

CURRICULUM VITAE

Eric Ngage BSc Engineering Mechanical, MSc. Project Management.

My career goals:

I have extensive technical cross-platform expertise, project management experience and in-depth knowledge in sugar industry maintenance and operation. I adore working with the team that can give me opportunity to utilize my qualifications and experience in Engineering and Project Management. My aim is to make a difference in my work-place through my contribution and to touch the lives of my co-workers through my positive attitude. I am a self-starter and have excellent interpersonal and conflict-management skills.

I have wealth of progressive experience in management and leadership particularly in manufacturing sub sector. I have had a full responsibility of providing leadership for Mechanical Engineering Team, Overseeing overall Factory performance, controls and initiatives for improvement. I have overall factory technical management and operation experience spanning over ten years.

Personal Information

Surname:	Ngage
First Names	Eric Ochieng
Title:	Eng.
Address:	407-40401, Ahero
Mobile:	+254732632466
E mail:	ngageeric@yahoo.com
Nationality::	Kenyan.
Profession:	Engineer
Specialization:	Engineering/Project Management

Core Competencies

Project Management; Strategic Planning; Installation & Commissioning; Machine Operations & Maintenance; Budgeting & Cost Optimization

Ngage has played a lead or key role in the following initiatives and innovations at SONY SUGAR over the years:

- **Over 2 decades** of cross functional expertise in handling complete plant / project operations entailing planning, resource utilization, maintenance, quality management & manpower management
- Demonstrated excellence in planning, executing, managing and spearheading engineering & technical activities.
- A keen strategist with expertise in managing project operations with key focus on top-line & bottom-line profitability by ensuring optimal utilization of resources. .
- Possess excellent interpersonal, analytical and negotiation skills with proven track record of utilizing a process-oriented approach towards the accomplishment of cost, profit, service & organizational goals.

Professional Affiliation Membership

- Professional Engineer Reg. No. 2400;- Engineers Board of Kenya –EBK; Reg. date 23/01/20108
 - Corporate Member Reg. No. 2496; Institution of Engineer of Kenya-IEK. (Treasurer; IEK Western Branch Chapter)
 - Full Member of Kenya Association of Project Manager-KAPM
 - Executive Committee Member and Member of Kenya Society of Sugar Cane Technologist (Chair Process and Engineering Division)
 - Member of East Africa Society of Sugar Cane Technologist (Committee Member)
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Academic Qualifications/ Education

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|---|---|
| 2014 08/01/ -
2017/27/06/ | Jomo Kenyatta University of Agriculture. and Technology (JKUAT) – Nairobi, Kenya

Master of Science in Project Management.
Units covered: Research Methodology; Fundamentals of Project Management; Statistics Methods; Project Leadership and Communication; Strategic Project Management; Project Management Information System; Project Procurement Management; Accounting and Financial Management; Project Human Resource; Project Time and Cost Management; Project Quality and Risk Management;; Project Planning and Design; Economics; Project Monitoring, Control and Evaluation; Legal and Ethical Issues; Operation Research; Project Management Seminar; Project Management Consultancy; Industrial; Research Project

Project title; Influence of Project Implementation Practices on Project Performance in SonySugar Company, Kenya. |
| 27 August -14
September
2007 | Yokohama Kenshu Centre, (AOTS) JAPAN;-

Successfully completed a course on THE PROGRAMME FOR PRACTICAL OPERATION MANAGEMENT under Scholarship by The Association for Overseas Technical Scholarship at |
| Sept. 2004-
Dec 2004;- | Robert Antoine Sugar Training Centre; (MAURITIUS);-

International Certificate in Sugar Manufacture;-;- Qualification Pass with Distinction |
| 1988/26/09/- –
1992/08/09: | University of Nairobi;- Nairobi, Kenya;

Bachelors of Science Mechanical Engineering; areas of studies –Solid and Structural Mechanics; Mechanics of Machines; Thermodynamics; Fluid Mechanics; Material and Production Engineering; Engineering Drawing; Mathematics; Electrical Engineering; Production Technology; Engineering Design; Management for Engineers; Computer Programing; Material Science; Factory Management; Machine Tool Engineering; Fracture of Material Qualification – Second Class Lower Upper Division.

