

## Areas of Career Interest

With over 10 years of working experience with various development platforms in the areas of rural livelihoods improvement, value chain for markets development and ecological land use, to contribute to improvement of livelihoods, natural resource management, forestry and Climate change sectors management in development.

## Career Statement

To respond to local and international society development needs in creatively innovative ways in busy, challenging, interactive and dynamic environments where there is active team culture and resources are directed towards achieving targeted goals; and to further my studies to greater heights. I am a self motivated, go getter and with good judgement and can work under little or no supervision to achieve the target results. A fast learner who grasps ideas and new concepts with ease and therefore new initiative serve as inspirational.

## Summary profile (Key Skills, Capabilities and Knowledge)

- A unique blend of skills in capacity building in the areas of Natural environmental resource management, climate change, value chain development for markets
- Ability to design and develop diverse programmes aimed at community development for livelihood improvement, networking; while over-seeing their successful implementation to the finish while closely carrying out their monitoring and evaluation
- Ability to settle in a new environment, grasp overall programme context and deliver beyond expectations
- Great interpersonal and communication skills which have been instrumental in facilitating different processes and mobilizing resources in the financial, human and material
- Great believer in results based management, performance-based reward relationship, for both qualitative and quantitative evidence along my career history
- Exposure to diverse cultural and social diversity within organizations and their constituents, beneficiaries and stakeholders
- A keen eye for detail and ability to identify opportunities by looking at new angles, in the development in the environment of operation
- Identification of avenues to enhance efficiency while optimizing resource use
- Ability to mobilize, inform and coordinate multi stakeholder platform including the involvement of strategic partners – government, media, policy makers etc
- Experience in program and budget Management, M & E, team leadership and staff supervision
- Expertise in various Participatory Community Development Approaches including Rights Based Advocacy approaches, Participatory Rural Appraisal, Participatory learning and Action Research, Participatory Technology Development, Participatory Analysis of poverty and livelihood dynamics
- Continued building of expertise in community empowerment for program sustainability and ownership
- Experienced in advocacy, lobbying and networking at local, national, regional and international levels
- Expertise in donor grant management and resource mobilization in line with project cycle management principles.
- Well versed in community and field officers training and facilitation techniques
- Strong organizational skills, ability to handle multiple tasks, prioritize and meet deadlines

- Outcome based grant writer/proposal writing skills/fundraising skills
- Proven skills on project design, program implementation, monitoring and evaluation
- Adaptable to fast paced and challenging environments
- Advanced user of Microsoft office: Excel, Word, PowerPoint, Publisher, Outlook and the internet,
- Ability to assimilate information rapidly in a rapid changing environments
- Advance experience managing multi-country and sub-regional programmes on rural livelihood improvement
- A well educated facilitator who communicates effectively with advanced experience in project leadership
- Excellent report writing skills

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## Academic and professional Qualifications

Sept 2012 Date	- MSc. In Environmental Management and Legislation (ELM) <i>Coursework completed and currently undertaking Project focusing on <b>Payment of Ecosystem Services (PES)</b></i>	Jomo Kenyatta University of Agriculture and Technology (JKUAT), at the Institute of Environment and Energy Technology (IEET)
	<b>Units undertaken:</b> <i>Solid Waste and Waste Water Management Air and Noise Pollution Global Environmental Pollution and Monitoring Analytical and Instrumentation Techniques Environmental Management Environmental agencies and legislation Chemistry of the environment Ecosystem and biological Systems Environmental Impact Assessment (EIA) Research methodology and Statistical Analysis</i>	

## Other trainings, Seminars and Conferences

September 1-5, 2014	Training Workshop on Carbon Markets and Trade Including Development of Project Development Document	Kenya Forest Research Institute (KEFRI) Kitui, Kenya
March 2012	5-16, Climate change adaption in agriculture and natural resources management: policy making and programming for sustainable development	Wageningen University (Netherlands) and Makerere University (Uganda)
2009 - 2011	Post Graduate Diploma in Project Management	Kenya Institute of Management (KIM)
November 2008	Certificate in Leadership and Teambuilding	The British Council, Nairobi
1996 - 2001	Honours Degree in BSc. Horticulture Second Class Division <i>Research project carried out on biological methods of pest management on Cabbage</i>	Egerton University, Njoro Campus, Kenya

