

BRIEF PROFILES OF THE CONSULTING TEAM

1. Mr. Auscar Wambiya – President

Auscar has a Master of Arts Degree in Development Studies and a Bachelor's degree in Social Sciences both from the Catholic University of Eastern Africa both of which have adequately prepared me for related assignments that require effective skills in Strategy, Leadership, Team Building, Development Programming and Public Communications. He has separately been trained by various Government and Non – Governmental Organizations on a series of short courses with a bias on Research, Leadership, Strategy and public communication. Auscar a strong bias for written communication expertise having been trained in special skills for writing "Most Significant Change" stories but Auscar works well with other communication specialists in videography, photography and branding. Auscar currently runs a consultancy firm, Milestones Consultants, that helps organizations with skills in Research, Strategy, Leadership, Team Building and Development.

Auscar has served Kenya's civil service and non-governmental organizations for about 20 years now, which has prepared him well to undertake the duties and responsibilities related to any assignments that require Research, Strategy, Leadership, Development, Public Relations and Communication Skills. His last civil service assignment as the Chief of Staff and the Director of Communications in the County Government of Siaya saw him gain experience in research, resource mobilization and public relations and coordination of various individuals, entities and departments much required for related assignments. Auscar also brings into the assignment extensive experience in participatory data collection methods using mobile phone technology for data collection, monitoring and reporting, strong analytical skills and ability to clearly synthesize and present findings, draw practical conclusions, make recommendations and to prepare well-written reports in a timely manner. He has previously worked with Care International in Kenya and ChildFund International in Kenya in various economic livelihoods programs aimed at training community groups and households on Voluntary/Village Savings and Loans (VSL) and Selection, Planning and Management (SPM) of Income Generating Activities (IGAs) which will be useful in this exercise.

2. Mr. Jared Omondi Buoga – Lead Consultant - Strategy

With a Master of Science in Geo-information Science and Earth Observation for Natural Resources Management from ITC – University of Twente, The Netherlands and another Master of Science in Climate Change Science from the University of Nairobi, Jared is best qualified to lead this assignment. He possesses over 20 consecutive years in natural resources management, ecosystem restoration, on-farm and off-farm applied research and development. Jared also brings in-depth knowledge and understanding of application of remote sensing data and use of GIS to analyze resource conflict, undertake pasture resilience, vegetation monitoring and resource mapping into this exercise. He has over 10 years professional experience in development of climate change mitigation projects – carbon crediting for energy-efficient cookstoves, forest, renewable energy (small hydroelectricity power generation). Jared also has proven experience in working with county governments structures in influencing policy and capacity strengthening and program design, project cycle management, strategic planning, log frame analysis apart from in-depth knowledge in Participatory policy and rural appraisal. Overall, Jared has a minimum of a master's degree in Climate Change/Disaster Risk Reduction/Social science/community development or related field, a minimum of 5 years' extensive experience in carrying out comprehensive evaluations or similar assignments, good understanding of Climate Change, Disaster Risk Resilience, Food security and Livelihood interventions, disability and gender inclusion, and age among vulnerable populations in Kenya, all of which are key requirements for this assignment

3. Mrs. Ruth Dero – Lead Consultant - Leadership

Ruth Dero is a Senior Level Professional in Communication and Public Relations. She holds a Bachelor's of Science (B.Sc) Degree from Moi University with a Second Class Upper Division, a Higher Diploma in Public Relations Management from the University of Nairobi and currently pursuing a Master's Degree in Communication studies in Moi University.

Ruth has over 8 years' experience in customer care and is very enthusiastic and conversant with the dynamics of Customer care. She is a member with Public Relations Society of Kenya. She has

firsthand experience in events management, publicity and Media Relations. Ruth has risen through the ranks and she is currently serving with Asili Sacco as a public Relations Officer.

Ruth has helped many people develop themselves and maximize their potential bringing out the best in them. She has had one to one sessions with a lot of young people, young professionals, university students and church youth groups. Her passion for people is seen in the glow on her face every time you interact with her.

She has specialization and at most competence in the areas of Training and Staff Development, Customer Satisfaction Surveys, Managing Employee Relations and Team Building, Public Speaking and presentation skill, Effective customer service Management, Event Organization & Logistics, Corporate Communication and Public Relations, Image Design and Publications, Documentary production and Brand Public Relations, Strategic Communication and CSR (Corporate Social responsibility) Formulation, Communication Research & Development

4. Peter Aduda – Lead Consultant - Development

Peter has Master of Arts Degree in Social Policy from Maseno University, a Diploma in Project Management from Kenya Institute of Management and a Bachelor's Degree of Arts in Sociology & History. Peter has over 15 years' experience working with civil society, communities, the public and private sectors on issues of social justice and human rights, governance, citizen participation, accountability, community organizing, social research, policy formulation and implementation. He has also been actively involved in building the capacity of citizens and organizing them to actively participate in public decision making and in shaping the policy environment that enhances community wellbeing through systems and structures that promote transparency, collective accountability and dignified living. Peter's work has been with communities in both rural and urban in various programmes tailored to protect and promote human rights as well as rally efforts geared towards ensuring that policy declarations are matched with practical steps to address issues that concern the marginalized and vulnerable members of the community.

Peter have worked with different organizations and donors (such as the Bernard Van Leer Foundation (BvLF) and Netherlands Embassy, Swedish Cooperative Centre, Sida, EU, DfID and

OSIEA and as well worked with agricultural, fishing and pastoral communities and counties across Kenya in institutionalizing Social Accountability in Devolved Governance. He has acquired relevant post graduate trainings & experience key among which include a Master Trainer on mainstreaming Psychosocial support and care, community conversations, Governance, as well as community organizing; mainly involved in Community Entry Processes, training and Facilitation, stakeholder engagement and citizen participation.