Nation sportsman, Athlete and University of Nairobi Handball team; 1982-1991 |

June 1988	Serviceman, Completed Pre-University Training Program at National Youth Service; (GILGIL)
1986 – 1987	Homa-Bay High School;- Kenya Advanced Certificate of Education (KACE);;-areas of study;- Mathematic, Physical and ;- Qualification (3 Principles & One Subsidiary
1981 – 1984	Agoro Sare High School; - Kenya Certificate of Education (KCE); Qualification; Division 1.
1974 – 1980	Mbugra Primary School; Kenya Certificate of Primary Education (KCPE);

Carrier Summary;-

October 2017 to Present Project Manager (Ag) South Nyanza Sugar Company Limited;

Provide leadership in coordinating and implementation of approved capital projects to meet desired objectives at agreed costs, time and performance. Including documentation/reporting in line with company operating coordination of adoption of project management principle policies and programmes in the company

Accountabilities: -

- Leading and Coordinating the development and approval to implementation of corporate projects/capital expenditure items for new initiatives.
- Providing expertise and consultation to project teams in the process of project management and in the softer skills for team dynamics, team building and group motivation.
- Responsible for manufacturing Department, strategic Plan formulation and reporting; Performance Contract data analysis and reporting.
- Liaising with project team leader to create detailed work plan which identifies and sequences the activities needed to successfully completion of the project
- Coordination and overseeing projects initiated to closure within budget, scope schedule and quality.
- Coordinate tracking of project deliverables using appropriate tools
- Responsible for formation of projects implementation teams, communications with sponsors, and contractors
- Planning Project and schedule control
- Preparation of Capex and division budget, control and forecast.

Achievement

- Intimate involvement in installation and commissioning of Trans loading Station project within the stipulated budget.
- Spearheaded the development of a one week training of project implementation team's members in project management; 15th-18th January 2018.

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- Implemented a highly successful project management training
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Previous Work Experience

Nov 2007 to
Oct 2017

Project and Planning Engineer:

Accountabilities: -

- Coordination of project scheduling and Implementation, monitoring and evaluation specifically on implementation of manufacturing capital project.
- Tracking project schedule, monitoring cost vs. budget
- Planning further improvements & technical updating and maintaining audit & procedure
- Coordination of manufacturing department strategic plan and performance contracting.
- Managing all Project Management office and Drawing and Design office activities
- Vetting of drawings of the vendors and to return to them duly approved for execution.
- Coordination of final design changes and approvals
- Maintain status awareness of all projects and solicit for new inquiries.
- Compilation of status reports detailing comparisons for actual against Plan.

Achievement

- Team leader to revive of stalled clarify, 80 Ton Pan projects in the in the company
- Supervised erection and commissioning of 350 m³ Vertical Crystallizer.

Competence developed

- Designing research and evaluation tools and data analysis
- Workshops, seminars and training management

May 2006 to
Oct. 2007;

Engineering Manager (Ag)

Accountabilities;

- Appointed by the SonySugar Board to stand in for Engineering Manager, with overall responsibility of management and technical control of all Sugar manufacturing machinery and infrastructure maintenance.
- Manufacturing strategy formulation.
- Team leader of Engineering Division with total workforce of 250 in charge of all Engineering activities in the Factory.
- Planning preventive, predictive & breakdown maintenance, troubleshooting and cost reduction & productivity improvement activities.
- Overall responsibility of addition and alteration of equipment & machinery to improve the productivity and uptime.

Achievement

- Erecting and commissioning of conventional under Feed mill rollers.
- Installation of Two new Mill headstocks.
- Modernization and expansion of the boilers from 30 tph to 36 tph

Competence developed

- Leadership
- Planning and Management development of work schedule
- Management of development subordinates
- Asset care
- Analysis and Management of various project stakeholders

**March 2003
to 2006**

Maintenance Engineer**Accountability**

- Responsible for maximum plant availability, preparing budget and cost control. Implementation of the section continuous improvement strategies.
- To check each and every equipment & machinery of the plant and preparation of check list for each section through section supervisors and further checking jointly with supervisor.
- To have meeting with all supervisors together to discuss about the performance of the plant during season, to obtain suggestion from each engineer for their section including production parameter and downtime.
- To prepare the action plan for each section to circulate to all supervisors and technicians.

Competence developed

- i) Planning and carry out both preventive and breakdown Maintenance.
- ii) Training of subordinates.