## **Work Experience: Positions and assignments**

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The work experience from 2005 to date is with Participatory Ecological Land Use Management (PELUM) Association at the Kenyan Country Chapter. PELUM works with over 40 member Organizations who are Civil Society Organizations, spread in 30 counties of the country and working with smallholder farming communities with an aim to improve livelihoods from sustainable land use. The organization also serves as part of the PELUM Association which is based in 10 African Countries - Kenya, Uganda, Tanzania, Rwanda, Malawi, Botswana, Zimbabwe, Lesotho, South Africa and Zambia. The regional Secretariat is based in Lusaka, Zambia.

**December 2014 - Date:** **PELUM Kenya**  
Position: Programmes Operations Manager

- Head of Programmes at PELUM Kenya and also a member of the Country Management Team (CMT)

### **Core Responsibilities and Tasks:**

- Implement all programmes, projects, activities, networking forums and events in an efficient and effective manner and as per plan & design, and the Logical Framework
- Develop and submitting all the internal and external reports (Event Reports, Quarterly, Semi-annual and Annual reports) on time and that they are of high and desired quality
- Supervise the Country Secretariat Programme Staff such that they deliver on their expected outputs and result
- Ensure that the linkages between programmes & finance department in the organization are strong and working harmoniously towards the desired vision, mission and goals
- Lead the preparation and tracking of programmes operations budgets and also approves budgets for all programmes, projects, programme activities and programme events
- Regularly advise, brief and consult the Country Coordinator on relevant programme issues and on programme operations and also on the progress of programme implementation activities
- Provide strategic direction, backstopping and leadership to Programmes team to ensure quality growth and expansion of programmes and projects
- Establish, manage, maintain and strengthen the existing monitoring and evaluation systems and tools including programme's finance tracking and programme implementation
- Conduct regular performance appraisals for all the staff in the Programmes Department under supervision and give constant feedback to the management about their performance

**January 2013 to – Nov 2014:** **PELUM Kenya**  
Position: Senior Programme Officer, Agricultural Research & information Management

- Part of the PELUM Kenya Country Management Team (CMT)

**January 2012 to - Date:** **Programme Coordinator of Community participation in Natural Resource Management Programme, Mt. Elgon and Mau Complex Ecosystems**

### **Core Responsibilities and Tasks:**

- Community mobilization in Trans Nzoia county for mapping of Natural Resources
- Training community in the Rights Based Advocacy approach and its application in engagement with duty bearers
- Community Action Plan development for strategic consultative engagement by the right holders with duty bearers on Natural Resource Management in Mt. Elgon ecosystem

- Design and development of information, education and communication materials for different categories of stakeholders
- Media engagement in highlighting and publicizing issues surrounding the surrounding the ecosystems
- Continuous programme planning, budgeting, monitoring and review of the programme
- Periodic and continuous reporting on project implementation progress, achievements and review results

**January 2011 to - Date:            Programme Officer; project on promoting ecological land use management (*elum*) for livelihood improvement**

**Core Responsibilities and Tasks:**

- Capacity building for field extension officers on adaptive research technologies and its consequent documentation, soil and water conservation
- Community seed saving and development of seed saving units and banks at rural community level
- Media engagement in discussions around pertinent issues e.g. Climate Change, that affect Agriculture
- Gender integration in development projects
- Project monitoring, reporting and evaluation
- Field data collection and documentation of Most Significant Change (MSC) stories
- Project Cycle Development and review

**January 2011 to Date:            Officer in Charge; Access to Markets for Agricultural Biodiversity Products**

**Core Responsibilities and Tasks:**

- Implementation of a regional marketing model called “PESA” on curriculum development, capacity building and value chain actor engagement
- Product identification and development (working with honey in Rift Valley and Peanuts in Homabay County respectively)
- Capacity building and strategies for empowering smallholder farmers on analysing markets, value chain mapping and analysis, business economic sustainability, building engagement, learning and innovation
- Development and implementation of a monitoring and mentoring framework for 24 months

**2007 – 2009:                    Project Officer; Implementation of SUSALI (Scaling up Sustainable Livelihoods for Rural Improvement) Phase II with Civil Society organizations**

