

CONFIDENTIAL BACKGROUND  
SCREENING REPORT



Candidate's Name	Zipporah Ndung'u
SOW NO.	4450
Screening Package	EABL STANDARD PACKAGE

Report Status	Final Report
Position Hired	EABL
Reference NO.	EABL-RQ-1666962715855-Z9XS



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Candidate Names	ZIPPORAH WAMBUI NDUNG'U
Identity No.	27398416
Date of Birth	13/12/1989
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	UNIVERSITY OF WARWICK			
	Years	-			
	Course	MASTER OF BUSINESS ADMINISTRATION			
	Specialization	BUSINESS ADMINISTRATION			
	Awards	N/A			

EDUCATIONCOMMENTS

Tamjid Ahmed, Operations Coordinator, Student Services confirmed that Zipporah Wambui Ndung'u is enrolled with the University of Warwick reading for the Degree of Master of Business Administration in Business Administration (Distance Learning). Her course started on 5<sup>th</sup> June 2021 and is expected to end on 4<sup>th</sup> June 2025. She is studying Part-Time.

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
HIGHEST EDUCATION	Institution Name	JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY	JOMO KENYATTA UNIVERSITY OF AGRICULTURE & TECHNOLOGY	✓	
	Years	22 JUNE 2012	22/June/2012	✓	
	Course	BACHELOR OF SCIENCE	BACHELOR OF SCIENCE	✓	
	Specialization	ACTURIAL SCIENCE	ACTUARIAL SCIENCE	✓	
	Awards	SECOND CLASS HONOURS (LOWER DIVISION)	SECOND CLASS HONOURS (LOWER DIVISION)	✓	

COMMENTS

D. W. Mugo for Registrar academic affairs confirmed that Zipporah Wambui Ndung'u was a bona fide student of the institution and graduated with a Bachelor of Science in Actuarial Science, Second Class Honours (Lower Division) on 22<sup>nd</sup> June 2012. The certificate provide was confirmed to be authentic and dully issued upon satisfaction of all academic requirements.

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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

Zipporah Wambui Ndung’u has no Professional Membership as per her resume.

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## EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	PZ CUSSONS EAST AFRICA LIMITED	Organization	PZ CUSSONS EAST AFRICA LIMITED	✓	
	Years	MAR 2022 - TO DATE	Years	MAR 2022- TO DATE	✓	
<b>PZ CUSSONS EAST AFRICA LIMITED</b>	Position	CATEGORY BRAND MANAGER-BABY(CUSSONSBABY) HAIR AND SKIN BEAUTY(VENUS)	Position	CATEGORY BRAND MANAGER-BABY (CUSSONS BABY) HAIR AND SKIN BEAUTY (VENUS)	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	✓	

## COMMENTS

The candidate is currently employed at PZ Cussons East Africa Limited; hence no attempt was made to contact the company to avoid jeopardizing their employment. Background check to be conducted once the candidate has resigned upon request.

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## EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
PZ CUSSONS EAST AFRICA LIMITED	CATEGORY BRAND MANAGER-BABY (CUSSONS BABY) HAIR AND SKIN BEAUTY (VENUS)	MAR 2022-TO DATE	CURRENTLY EMPLOYED AT THE COMPANY
GODREJ KENYA (STYLE INDUSTRIES LTD)	MARKETING LEAD KENYA	FEB 2017 - FEB 2022	RESIGNATION
THE NIELSEN COMPANY	SENIOR RESEARCH EXECUTIVE	1ST OCT 2013-1ST JAN 2017	LEFT THE COMPANY ON A VERY GOOD NOTE TO PURSUE HER MASTER'S PROGRAM

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GAP IDENTIFICATIONAND ANALYSIS

Name	From	To	Comments
NO EMPLOYMENT GAP	-	-	Zipporah Wambui Ndung’u has no employment gaps as she has been in employment for the past 7 years as per her resume.