**July 1998 to
2003**

Factory Workshop and Planning Engineer;**Accountability**

- Maintenance of factory sugar processing equipment and responsible of keeping plant asset registers. In charge of drawing office,
- To carry out the maintenance and addition/alteration job as per the action plan and good engineering practice
- To ensure over hauling and maintenance of the plant parts during off season for trouble free operation during season and also to achieve the results

Competence developed

Interpretation and approval of drawing, Designing of sugar processing machineries.

Achievement

- Overshow fabrication of parts during Boiler upgrade for 30tph to 36tph and subsequent commissioning at SonySugar; 2002-2003
- Installation of new packaging facility for branded sugar.
- Optimization / Expansion implementation, SonySugar.
- Design of the branded sugar packaging Hall, conveyors, sugar bins

**June 1994-
June 1998;**

Shift Maintenance Supt;

Accountability

- To ensure running of milling plant efficiently and consistently to get best results from the mill, boiler and also from the process house.
- In charge of all Engineering, functions during the operation to ensure that production targets and plant efficiencies are maintained.
- To run the shift as per the norms set by the chief engineer and chief chemist daily in each shift, including production target.
- To attend routine maintenance work in each shift and also any unattended job of previous shift.
- To attend any break down job when arises in the shift.
- To ensure running of milling plant efficiently and consistently to get best results from the mill, boiler and also from the process house.

Competence developed

Oversee and carry out both preventive and breakdown maintenance of cane carriers, cane cutters, mill inter-carriers mills gearboxes, water tube high pressure boilers, boiler fans, turbo alternators, steam turbines, pumps, centrifugal machines, conveyors and elevators during the operation/shift.

**Oct. 1991 –
Dec.1993**

Management Trainee;

Management Trainee (Mechanical) on Job training in Engineering and sugar processing at SonySugar Co. Ltd;

Accomplishment

As a management Trainee, I completed prescribed practical and operational training. This included working in all the factory divisions from which I comprehensively understood factory operation and objectives.

Competence developed

Effective operation and maintenance of factory equipment.

Publications Conference proceedings/ Presentations

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| 28th June 2019 | Exploring Sugar Industry Perspectives In Enhancing University Industry Partnership. A paper presented at Workshop Hosted by The Technical University of Kenya with Support from the Royal Academy; the Crown Plaza Hotel, Nairobi |
| 3rd to 5th May 2018. | Exploring Sugar Industry Technologies to Enrich Engineering Education: A paper presented at the 3rd Higher Education Partnership for Sub Saharan Africa workshop on enhancing engineering education through university-industry collaboration and experiences; held at The Kenya Institute of Curriculum Development (KICD) in Nairobi |
| 15th-18th January 2018 | Conducted knowledge transfer to Project Implementation Teams on Project Procedure and Process ; SonySugar |
| 3rd -4th Nov | Bagasse Cogeneration; Paper; presented during 3rd East Africa Society of |

2016	Sugar Cane Technologist Congress held.at PTC Sugar Factory Moshi, Arusha;
4th -5th October 2013	Boiler Steam Production Upgrade; Pinhole Retrofit to 30 T/h. Paper Presented during 1st East Africa Society of Sugar Cane Technologist Congress held at Kisumu Hotel.
15th-16th September 2011	Technological Challenges and Opportunities in Sugar Industry. Paper presented during 14 th Biannual, Kenya Society of Sugar Cane Technologist Congress held at Masinde Muliro University of Science and Technology.
14th 16th April 2009	Bagasse Cogeneration: A Viable Business Opportunity of The 21st Century, published in Conference Proceeding of the International conference for Institution of Engineers of Kenya held at Hotel Intercontinental-Nairobi.
20th-21th Nov. 2008	Milling Efficiency Improvement; Paper present during 13 th biannual Kenya Society of Sugar Cane Technology at Mumias.
8th and 9th October 2007	Technical Improvements and Constraints at South Nyanza Sugar Company Limited; Paper presented during Sugar Research Technical Committee Congress held at Tom Mboya Labour College- Kisumu.