**Core Responsibilities and Tasks:**

- Collection of baseline data on Indigenous, traditional, local and medicinal foods in 5 different communities of Kenya
- Organizing for dissemination workshop of the baseline results
- Monitor the mobilization of communities on indigenous food production and consumption
- Coordinating the organizing of workshops on ecological food production and value addition within the 5 Implementing Partners
- Collect reports of on-farm promotion progress reports from the Implementing Partners
- Midterm evaluation of the supporting partners Swedish Society for Nature Conservation (SSNC) by the Swedish International Development Agency (SIDA)

- Organize farmer groups to form strong market groups and identification of market outlets for Indigenous food
- Promotion of Indigenous food through local fm radio and TV stations in Kenya for radio programmes and documentaries
- Preparing and documenting a cookbook on indigenous and local foods
- Organizing and holding community sharing forums of the best practices for dissemination
- Conducting the project evaluation through an impact assessment at end term survey
- Collecting and documentation of process innovations on brochures and pamphlets

## **Other Assignments**

**2005-2008: National Coordinator; OISAT (Online Information Service for non-chemical Pest Management in the Tropics) Pilot Project**

### **Core Responsibilities and Tasks:**

- Establishment of Farmer information and resource centres in four different ecological zones of Kenya
- Coordinating the equipping of these centres with Information Communication and Technology (ICT), furniture, stationery and reading materials
- Management of the information flow from the OISAT Website to the adoption by farmers; and feedback of the information from the field (communities) to the Web via web manager in Germany
- Preparation of monthly, annual and terminal reports from all the Project Implementing Partners
- Training of farmer community groups in pest identification
- Identification, selection and training potential farmers on the access and use of ICT (Some of these farmers have been since invited to National, International and regional meetings and forum to share on their process in embracing ICT)
- Organizing and preparation for the Farmer Resource Centres (FRCs) launch events for exposure to the larger community
- Dissemination of the OISAT information through presentations to the relevant line ministries e.g. Ministry of Agriculture; Universities and agricultural Institutions (Egerton university, Manor House Agricultural Centre, Kenya Institute of Organic Farming and Baraka Agricultural College) students and staff body, on OISAT
- Coordination of the International workshop on dissemination of results of the Pilot Project with participants' representation from Asia, Europe and Africa including developing (and signatory) of the participation certificates for the OISAT dissemination International Workshop
- Upscaling and outscaling OISAT approaches in 10 African countries of the PELUM Association in East, Central and Southern Africa through the partnership of the regional Secretariat based in Lusaka Zambia
- Establishment of a regional multistakeholder consultative platform through a meeting in Moshi, Tanzania in 2009 for the East African Countries (Kenya, Uganda, Tanzania, Rwanda), Zambia, Zimbabwe and Germany from the private sector, government ministries, farmer groups, ICT consultants
- Currently pursuing the idea of mainstreaming OISAT in the PELUM sub-regional countries of Kenya, Uganda, Tanzania and Rwanda where PELUM Kenya is the Coordinating organization

## Key Achievements

### 2011:

Design, concept development and preparation by directing of a 15 minute video on Indigenous Food in 5 Kenyan communities based on the implementation of the indigenous food project, with lessons learnt and challenges experienced

### 2013:

Directing the preparation of a 45 minute video on Community seed saving systems and seed banking by Seed savers in rural Kenya and an accompanying 7 minutes simplified version

### 2010-2012:

Development of an indigenous Food cookbook with 15 indigenous food recipes

### 2008:

Contribution towards retaining the PELUM Association Indigenous Food Trophy

- Mobilizing farmers from the five different communities of Kamba, Luhya, Luo, Pokot and Kikuyu to participate in the 3-day competition in Indigenous Food. This included developing a criterion for selection of the farmers by the Member Organizations
- Organization in the preparation of displays and farmer explanations of the in areas of:
  - Research and documentation
  - Technology including production, preservation, packaging and branding, indigenous knowledge exhibited
  - Stall organization and scope/variety of items on display
  - Culture and tradition
  - Preparation process and food taste
  - Organic production
  - Linkages with genetic resource and biodiversity preservation

