

CURRICULUM VITAE

(By December 2019)

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SELF DESCRIPTION

I am a hard working self-driven hands-on manager /consultant and an effective & efficient executive.

KEY COMPETENCIES

- **Strategic, Governance and Sustainability Leadership**; leading, thinking and planning for the organization future growth & performance, and addressing issues that affect progress of the human race such as inclusivity, climate change and global warming
- **Managing Resources, Time and Information**; active handling of resources, time and information in an effective and efficient manner,
- **Managing, Developing Staff and Teamwork**; enabling staff to achieve their best and grow in self and teams, both in personal and organization performance, building mutually beneficial relationships and partnerships, within and outside the organization
- **Quality Management and Customer Focus**; directing all activities for the satisfaction of customers, both internal and external,
- **Monitoring, Learning and Innovating**; learning skills required for performance, monitoring achievement of targets, continuously seeking knowledge and better methods of achieving objectives and communicating effectively,
- **Acquiring and Disseminating Knowledge**; training (teaching, lecturing and coaching) in both class and field setup and through publicized materials and/or other media,

WORK EXPERIENCE

1. **International Consultant; International Trade Centre - ITC** (*a joint agency of the United Nations and the World Trade Organization*), **Trade for Sustainable Development (T4SD) Programme** (www.intracen.org);

- A. Individual Contractor, From Dec 2018 – September 2019; ITC - EAC Market Access Upgrade Programme (MARKUP);**

- i. Conduct a regional market-led assessment with tea trade stakeholders to define and validate a sector action plan focused on value addition and export development in East Africa Community (EAC) Countries, with particular reference to countries participating in MARKUP Tea Component (Burundi, Kenya & Tanzania),
- ii. Organizing validation workshop for Tea Supply and Demand Assessment in Kampala, Uganda and presentation of findings in the 4th African Tea Convention,
- iii. Profiling of Micro, Small & Medium Enterprises (MSMEs) in the tea sector in Burundi, Kenya and Tanzania,
- iv. Facilitating the start-up activities of the Resource Efficiency and Circular Production (RECP) component of the program.

Responsibilities;

1. Conduct a regional market-led tea supply assessment in EAC;
 - a. Provide a very short description of international trends of tea demand in relation to East African teas,
 - b. Description of the structure, role and functions of East African Tea Trade Association (EATTA) and the tea auction in Mombasa.
 - c. In depth analyses of the tea industries of Burundi, Kenya and Tanzania:
 - I. General background to the industries in each country,
 - II. Description of the industry governance; government institutions and agencies, policies and strategies and regulatory mechanisms (licensing requirements),
 - III. Description of the value chain from production, through post-harvest processing and packing to marketing and consumption,
 - IV. On improvement of market access/development and value addition, provide an overview of;
 - a. The strengths and advantages,
 - b. The constraints and challenges,
 - V. Provide a prioritized list of opportunities on market access/development and value addition that can be addressed by regional and country trade support bodies, and the MARKUP project,
 - VI. Establish benchmarks for the performance of tea factories in terms of their resource efficiency (water, electricity, firewood, diesel, tea leaves, waste etc.).
2. Organizing validation workshop for Tea Supply and Demand Assessment in Kampala, Uganda during the 4th Africa Tea Convention and making presentation of findings in the convention;
3. Profiling of Micro, Small & Medium Enterprises (MSMEs) in the tea sector in Burundi, Kenya and Tanzania,
4. Facilitating the start-up activities of the Resource Efficiency and Circular Production (RECP) component of the program;
 - I. Identifying consultants and experts for training as trainers (TOT) of potential RECP coaches,
 - II. Preparation of tea training materials and deliver training to TOT,
 - III. Support in recruitment of coaches from the TOT participants,
 - IV. Identifying and registration of beneficiaries for RECP activities; independent tea factories.