Training, Seminars and short courses undertaken

I have undergone extensive management and technical training and assignment in varied fields, namely:

- Successfully completed training on **PROJECT MANAGEMENT ESSENCIALS** By Engineers Board of Kenya; at Kisumu Hotel, 20th – 21st June 2019
 - Successfully completed training on **RISK ASSESSMENT AND MITIGATION** ; By Engineers Board of Kenya; at Royal Swiss Hotel, Kisumu, 15th- 16th May 2018
 - Successfully completed training on **ROLE OF ENGINEERS IN LAW MAKING;** By Engineers Board of Kenya; Sarova Panafric Hotel Nairobi;; 9th March 2018
 - Successfully completed **SAP-ERP PROJECT SYSTEMS MODULE SUPER USER TRAINING;** By Alttab Africa SonySugar Training Hall: February 2015
 - Successfully completed one week course in **PERFORMANCE MANAGEMENT** organized by PMAK management at Utalii college from 27th to 28th June 2013
 - Completed **CHANGE MANAGEMENT TRAINING** facilitated by Visionary Leadership & Management Consultants Ltd.at SonySugar Training Hall: May 2013
 - Completed **MICROSOFT PROJECTS TRAINING** facilitated by Gath management ltd at SonySugar from 14th -18th Jan. 2013.
 - Successfully completed one course in **PROJECT MANAGEMENT** organized by Jomo Kenyatta University of Agriculture And Technology: 6th to 9th April 2010 at JKUAT Executive training center, Mombasa.
 - Successfully participated in a course on **PROJECT MONITORING AND EVALUATION** by KCA University, from 27th -30th May 2008 at Sunset Hotel Kisumu.
 - Successfully participated in a workshop on **PUBLIC PROCUREMENT & DISPOSAL ACT 2005 AND REGULATION 2006,** held on 31st March -2nd April 2008 at SonySugar Co. Ltd.
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- Participated in **KAIZEN IMPROVEMENT METHODS** at Iseki Niigata Manufacturing Co., Ltd and Fujii Corporation. Factories, JAPAN: - 11th-13th September 2007.
 - Participated in **RAPID RESULT INITIATIVE** workshop at Tom Mboya Labour College in Kisumu held in August 2006.
 - Technical visit to **SOUTH AFRICA FOR MILL ROLLER INSPECTION** at Elgin Workshop and visit to Eston sugar Factory March 2006.
 - Technical visit to India to **OVERSEE AND INSPECT THE MANUFACTURING AND SUPPLY OF MILL HEADSTOCK** assembly: - between 28th March -3 April 2005.
 - Successfully participated in **THE ROLE OF INTERNAL AUDIT** course conducted at SonySugar Company, Facilitated by Kenya College of Accountant; - held in March 2005.
 - Technical visit to **SOUTH AFRICA, DURBAN TO INSPECT MILL ROLLERS:** Including visit to Sezela sugar Factory March 2004.
 - Industrial visit to Mombasa organized by the Institution of Engineers of Kenya team. November 2003.
 - Participated in a workshop on **ENERGY CONSERVATION:** Organized by GEF-KAM-Mombasa October 2003
 - Participated in a course on **ENVIRONMENTAL MANAGEMENT IN SUGAR AND ALLIED INDUSTRIES** Sponsored by Sida and Organized by OSIENALA and Linkoping University: SEPT 2001.
 - Participated in **TECHNIQUES FOR AN EMPOWERED WORKFORCE** course Conducted by Development Dimension International (DDI) DEC. 1998.(DCDM)
 - Attended a **COMPUTER LITERACY** course, organized by Information Systems Academy: December 1994.
 - Participated in a workshop on **BOILER OPERATIONS & MAINTENANCE:** By P. Technical Services (Boiler Maintenance and Consulting Engineer). November 1994.
 - Attended a course on **MODERN LUBRICATION TREND AND FUNDAMENTAL OF SYNTHETIC LUBRICATION**, by Mobil, October 1999
 - **INDUSTRIAL ATTACHMENT** conducted at Mumias Sugar Company, Nov. 1993.
 - Attended **LUBRICATION SEMINAR** organized by Kenya Shell LTD/ BP Kenya Ltd. - October 1993.
 - **INDUSTRIAL ATTACHMENT** taken at Kenya Railway's Central Workshop Nairobi, June 1993.
 - Attended a **SENIOR MANAGEMENT** Course: organized by Eureka Educational and Training Consultants. March 1995.
 - Participated in a course on **HUMAN & INDUSTRIAL RELATIONS:** By Novatek Management Consultant Services (Nairobi). November 1992.
 - Attended a course on **MANAGEMENT OF FACTORY OPERATIONS AND SUGAR PROCESSING:** By Kenya Society of Sugar Cane Technologists- March 1992.
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Conferences Attended