### 2007 - 2009: **Organizing and coordinating the Non Timber Forest Products (NTFPs) writeshop which involves:**

- Selection of a steering Committee from Forestry departments, NGOs, Experienced Practitioners and International experts
- Organizing for committee meetings, each complete with theme and contributory output for the process
- Literature review of documented materials and resources on NTFPs
- Developing a criteria and format for calling for case studies for documentation
- Calling for Case studies from eligible partners
- Organizing and holding the writeshop on NTFPs
- Organizing for content critique and organizing for Publishing of an agricultural document (Agrodok) for farmers, extension workers and agricultural trainers
- Held the lead role in organizing for the Publishing of the resultant Agrospecial booklet: Non Timber Forest Products
- Overseeing the Manuscript development
- Production the first 'AgroSpecial' on Non Timber Forest Products – Hidden resources; as a way of exploring the future of the book

### 2007: **Organizing for Farmer Led Documentation (FLD) Dissemination Process (Workshop, Upscaling project, Toolkit Publication)**

- Calling for case studies of farmers carrying out FLD
- Rappoteuring and report writing
- Development of case study dissemination material
- Production of the Farmer Led Documentation (FLD) Toolkit

**2008 – 2009: FLD Regional Steering Group member, and further involved in a core team member among three (3) members for vetting proposals from Kenya, Uganda, Zambia and Tanzania.** *The selected project proposals have been funded and are currently piloting the FLD ideas*

- Developing the criterion for selection of the Pilot project proposals
- Reading through all submitted proposals awarding marks in respective categories
- Individually selecting through ranking successful proposals
- Steering the QUASt (Question & Answer Service Tools) identification Mission in Kenya which involves incorporation of Participatory Technology Development (PTD) tools within rural resource centres
- Managing the PELUM Kenya program reports monitoring system
- In charge of overseeing updating of the PELUM Kenya Website
- Represents PELUM Kenya in the PROLINNOVA (Promotion of Local Innovations) Kenya Chapter in the Task Force where 8 organizations are represented to steer the process
- Representative for PELUM Kenya in the Ecumenical Water Network (EWN)
- Coordinating the Development of “Mkulima II” a program previously aired on the National Kenya Broadcasting Corporation (KBC) TV channel among 5 Partners including Insight (UK), CTA (Netherlands), Agromisa (Netherlands), KBC and PELUM Kenya
- Financial Management of all Research and Information Management Program finances

## **Short Professional Courses (2005-Date)**

Knowledge Management for Agricultural Biodiversity Programme

Design and writing of winning grants, proposal writing, Training of trainers

Participatory Action Research (PAR) by Self Help Development International (SHDI)

Sustainable Agriculture and Rural Development (SARD) Resource Mobilization and Management

Finance Management for Non Finance Managers

Strategic Planning and Logical Framework Development, Regional Civil Society strategy in Genetic Engineering (GE) for African Agriculture

Churches for Water in Africa Conference with Ecumenical Water Network (EWN)

Open Knowledge Network (OKN) Sensitization by Arid Lands Information network (ALIN)

Promotion of Local Innovation (PROLINNOVA)

Economic Partnership Agreements (EPAS)

Water for all regional Conferences

Ecological Production of Indigenous, Local, Traditional and Medicinal Foods;

Natural Soil Fertility Writeshop by Agromisa, Netherlands

Non-Timber Forest Products (NTFPs) Writeshop

Farmer Led Documentation (FLD)

Strategic Plan Development

Monitoring and Evaluation Tools Development, Documentation and Learning

Value Chain Development (VCD) Master Trainers Course by the International Institute of Rural Reconstruction (IIRR) Climate change adaption in agriculture and natural resources management

Policy making and programming for sustainable development

## Membership to Professional Bodies

**Member of the International Association for Community Development (IACD):** A global network of community development associations, practitioners and activists who are committed to issues of global justice

**Slow Food International, Italy:** An international movement that promotes the culture and food-culture integration in a good, clean and fair approach

**Arid Lands Information Network (ALIN), Kenya:** A network that facilitates information and knowledge exchange to and between extension workers or infomediaries and arid lands communities in Kenya, Uganda and Tanzania; on small-scale sustainable agriculture, climate change adaptation, natural resources management and other livelihood issues