Achievements;

- Supply assessment completed and final report submitted after validation,
- Validation workshop organized and executed; presentation of findings made to the 4th Africa Tea Convention in June 2019; presentation evaluated as the best in the convention by participants,
- Questionnaires for MSME profiling designed and sent out to the enterprises, filled forms received and analyzed; 17 (out of 22) independent tea factories profiled,
- 18 Experts enlisted & trained and 5 recruited as RECP coaches, contracted to start work in October 2019 and 15 (out of 22) independent tea factories registered as beneficiaries.

B. National Coordinator, ITC Climate Resilience Project in Kenya, from May 2018 to Nov. 2018; Strengthening Competitiveness through Climate Resilience in International Value Chains Project in Coffee, Tea and Cut Flowers Sectors;

Responsibilities;

- a. Coordinating the project work with local (sector) associations and institutions, including:
 - Selection process of local companies to participate in the project,
 - Selection process of technical experts from the associations to be trained as a trainer of the “Climate expert” tool,
 - Planning and coordination of the long-term integration of the Climate Expert tool into the offering of local associations and related follow-up,
- b. Coordinating the project work with local coaches and companies;
 - Communicating with local enterprises and coaches on progress of the training and related feedback,
 - Monitoring the implementation and progress on coaching sessions that local coaches will provide to companies,
 - Supporting in any type of issues in the process of the coaching programme (e.g., online coaching, work with coaches, etc.),
- c. Supporting the preparation and implementation of local project related events and meetings, such as:
 - Sensitization workshop with project stakeholders,
 - Training of trainers’ sessions,
 - Workshop on lessons learnt with project stakeholders,
 - Potential other smaller events and meetings in the course of the project,
- d. Coordinating with local consultant that is responsible for the value chain analysis part of the project,
- e. Project reporting;
 - Supporting in the preparation of a final handbook (including lessons learnt) about the project,
 - Preparation of quarterly updates of project activities in a written format.

Major Achievements;

- Facilitated sensitization workshop for over 30 (target 20) organizations, including 7 business support organizations and training of trainers to 32 (target 10) climate experts,
- Facilitated registration of 19 (target 10) businesses organizations in participating in the project; 11 coffee cooperatives, 1 coffee union, 2 coffee marketing agents, 3 tea processing companies and 3 flower farms and recruitment of 5 climate expert coaches,
- Coordinated and supervised the coaching of the 19 business organizations by the 5 coaches, using the Climate Expert Approach and development of 19 adaptation Strategies,
- Facilitated training of beneficiary business organizations on financial training and project closing workshop, where five adaptation strategies were presented by the coaches to audience including financial institutions and technology providers,
- Assisted in the value chain and climate change resilience analysis for the coffee and tea sectors and due diligence for selection of host for ITC T4SD hub,

- Made presentations on the project approach and results to the national tea stakeholders forum in Mombasa, 2nd Africa Tea Science Symposium in Nyeri and panel discussion in the international workshop on resilience to climate change in the Agri – food sector organized by ITC and UNFCCC in Geneva, Switzerland.

2. **Management and Agribusiness Consultant; Span Africa Consultants Limited; (www.spanafrica.co.ke); 2008 – To date;** Freelance Consultant; 2008 - 2012, Non-Executive Chairman; 2013 – 2017 and Consulting Director from August 2017 to date;

Responsibilities; undertaking consultancies in management and agribusiness;