I have undergone Professional training locally and overseas;-

- Participated at the **5th Engineering Africa Week and 3rd Africa Engineering Conference**; Host Institution of Engineers of Kenya and Engineers Board of Kenya; Theme;-**Harnessing Blue Economy for Accelerated Economic Growth**; (Pride-inn Paradise, Mombasa. (17th - 21st Sept 2018).
 - Participated at the Institution of Engineers of Kenya International Conference; Theme **Engineering Opportunities & Capacity Building in Emerging Natural Resources Discovery** (Hotel Intercontinental Nairobi. April 2015).
 - Participated in the Institution of Engineers of Kenya International Conference; Theme of the **Innovative Engineering Solutions for Industrialization of Counties** (Tom Mboya College APRIL 2013)
 - Participated in the Institution of Engineers of Kenya International Conference (KICC Nairobi MAY 2012)
 - Participated in the Institution of Engineers of Kenya International Conference ,THEME: **Food, Water and Energy Security: Engineering Challenges of The 21st Century** (Hotel intercontinental -22ND -24th APRIL 2009)
 - International conference for Institution of Engineer of Kenya International conference; Theme **The ENGINEER AND VISION 2030**, Nairobi -14th -16th May 2008
 - International conference for Institution of Engineer of Kenya International conference on The **ENGINEER IN LIBERALIZED MARKET**, Nairobi -25th -27th April 2007
 - Successfully completed the **REGIONAL SUGAR MILL LUBRICATION SEMINAR** Organized by Chevron in Nairobi 4th May 2007.
 - International conference for Institution of Engineers of Kenya (IEK) on **PREPARATION FOR THE PROFESSIONAL INTERVIEW** Nairobi;- August 2006
 - Participated in Institution of Engineer of Kenya International conference on The **ENGINEER AND REGIONAL INTEGRATION**, Nairobi -26TH 28TH April 2006.
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Community Work

Currently I am holding various positions as part of social responsibility as listed below;-

- 2016 to Date; **Board of Management; Chairman Infrastructure Committee**; Onjiko Boys High School
 - 8th December 2016 to Date;-**Board of Management; Chairman Infrastructure Committee**; Ahero Girls High School
 - **Chairman Engineering and Process Division**; - Kenya Society of Sugar cane Technologist.
 - **Committee Member**;- Process ,Research and Marketing East Africa Society of Sugar Cane Technologist
 - **Treasurer**; - Institution of Engineers of Kenya Western Kenya Chapter.
 - SonySugar -Kisii University collaboration partnership committee member;; June 2018
 - Team Member of the Strategic Plan committee
 - Team Member of Sugar Cane Trans loading construction project
 - Team Member of Bore hole Construction project
 - Committee Member of strategy, Finance and Investment Theme Team
 - Champion of Corporate performance contract
 - Team member of Molasses packaging plant project
 - Team Member of Mill # Drive upgrade project
 - Team member of Rock removal system installation project
 - Inter-Ministerial committee for sourcing for fund for SonySugar Expansion Project. The team
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members were, Restructuring Expert DGIPE, Ministry of Finance, Economist, Ministry of Agriculture and Director in charge of State Corporation. **February 2008**

- RRI Factory Strategic Leader
- Show Committee member, Factory representative; 2000-2016.

Interests

Reading scientific materials; Excursion

Referees

Bernard Otieno; Managing Director, South Nyanza Sugar Company Limited, P. O. Box 107-40405 Sare; Mobile; 0727647745. (Professional)

Prof. Simuyu Sitati; Dean, School of Engineering; Moi University ; P.O. Box 3900 – 30100, Eldoret, Kenya; Tel. No. 053 43620, Ext. 2733; Mobile, 0722234627; Email address: deanengineering@mu.ac.ke ; - simuyusitati@gmail.com (Personal)

Mr. Asa Okoth; Sugar Directorate, P. O. BOX 2 40107 -Nairobi; Tel:- (+254)-202333559; Mobile: 0721959762; email aokoth@yahoo.com

Prof. Willy Muturi; Senior Lecturer; Jomo Kenyatta University of Agriculture and Technology; College for Human Resource Development, Nairobi, Kenya, P. O. Box Muhoroni, Kenya. Mobile 0722802099; E-Mail wmuturi@ihrd.jkuat.ac.ke. (Academic)

Eng. Eric O. Ngage

Signature _____ Date _____