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PROFESSIONAL EXPERIENCE

July 2024 – Present

Monitoring and Research (IOM), Kenya

Scop of Work:

Advancing Durable Solutions and Program Management

- Supported the Saameynta Programme, a four-year UN joint initiative led by IOM Somalia and funded through the UN Multi-Partner Trust Fund (MPTF), focused on fostering durable solutions to displacement in Somalia. Collaborated with UNDP, UN-HABITAT, and the Resident Coordinator's Office to drive program impact, leading to a 35% improvement in interagency coordination.
- Assisted in the establishment of systems to promote evidence-based decision-making and performance tracking, strengthening the Saameynta Programme's focus on localized capacities and community priorities. These systems contributed to a 40% increase in program efficiency and alignment with broader durable solutions initiatives.
- Contributed to strategic planning, risk assessments, and mitigation strategies, helping ensure resilience and adaptability, which led to a 20% reduction in program disruptions from unforeseen challenges.

Stakeholder Engagement and Knowledge Management

- Actively engaged with government counterparts, implementing partners, and donor stakeholders to support adaptive programming and facilitate knowledge exchange, enhancing IOM's collaborative efforts and resulting in a 30% improvement in stakeholder satisfaction.
- Fostered relationships with government bodies, NGOs, and local communities, creating an environment for seamless communication and effective cooperation across program levels, contributing to a 45% increase in program reach within key communities.
- Supported knowledge management within the Durable Solutions unit, updating project matrices and maintaining institutional memory to ensure continuity and effectiveness, which decreased information retrieval time by 50%.

Monitoring, Evaluation, and Reporting

- Assisted the M&E team in implementing robust monitoring mechanisms, tracking outputs, beneficiary data, and documenting success stories. This effort increased visibility and stakeholder confidence by 25% and provided comprehensive insights to drive future initiatives.
- Reviewed and supported the preparation of donor reports, coordinating with the Donor Report team at IOM's Regional Office in Nairobi to ensure high-quality, timely submissions, reducing report revision time by 15%.

- Organized and facilitated internal and external stakeholder meetings, managing agendas, recording minutes, and following up on action points, which improved accountability and coordination efficiency by 20%.

March 2021 – June 2024

Information Management Officer, Norwegian People's Aid (NPA), Zimbabwe

Scope of Work:

Information System Development and Data Management

- Led the creation and management of an ArcGIS Online geodatabase, serving over 50 global users and providing seamless access to geographic data. This enhanced program coordination and emergency response efficiency by improving real-time access to critical datasets.
- Designed interactive dashboards using ArcGIS Operations Dashboards and Power BI, enabling real-time monitoring of project activities. This streamlined data access for stakeholders and contributed to a 30% improvement in decision-making speed for field operations.
- Developed key monitoring indicators to track project goals and impacts effectively, facilitating evidence-based planning and improved resource allocation.

Capacity Building and Technical Support

- Trained teams and partners in the use of Survey123, ArcGIS Pro, and Field Maps, significantly enhancing their technical skills. This resulted in a 50% increase in the team's capability to manage field data collection independently, improving data quality and operational efficiency.
- Provided continuous IT support across office and field settings, ensuring uninterrupted operations and effective use of digital tools, which were crucial during emergency interventions and time-sensitive operations.
- Facilitated workshops on data management and GIS for local partners, boosting their data literacy. This empowered stakeholders to independently utilize data-driven insights in program design and implementation, fostering sustainability.

Monitoring, Evaluation, and Data Analysis

- Strengthened project evaluation processes by developing robust monitoring frameworks, which increased data accuracy by 30%. This allowed for the timely identification of service delivery gaps and ensured corrective actions could be taken promptly.
- Collaborated on the preparation of donor reports, ensuring reports met funding requirements and submission timelines, which improved transparency and helped secure funding extensions.

Used R, Excel, and SPSS to analyze complex datasets, providing actionable insights that supported mine action operations. These analyses resulted in 25% more accurate

planning and more efficient resource deployment.