- a. **Prothem Usine, SA, Burundi** (2019: Training production staff on Tea Processing; Good Manufacturing Practices, Machinery Maintenance, Cleanliness, Hygiene and Food Safety and Tea Trade and Conducting a quality audit.
- b. **Idec Financial Services (PTY) Limited, South Africa (SA)**, through *Terra Vivere (PTY) Limited, SA*, (2018): Conduct evaluation of the viability of Majola Tea Estate and give recommendations on revitalization options. Idec Financial Services was appointed by *Eastern Cape Development Agency (ECRDA)* (a unit of the Eastern Cape Province Government responsible for implementing rural development strategy) to develop and implement a Business Rescue Plan for Majola and Magwa Tea Estates and Factories, in Port St. Johns.
- c. **Stichting UTZ, Netherlands**; Training field staff and lead farmers from Malawi, Zimbabwe and Kenya on tea agronomy, tea processing and climate change adaptation & mitigation and leading on field, factory and research station visits in Kenya (2016 & 2017),
- d. **Venus Tea Brokers Limited;**
 - i. Auditing tea farms and estates on Good Agricultural Practices (GAP) and tea factories on Good Manufacturing Practices (GMP); over 70 factories in seven countries; Burundi, Democratic Republic of Congo, Kenya, Malawi, Rwanda, Tanzania and Uganda, (2008 – 2019)
 - ii. Review of machinery capacity and installations in new tea factories in Uganda (Rusekere - 2010), Kenya (Chebango - 2015) and Rwanda (Gatare - 2017),
- e. **Rwanda Mountain Tea Limited (through Associate Firm, Samstar Business Solutions), 2016**; Conduct training needs assessment for new staff in the field (Agronomists) and factory (Tea Makers) to identify gaps, develop curriculum to cover gaps and training on the curriculum,
- f. **Solidaridad Eastern and Central Africa Expertise Centre (SECAEC) 2008 - 2012**; Implementation of the tea program with projects in over 20 factories in Kenya, Malawi, Mozambique, Uganda and Zimbabwe, leading to Rainforest Alliance, UTZ and Food Safety Certification,
- g. **Centre for Promotion of Imports =CBI (an agency of the Dutch Ministry of Foreign Affairs) – through SECAEC 2015 - 2017**; leading in the implementation (gap analysis, documentation, training & auditing) and certification of Meru Herbs for “Tea” (Spices) and Fruits (Jam) Processing factories and Home Comforts for tea packing on Food Safety (ISO 22000; 2005) and Mau Multipurpose Cooperative on Rainforest Alliance,

- h. **Office The Du' Burundi (OTB);**
 - i. Evaluation of training of Tea Makers on GMP on their performance in tea processing in factories (2014),
 - ii. Training the Board Members, Directors, Executives and Tea Makers on GMP and Food Safety and auditing of factories (2009),
- i. **Kipchimchim Company Limited, 2010;** Feasibility study of the proposed Kipchimchim Tea factory in Kericho County (2011),
- j. **Imani Development Consultants Limited, UK; 2009,** Pre-feasibility study of proposed Kahuna Tea Factory in Western Uganda,
- k. **Mohenkorp Associates Ltd, 2009,** Piloting the implementation of the new Kenya Tea Industry Code of Practice (KS 2128) under a contract of Tea Board of Kenya in six tea producers (farms and factories); Ngorongo, Mungania, Momul, Nyansiongo, Kipkebe and Kepchomo,
- l. **Performance Improvement Services (PIS) Ltd, 2008;** Project Coordinator; Coordinating the project of Facilitation Oversight for the Smallholder Dairy Farmers in the Nyeri Milk Shed under the USAID - Kenya Dairy Sector Competitiveness Program,

Major Achievements;

- Revival of run-down factories back to operations, high productivity, efficiency and profitability,
- Training of farmers, agricultural & factory staff, management & directors, leading to improvement in tea production, high efficiency & quality in factories and improved markets & prices,
- Training of farmers and agricultural and factory staff leading to adoption of sustainable practices, adaptation & mitigation and improved resilience to climate change,
- Promoting certification as a tool of sustainability to acceptance by the tea industry and leading in certification of estates, groups of smallholder farmers and factories.