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	2 open loan accounts 14 closed loan accounts.			
Open loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
STANDARD CHARTERED BANK KENYA LTD	CREDIT CARD	KES. 4,80,000	KES 77,300	KES 0
STANDARD CHARTERED BANK KENYA LTD	PERSONAL LOANS	KES. 37,20,000	KES 36,40,000	KES 0
Closed loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
MSHWARI	MOBILE BANKING LOAN	KES. 900	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 1,500	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 7,000	KES 0	KES 0
STANDARD CHARTERED BANK KENYA LTD	PERSONAL LOANS	KES. 11,00,000	KES 0	KES 0
STANDARD CHARTERED BANK KENYA LTD	PERSONAL LOANS	KES. 32,00,000	KES 0	KES 0
STANDARD CHARTERED BANK KENYA LTD	PERSONAL LOANS	KES. 6,93,000	KES 0	KES 0
STANDARD CHARTERED BANK KENYA LTD	PERSONAL LOANS	KES. 9,00,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 500	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 3,500	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 7,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,500	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 7,000	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 2,310	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 4,000	KES 0	KES 0

COMMENTS

As 4<sup>th</sup> November 2022, Zipporah Ndungu has 2 open loan accounts: a Personal Loan and a Credit Card from Standard Chartered Bank Kenya Ltd with a principal amount of **KES 4,196,000**. She is currently servicing the loan with installment amount sum of **KES 87,431** hence a total loan balance of **KES 3,718,205**.

Zipporah Ndungu also has 14 closed loan accounts amounting to **KES 5,929,213** which were fully serviced stipulated above.

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## NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
ZIPPORAH WAMBUI NDUNG'U	27398416	-	NO REPORTED OFFENSES

### COMMENTS

Zipporah Wambui Ndung'u of ID 27398416 has been searched in the Criminal Records Office database and has no known criminal record or result of trial as confirmed by the Directorate of Criminal Investigations on 1st November 2022.

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## SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
TWITTER	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/ MISS_WAMBUI_	
LINKEDIN	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/ZIPPORAHNDUNGU/? ORIGINALSUBDOMAIN=KE	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	-	
FACEBOOK	NO ADVERSE MENTION FOUND	-	
TWITTER	NO ADVERSE MENTION FOUND	-	

## **TWITTER Photographic Evidence**

### **TWITTER Comments**

Following a thorough search using names, phone number and email address, Zipporah Wambui's Twitter Account has no record of adverse information.



## **LINKEDINPhotographic Evidence**

## **LINKEDINComments**

Following a thorough search using names, phone number and email address, Zipporah Wambui Ndungu'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, Zipporah Wambui Ndungu's Google Search has no record of adverse information



## **FACEBOOK Photographic Evidence**

### **FACEBOOK Comments**

Following a thorough search using names, phone number and email address, we could not find Zipporah Wambui's Facebook Account.

## **TWITTER Photographic Evidence**

### **TWITTER Comments**

Following a thorough search using names, phone number and email address, we could not find Zipporah Wambui Ndungu's Twitter Account



EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
GODREJ KENYA (STYLE INDUSTRIES LTD)	Organization	GODREJ KENYA (STYLE INDUSTRIES LIMITED-DARLING KENYA	Organization	GODREJ KENYA (STYLE INDUSTRIES LTD)	✓	
	Years	FEB 2017 - FEB 2022	Years	FEB 2017 - FEB 2022	✓	
	Position	BRAND MANAGER/INNOVATION AND BRAND MANAGER/BRAND MARKETING LEAD	Position	MARKETING LEAD KENYA	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	RESIGNATION		✓

COMMENTS

Godrej Kenya (Styles Industries Ltd)

Duncan Lumati, Assistant Manager HR confirmed that Zipporah Wambui Ndungu worked in the company as a Marketing Lead Kenya on fulltime basis, she took over the role when the previous marketing manager resigned. She joined in February 2017 and resigned on February 2022. She served notice and returned assigned tools.

Duncan would recommend Zipporah for a rehire as she was a professional.

Duties, Roles and Responsibilities

- ✓ Led marketing strategies for Darling Kenya - Digital, Trade Activations, Salon Program etc.
- ✓ Led the innovations program working with R&D, Supply Chain, Research team in developing the product, testing, product photoshoot and launch campaign.
- ✓ Managed the budget for the department.
- ✓ Managed agencies on behalf of the brand.
- ✓ Engaged central marketing team for strategy alignment and sharing sessions as well as bridging brand and business objectives.
- ✓ Managed a team, providing annual reviews
- ✓ Participated in key company initiatives such as disciplinary hearings, onboardings, branding initiatives etc.
- ✓ Was a member of the Hair Fashion Management Committee.

Level of supervision

- ✓ Reported to the Deputy Marketing Manager (Africa), Local CEO / Head of Business.
- ✓ Had 2 people who directly reported to her– Brand Designer and Salon Program Manager.