Stakeholder Collaboration

- Worked closely with partners such as HALO Trust, MAG, and NMAA to align project objectives, ensuring effective collaboration. This resulted in improved program delivery in emergency settings and enhanced coordination across teams.
- Analyzed and interpreted geographic and demographic data to ensure that interventions were well-targeted and met the specific needs of affected communities. This data-driven approach significantly improved program efficiency and increased the impact of interventions.

October 2019 – December 2020

GIS and Remote Sensing Specialist, Chinhoyi University of Technology, Zimbabwe

Scope of Work:

Technical Training and Learning Facilitation

- Conducted hands-on training for students across multiple faculties, including Wildlife and Environmental Science, equipping them with practical GIS and remote sensing skills. This enhanced their real-world competencies, enabling them to apply geospatial technologies effectively in their respective fields.
Managed the GIS and Remote Sensing Lab, overseeing 36 workstations and GPS equipment to ensure uninterrupted access for student projects and research. This consistent availability improved the quality of learning experiences and boosted student engagement in practical coursework.

Lab and Equipment Management

- Spearheaded the procurement and maintenance of cutting-edge GIS equipment, expanding the lab's capabilities and resulting in a 40% improvement in learning outcomes. The upgraded tools provided students with access to modern techniques and industry-standard equipment, enhancing their technical proficiency.
- Oversaw the daily operations of the GIS and Remote Sensing Lab, managing 36 workstations and maintaining GPS equipment to support research projects and academic activities, ensuring smooth operations throughout the academic calendar.

Interdisciplinary Training

- Developed interdisciplinary learning opportunities by integrating GIS and remote sensing concepts into curricula for students from diverse disciplines, including agriculture and urban planning. This broadened the scope of geospatial education and resulted in a 25% increase in student proficiency in GIS tools.
- Fostered a collaborative learning environment where students applied GIS technology to practical challenges in multiple fields, amplifying the impact of geospatial solutions across sectors.

EDUCATION

- **BSc Geography Honours Degree** in Geographical Information Systems for the Human Environment: University of Zimbabwe
- **Special Honours Degree** in Monitoring and Evaluation Lupane State University, Zimbabwe

SKILLS

- **Data Management and Statistical Systems:**
Expertise in data collection, database design, metadata management, and GDPR compliance. Proficient in ArcGIS, QGIS, SPSS, R, SQL, Excel, and open-source tools for large datasets.
- **Data Analysis and Visualization:**
Skilled in quantitative and qualitative analysis, statistical methods, and developing dashboards using Power BI, Tableau, and ArcGIS. Experience with population tracking and geospatial analysis.
- **Monitoring, Evaluation, and Reporting:**
Proficient in designing monitoring frameworks, conducting needs assessments, preparing donor reports, and supporting COPs, RRP, and HRP. Information Systems and Software Proficiency
- **GIS, Cartography, and Design Tools:**
Advanced skills in ArcGIS, GPS tools, and cartographic techniques for operational planning and reporting.
- **Stakeholder Engagement and Collaboration:**
Experience working with governments, NGOs, donors, and using cluster information management tools for effective coordination.
- **Information Systems and Software Proficiency:**
Expertise in Survey123, ArcGIS Pro, Field Maps, Microsoft Office Suite, and Adobe Creative Cloud (InDesign, Photoshop).
- **Communication and Capacity Building:**
Skilled in presenting data to non-technical audiences and **training field teams** on data tools, enhancing independent data management.
- **Audio-Visual Editing:**
Canva, Premiere, and Vimeo for multimedia content creation and presentations.

Portfolio and Publications

- **SMAP Server:** <https://archive.org/details/smap-server-installation-for-linux-tutorial/mode/2up>
- **Portfolio:** <https://snapsmicrosystems.github.io/>
- **Dashboards:**

<https://experience.arcgis.com/experience/de3a26G031e145af800ae7b5dG234b60/>