3. Positions in International Development Organization (NGO); Solidaridad Eastern and Central Africa Expertise Centre; a regional expertise center (REC) of the international NGO; Solidaridad, (www.solidaridadnetwork.org); August 2008 – February 2012 – Consultant, March 2012 - July 2017 – Full Time Employment ;

Responsibilities;

- A. **Co-Director;** December 2012 – July 2017; Deputy to the Regional Director, responsible for operations, supervision of all programs and administrative duties,
- B. Regional Head of Human Resources (HR); December 2012 – July 2017; responsible for all HR functions in the REC,
- C. **Quality Management Representative (QMR);** January 2010 – July 2017; responsible for Quality Management Systems (QMS) based on ISO 9001: 2008 and promoting culture of quality and customer focus in the organization and with partners,

- D. ***Regional Coordinator of Communication***; January 2010 - December 2013; Responsible for all external communication and maintenance of internal information system,
- E. ***Regional Coordinator of Training & Training Materials***; January 2010 - December 2013, responsible for coordinating training and establishment, publication and distribution of training materials,
- F. ***Regional Program Manager, Tea Program***; March 2012 – July 2017; running the tea program with projects in Kenya, Malawi, Mozambique, Tanzania, Uganda and Zimbabwe, leading to Rainforest (RA), UTZ and Food Safety Certification.
- G. ***Tea Consultant***; August 2008 – February 2011; contract assignments to implement the tea program with projects in Kenya, Malawi, Mozambique, Tanzania, Uganda and Zimbabwe. Led in the piloting of the UTZ Tea Code for Farms and Factories in 7 estates & 5 factories in Malawi and 4 estates & 9 factories in Kenya.

Major Achievements:

- Oversaw the REC growth from three projects in 2012 to nine in 2017, opening of three country offices; Ethiopia, Tanzania & Uganda, and staff growth from 8 to 43 and as HR Head recruited the addition 35,
- Led in the compilation of two Multi Annual Strategic Plans (MASPs); 2011 – 2016 and 2016 – 2020, implementation of the first one and started on implementation of the second, and delivered internal annual reports from 2012 to 2016,
- Established three operating systems adopted in the REC: HR management system, Procurement and Payment system and Quality Management System (QMS),
- Successfully managed the QMS, based on ISO 9001; 2008 and maintained certification from 2012 to 2017,
- Organized publicity of organization through brochures, print media, radio presentations, and participation in international & local forums,
- Compiled and published two manuals and organized development of numerous and publication of training materials,
- Successfully run the tea program covering Kenya, Malawi, Mozambique, Tanzania, Uganda and Zimbabwe,
 - Reaching total of over 53,600 smallholder farmers,
 - Tested and piloted the Draft UTZ Tea Code of Conduct in Malawi and Kenya and assisted in development of the final version of the standard,
 - Certification (UTZ, Rainforest Alliance and Food Safety) of 14 tea estates and 18 tea processing factories,
 - Assisted over 33,800 smallholder tea farmers to improve on resilience to climate change and five factories to initiate mitigation measures,
 - Initiated an annual competition to recognize best practices on climate change adaptation and mitigation with four other partner organizations, which has been running for five years,
- Participated in many international, regional and national forums, where I articulated the issue of the plight of smallholder farmers, the theme of sustainability along the value chain and climate change adaptation & mitigation,

- As a committee member of the BDS (Business Development Services) Donor Coordination Group (BDCG), I participated in organizing annual BDS and Green Growth Conferences (2014 - 2018).

4. Positions in Academia; Part Time Lecturer, March 2008 – March 2013;

- A. **Jomo Kenyatta University of Agriculture and Technology**; Karen Campus, Lecturer to Diploma (D) and Bachelors' (B) students in Principles of Management, Business Organization Management, Operations Research, Qualitative Techniques, Production Management, Purchasing & Supplies Management and Research Methodology on DBIT, DHRM, DPSM, BCom, BBIT, BPSM and BA courses,
- B. **University of Nairobi**; Department of Food Science Nutrition and Technology, Kabete Campus. Lecturer in Food Science, Nutrition and Technology to BSc. and MSc. Students on Food Chemistry, Quality Assurance, Quality Management Systems, and on Food Production; Tea, Coffee, Fats & Oils, Cereals and Roots Technology,
- C. **Kenya Institute of Management**; School of Management. Nairobi Campus. Lecturer in Management Practice, Purchasing and Supplies Management and Total Quality Management to Post Graduate Diploma and Diploma students in DBM, DHRM and DPSM courses.