Any outstanding achievements

- ✓ Won quarterly Bingwa awards – outstanding performance based on company values.
- ✓ Led Darling Rebrand in 2017 – full product portfolio.
- ✓ Launched a premium range for the company in 2020 – Empress Collections.
- ✓ Seamlessly took over department operations in 2020.

Candidate’s response to stressful situation & working on meeting deadlines

- ✓ Engaged stakeholders to evaluate key deliverables.
- ✓ Set up collaborative work-schedules for better future deliverables.
- ✓ She was willing to work overtime to meet deadlines or unexpected requests.

Candidate’s Relationship with Customers, Co-workers, and Supervisors

- ✓ She worked well across department and tended to take on a problem-solving conversation to resolve any tension.
- ✓ She was seen as inclusive for often engaging various teams prior to closing any initiatives for easy buy in.
- ✓ Participated actively in market visits thus developed good relationships with sales team and customers.
- ✓ Managers found her agile, easy to work with, creative and received feedback well and acted on it.

Overall work performance

- ✓ Excellent.

Any promotions

- ✓ Yes, in 2018 she was the Brand & Innovation Manager and was promoted in 2021 to Marketing Lead Kenya + Member of Management Committee.

Candidate’s Strengths

- ✓ Problem Solver.
- ✓ Creative.
- ✓ Analytic.
- ✓ Well Organized.
- ✓ Respects others and worked well with senior, peers and junior team members.
- ✓ Great communicator.

Areas of improvement

- ✓ None.

Description of the candidate in relation to-

Trustworthiness	Very trustworthy
Dependability/ reliability	Highly reliable
Taking Initiative	Great at Taking initiatives –Very go
Communication skills (Verbal/ written)	Good in both verbal and written communication skills-Excellent
Time management	Had good time management skills-V good
Ability to make sound and timely decisions	Had a great ability in making sour decisions-Very good
Adaptability to change	He was easy in adapting to change-G
Professionalism	Excellent

Any Disciplinary Issues

- ✓ None.

Any incidence of Fraud or any misconduct involving financial losses

- ✓ None.

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EMPLOYMENT

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THE NIELSEN COMPANY	Organization	THE NIELSEN COMPANY	Organization	THE NIELSEN COMPANY	✓	
	Years	OCT 2013 -JAN 2017	Years	1ST OCT 2013-1ST JAN 2017	✓	
	Position	SENIOR RESEARCH EXECUTIVE/RESEARCH EXECUTIVE	Position	SENIOR RESEARCH EXECUTIVE	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	LEFT THE COMPANY ON A VERY GOOD NOTE TO PURSUE HER MASTER'S PROGRAM		✓

COMMENTS

The Nielsen Company

Pauline Onyango, Africa Head of Consumer Insight confirmed that Zipporah Wambui worked for the company from 1<sup>st</sup> October2013 to 1<sup>st</sup> Janury 2017 as a Senior Research Executive. She served notice and left the company on a very good note to pursue her master’s program. She returned company assigned work tools and does not owe the company money neither was she involved in any incidence of fraud or misconduct involving financial losses to the organization.

Given the opportunity Pauline would recommend Zipporah for rehire describing her as a team player; self-driven and took time to prepare her work just to make sure it was perfect nevertheless she delivered

Duties, Roles and Responsibilities

- ✓ Business development.
- ✓ Project management.
- ✓ Produce insightful, stimulating reports.
- ✓ Tabulate and /or chart to aid interpretation.
- ✓ Ensure that customer expectations were fulfilled.

Level of supervision

- ✓ Very minimal.

Contributions to the organization and outstanding achievements

- ✓ She was able to secure multimillion – dollar sale in SSA in 2015.
- ✓ Awarded ‘Simply Excellent’ in SSA for automating an Excel dashboard.
- ✓ Contributed to improving NPS scores across SSA for leading telecommunication company.
- ✓ Effectively handled clients.

Candidate’s strengths

- ✓ Self-driven.
- ✓ Discipline.
- ✓ Team player.
- ✓ Keen to details.
- ✓ Go- getter.

Areas of improvement

- ✓ Hunger took a little bit of her.

Description of the candidate in relation to:

Trustworthiness	Good
Dependability/ reliability	Good
Taking Initiative	Good
Communication skills (Verbal/ written)	Very Good
Time management	Very Good
Ability to make sound and timely decisions	Good
Adaptability to change	Very Good
Professionalism	Very Professional

Any Disciplinary Issues

- ✓ No

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