**Kenya Forests Working Group (KFWG):** A network of forest watchdog conservation and environmentalists with individual and institutional membership

**Member of the Resource Mobilization Committee team of PELUM Kenya:** This team of five comprises of staff and board members that are responsible for the strategic direction of the organization with regards to resource mobilization with focus on fund raising

**Promoting Local Innovations (PROLINOVA) Kenya:** An international network that promotes local innovation in ecologically-oriented agriculture and natural resource management

**Member of the Governing Council of the Agricultural Biodiversity (AB):** A Knowledge Management Community dealing with agricultural biodiversity conservation

## History of employment and relevant assignments

Position and Organization	No. of Years
Programme Officer, Research and information Management – PELUM Kenya	8.0
Associate Consultant, Farms-Firms and Diaries Communications Consult, Kenya	4.0
Steering Group, East Africa Farmer Led Documentation (FLD) Lead Team	0.8
Core Team member, PELUM Association Communication Strategy Development	0.3
Agricultural Trainer, Lushoto Agricultural School, Lushoto Tanzania	0.6
Student Internship (Field Attachment), Horticultural Crops Development Authority (HCDA), Nairobi	0.4
Development of documentary on Indigenous Foods in Kenya	0.1
In charge of maintenance and updating the PELUM Kenya ( <a href="http://www.pelum.net">www.pelum.net</a> ) website	3.0



## Selected list of publications/presentation/ personal preparations/taking lead role

- 1.0 Eat Healthy: **The Indigenous Food Kitchen, For delicious and Healthy Cooking, Real Indigenous Food Made real Good**, August 2012
- 2.0 **The Ecological Organic Agriculture Progamme**, a presentation made during the seminar on the future of EU-ACP relations in a changing environment, Organized by **CONCORD Cotonou working group**; at Le Maison des Association Internationales, **Brussels, Belgium**, October 2011
- 3.0 **Agro biodiversity Conservation**: PELUM Association's experiences, an article published in the **Baobab Magazine issue 60**, December 2010
- 4.0 **Online Information Service for Non-Chemical Pest Management (OISAT)**, the Kenyan Experiences, presented during the **Innovation Africa Symposium, Kampala, Uganda** 2006
- 5.0 **Project Lessons, OISAT experiences; published in the Ground Up** – PELUM Regional Magazine, 2006
- 6.0 **Farmers embrace online information service for non-chemical pest management**; Published in *Kilimo Endelevu Afrika (KEA)* Magazine, a magazine on low sustainable external inputs, 2010
- 7.0 **Strengthening Weak Country Desks**, a presentation made during the PELUM Association Senior Staff Meeting (SSM), Harare Zimbabwe, 2010
- 8.0 **Hidden Resources, Non Timber Forest Products for livelihood improvement and biodiversity conservation: documenting Kenyan experiences** - a book produced in collaboration with Agromisa in Netherlands, was lead research and editorial team leader during the development of the AgroSpecial published into a book, 2009
- 9.0 **Conducted Participatory Rural Appraisal (PRA)** and baseline/evaluation surveys at PELUM Kenya for the Indigenous Food Project with five communities of Kenya (Kamba, Luo, Luhya, Kikuyu, Pokot) 2007
- 10.0 **Climate Change Mitigation and Biodiversity Conservation: PELUM Kenya Intervention Efforts** as the Research editor in the documentation of the book, 2010
- 11.0 **Natural Soil Fertility**, involved in the technical development of Agrodok content. Published into a book, 2006
- 12.0 **Learning by Doing**; Article on Markets: published in Farming Matters Magazine; Issue 6 of 2013 (29.2); a magazine produced for small scale agriculture for a sustainable society
- 13.0 **How to Turn to Organic Crop Production**; Article on technical Agricultural tips: Published in the Top Farmer Magazine; October - November 2014 Edition; P 13

## Personal Details

**Date of Birth** (16.11.1979); **Nationality** (Kenyan); **Valid** (Driving license and Passport) **Languages**: **English** (Fluent), **Swahili** (Fluent), **Kimeru** (Fluent), **Gikuyu and Kikamba** (Working ability)

## Professional Referees

### James Nguo

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