Brown projects.
- ✓ Helped the business establish ad testing norms in Tanzania by sourcing and testing over 30 adverts within a short period.
- ✓ As the Brand Tracking Champion, she set up a learning session with a former Marketing Manager which helped the MB team understand how to engage better with brand and marketing teams when having Brand or Communications briefs.

Candidate's response to stressful situation & working within deadlines

- ✓ Worked quite well under pressure and always met deadlines. In the event that deadlines would not be met, she would communicate and ensure new timelines were adhered to. Quite strong at managing her work-life balance
- ✓ Salome always spoke up when she faced any challenge e.g., if there were any team dynamics that were not working well. Due to this, she received support in the form of leadership and management trainings alongside with other leaders in the business. Consequently, she became very good at leading and managing the diverse personalities in her team of about 10 researchers. Used the skills and resources she gained from the various leadership trainings she attended to ensure her team was focused, productive and harmonious.

How the candidate related with others (Customers, co-workers and supervisors)

- ✓ Had strong relationships with customers, co-workers, and supervisors.
- ✓ Was a mentor & coach to the junior researchers.
- ✓ She spoke her mind regarding any business/ team issues with the supervisors

Candidate's overall performance and job knowledge compared to others in the job

- ✓ Was one of the HiPPos in the organization and looked out for excellence in her undertakings. A seasoned and all rounded researcher having worked both in the agency as well as client (Kate had interactions with her in the CMI role at Godrej and she witnessed Salome's grow to be a respected, resourceful and insightful part of the Godrej business.)

Any Promotions

- ✓ Yes. During her tenure in Millward Brown, Salome grew from a junior researcher to one of the senior leaders (Associate Account Director) sitting in the management committee. That was a total of about 4 promotions which was due to her strong performance.
- ✓ Salome was one of the Hippos during her tenure as she consistently punched above her weight.

Candidate's strengths

- ✓ Curiosity and a strong desire to keep learning/ teachable
- ✓ Resourceful
- ✓ Strong communication skills
- ✓ Team-player
- ✓ Strong analytical skills
- ✓ Able to work flexibly/Agile
- ✓ Goal-oriented
- ✓ Resilient
- ✓ Leadership and management skills
- ✓ Ability to focus on the key issues / big picture thinking, while not losing sight of the details.

Candidate's areas of improvement

- ✓ Salome consistently dealt with any development areas that were identified during her tenure at Millward Brown / Kantar. It was due to this ability that she was able to grow her career and to be consistently promoted. Currently, Kate is not aware of any development areas for improvement.

Any disciplinary cases

- ✓ None

Any misconduct involving financial losses to the organization

- ✓ None

Description of the candidate in relation to;

Trustworthiness	Salome was very trustworthy. She handled company resources with integrity.
Dependability/ reliability	Very reliable based on her performance across different projects handled.
Taking Initiative	Salome was a leader and demonstrated ability to take lead on numerous occasions both on work related initiatives and on extracurricular company activities (e.g., sports activities, company employee initiatives)
Communication skills (Verbal/ written)	Very good communication skills – for example her presentations to clients was always received with much interest and positive feedback
Time management	Salome was very good at keeping time
Ability to make sound and timely decisions	Salome had the ability to review issues and took the necessary action in a timely manner
Adaptability to change	During her time at Millward Brown Kenya Salome took the changes and challenges that were thrown her way positively. For example being moved from one team to another and new client accounts as the company evolved
Professionalism	Salome was very professional, both in how she dealt with clients as well as fellow employees

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EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
GODREJ KENYA	CONSUMER & MARKET INSIGHTS LEAD-EAST AFRICA	AUG 2018 - TO DATE	CURRENTLY EMPLOYED AT THE COMPANY
KANTAR MILLWARD	ASSOCIATE ACCOUNT DIRECTOR	3RD MAR 2008 - 10TH AUG 2018	RESIGNATION

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GAP IDENTIFICATIONAND ANALYSIS

Name	From	To	Comments
NO EMPLOYMENT GAP	N/A	N/A	Salome Njomo does not have an employment gap as she has been in employment for the past 7 years

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	4 open loan accounts 6 closed loan accounts.			
Open loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
NCBA	CREDIT CARD	KES. 75,000	KES 36,800	KES 0
NIC BANK LIMITED	PERSONAL LOANS	KES. 40,00,000	KES 25,90,000	KES 0
NIC BANK LIMITED	CREDIT CARD	KES. 75,000	KES 52,200	KES 0
STANDARD CHARTERED BANK KENYA LIMITED	PERSONAL LOANS	KES. 55,00,000	KES 51,70,000	KES 0
Closed loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
ABSA BANK KENYA PLC	PERSONAL LOANS	KES. 6,50,000	KES 0	KES 0
NCBA	PERSONAL LOANS	KES. 40,00,000	KES 0	KES 0
NCBA	CREDIT CARD	KES. 0	KES 0	KES 0
NIC BANK LIMITED	PERSONAL LOANS	KES. 56,600	KES 0	KES 0
NIC BANK LIMITED	CREDIT CARD	KES. 75,000	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 344	KES 0	KES 0

COMMENTS

As of 25th October 2021, Salome Mary Wairimu Njomo has 4 open loan accounts; 2 Credit Cards loans from NCBA and 2 Personal loans from NCBA and Standard Chartered Bank Kenya Limited with a principal of **KES 9,650,000**. She is currently servicing the loan with installment amount sum of **KES 219,627** hence a total loan balance of **KES 7,851,927**.

Salome Mary Wairimu Njomo also has 6 closed loan accounts amounting to **KES 4,781,958** which she fully serviced as stipulated above

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
SALOME MARY WAIRIMU NJOMO	21973015	-	NO REPORTED OFFENSES

COMMENTS

Salome Mary Wairimu Njomo of Identity Number 21973015 has been searched in the Criminal Records Office database and has no known criminal record or results of Trial as confirmed by the Directorate of Criminal Investigations on 28th October 2021

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/WAIRIMU.NJOMO	
TWITTER	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/NJOMOS?LANG=EN	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/SALOME-NJOMO-A5A73825/	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	

FACEBOOK Photographic Evidence

FACEBOOK Comments

Following a thorough search using names, phone number and email address, Wairimu Njomo's Facebook account has no record of adverse information.

TWITTER Photographic Evidence

TWITTER Comments

Following a thorough search using names, phone number and email address, Salome Njomo's Twitter account has no record of adverse information.

LINKEDINPROFILE Photographic Evidence

LINKEDINPROFILE Comments

Following a thorough search using names, phone number and email address, Salome Njomo's LinkedIn Profile has no record of adverse information.

GOOGLE SEARCH Photographic Evidence

GOOGLE SEARCH Comments

Following a thorough search using names, phone number and email address, Salome Mary Wairimu Njomo's Google Search has no record of adverse information.