He has served as a Board of Management (BOM) Member - Kanyamedha Secondary School (Kisumu) March 2022 to date. Peter has undertaken several key consultancy work including as a Co-Consultant/Trainer Lead for the County Government of Kisumu on Ethics and Integrity Training for Kisumu County Inspectorate & enforcement, Community Initiative Action Group on the Journey of Life Community conversation training targeting parents/guardians, center staff & management committees to meet basic needs of OVC. He also consulted for Community Initiative Action Group (CIAG) on corporate transformation focusing on conflict. He was also a Co-Consultant (Technical Expert) for Kilifi County on diversity management, transformational and strategic management, good governance, integrity and ethics, Board Management and CEO relationship

Peter did Final Evaluation for Child Protection mechanisms in the Coastal Kenya (Dialogue and Action Project Phase III for Catholic Relief Services (CRS), Tracking Health and Education budget allocation and utilization in Siaya County for the period (2013-2017) for Community Initiative Action Group (CIAG) and another training on resilience building and positive communication for enhanced engagement among the youths for the same organization. Peter has also worked with the County Government of Turkana & Mercy Corps on a consultancy on formulation of Community Policing Policy. Peter consulted for Plan International in Kenya on Psychosocial Care and Support Training for selected Community Based Organizations leaders for the well-being of children Women Action Forum for Networking Looking at the Nyanza Communities' beliefs and practices with gender equality and human rights lenses. Peter therefore brings great experience and capacity to this assignment.

5. Dr. Paschal Achatch – Consultant – Associate Consultant, Education Research

Dr. Wambiya is a programme management specialist who has worked with International Labor Organizations and managed various programmes regionally and in Kenya. He is also a specialist in programme design, assessments, teacher training, proposal writing and research. He has hands on experience in project management, budgeting, fund raising, Monitoring and evaluation, e-learning, service learning, and basic research, appraisal (project and Human Resource). Dr. Wambiya is widely travelled and works very comfortably in a multicultural environment. He is widely published on education in various journals and he has also done wide writing that is unpublished. Dr. Wambiya has conducted various consultancies with International Non-Governmental Organizations in Kenya and beyond focusing on research, education and child protection. Currently, he works as a Senior Lecturer at Catholic University of Eastern Africa (CUEA) in Nairobi, Kenya and holds a PhD in Education with a specialization in Education Research and Evaluation. He has solid experience in the education sector as classroom teacher, teacher trainer, curriculum developer and now a university lecturer. He has worked at the Curriculum Development Centre in Kenya known as the Kenya Institute of Curriculum Development (KICD) for 9 years where he developed and evaluated many education programmes. Paschal possesses proven experience in participatory and results-based M&E knowledge and practical experience in quantitative and qualitative research methods, have led in at least five participatory assessments, has great experience of conducting Baseline, End line, Midterm evaluations monitoring and assessment work in the target or similar communities. Paschal also has high level of professionalism and an ability to work independently and in high-pressure situations under tight deadlines, strong interpersonal, facilitation and communication skills. He also brings into the exercise statistical abilities to analyse quantitative and qualitative data.

6. Mr. Erick Ogenga – Associate Consultant - Governance

With experience gained as the clerk to the County Assembly of Siaya, Erick brings to this training a rich background of offering legislative and procedural advice to Assembly leadership, legislative research, policy development and policy analysis, drafting of legislative statements, motions, and petitions, analysis of legislative bills, capacity building of institutions and institutional managers – designing capacity building programs and coordinating their delivery, assessments and certification, managing training programs, training and teaching, lecturing finance courses at

University/College level, development of strategic plan and other management models and development of performance management frameworks. His other experiences with statistical analysis and presentation of reports and overall supervision of Assembly Committee Activities will be useful for the planned training sessions.

7. Mr. Mark Okowa – Associate Consultant - Governance

Mark Okowa is a governance and development consultant in Kenya with expertise in the following areas: Facilitation skills, Fundraising and project development, Baseline surveys, Needs assessment and community mapping, Monitoring and evaluation, Right-based Policy Advocacy, Civil Society capacity building, Livelihood support and HIV/AIDS mitigation, Community Engagement and democracy promotion, Peace building and Conflict mitigation. He has recently completed his Master of Arts Degree in International Relations and Democratic Politics (Political Science) from The University of Westminster – London (UK) and has a PhD in Political Science from Maseno University – Kisumu Campus.

He has specialization and at most competence in the areas of Research, Monitoring and Evaluation, Development of Strategic Plans, Environmental Impact Assessment, Budgeting and financial planning, Micro and Small enterprise development, Facilitation Skills, Fundraising and Project Development, Baseline and End line Surveys, Needs Assessment and Community Mapping, Rights Based Policy Advocacy, Civil Society Capacity Building, Livelihood Support and HIV/AIDS mitigation, Engagement and Democracy Promotion, Peace Building and Conflict Mitigation.

8. Phillip Ofafa Otolu – Programs Administrator

Phillip has a Bachelor of Science in Communication and Media Studies (2017-2021) degree from Rongo University. He currently works as the Programs Administrator at Milestones Consultants where he is involved with scheduling of consultancy assignments, design and development of marketing content, management of mainstream and social media accounts, follow up with clients on needs and assignments, report writing and presentation, documentation of assignments including training events, liaison with partners and stakeholder engagement among any other roles assigned by the Team Leader. He has competencies in editing and formatting photos and videos for social media and web, Photo, video and audio editing, Photography and videography, Info

graphics, Maintaining digital media archives (photos and videos), Assisting and closely monitoring short and long-term objectives for photography and videography.