Major Achievements;

- Disseminating knowledge to Diploma, Bachelors and Masters students through lectures, laboratory experiments, sharing practical examples and field visits,
- Supervising research and publication of thesis of master's students.

5. Positions in Private Sector in Management in the Tea Industry (Production, Processing and Value Addition);

- A. **Lanworth Resources International Limited**, (*managing agent of East Africa Agri-Business, Ethiopia Limited*); **2007; General Manager** of a Tea Business Unit (TBU) consisting of *Chewaka* Tea Estate and Processing Factory and *Dukem* Tea Blending/Packing Factory in Ethiopia.
- B. **Kenya Tea Development Agency (KTDA) Limited**; Managing Agent of smallholder tea business; current with over 600,000 farmers who own 69 tea processing factories. Management of the tea business at the tea factories;
 - I. **Factory Unit Manager**; General Manager position in-charge of the performance of the tea business in the factory company including all operations in the Factory Unit consisting of Agricultural Services, Leaf Collection, Tea Processing, Finance, Human Resources, ICT and all supporting activities. Posted to three factory companies; *Michimikuru* in Meru (2006-2007), *Momul* in Kericho (2003-2006) and *Gacharage* in Murang'a (2002-2003).

- II. **Factory Manager**; in-charge of all the operations of the Processing factory. Posted to three factories: *Mungania* in Embu (1998-2002), *Kiegoi* in Meru (1996-1998), *Thumaita* in Kirinyaga (1994-1996).
- III. **Assistant Factory Manager**; in charge of the Production Functions of the Processing Factory. Posted to two factories: in *Mataara* in Kiambu (1993) and *Githambo* in Murang'a (1992),
- IV. **Trainee Factory Manager**; learning-on-the job and assisting in the operations of the Processing Factory. Posted to two factories: *Chinga* in Nyeri (1990) and *Theta* in Kiambu (1989-1990),

Major Achievements

- Great improvement in the quality of made tea in Chewaka Tea Factory to export grades and initiated organic certification of the estate,
- The factories I managed in KTDA were recognized for making premium tea quality leading to high prices and high returns to the smallholder farmers and other shareholders,
- HACCP & Fairtrade Certification for Michimikuru Tea Factory, Estate and Smallholder Farmers (SHFs) and started Sustainable Agriculture Project in Momul Tea Factory for SHFs, which eventually led to first RA Certification in tea industry in Kenya.
- Ethical Tea Partnership (then Tea Sourcing Partnership) in Mungania and Kiegoi Tea Factories.

6. Positions in Secondary School Teaching;

- A. **Teachers Service Commission (TSC), 1989 (One Term)**; Graduate Secondary School Teacher in *Gaichanjiru* Boys High School in Murang'a, County.
- B. **Archdiocese of Nairobi, 1981-1983**; Secondary School Teacher, Games Master and Deputy Head Teacher for *Mirithu* Girls Secondary School in Kiambu County.

Major Achievement;

Developed little known local school, Mirithu Girls Secondary, into a good performing District Level School.

SOCIAL AND WELFARE LEADERSHIP.

- ❖ Member of the Advisory Group (AG); 2018 – 2020; Trade for Sustainable Development (T4SD) Programme of International Trade Centre (ITC); AG provides non-binding advice to T4SD on strategy, programme plan, operations, development of innovative approaches & feedback on programs and to ITC on corporate strategy,
- ❖ Secretary Couple (My Wife and I); (2002 – Present); Mary & Joseph Family Support and Investment Group,
- ❖ Treasurer; 2009 – 2019; Land Mark Investment Self Help Group,
- ❖ Vice Chairman (2012 – 2015) and Treasurer (2015 - 2017); Grow Africa Self Help Group, which in 2016 transformed into a company,

- ❖ Chairman, Board of Management (2014 - Present), Alpha Joy Care Children Home for Orphans in Kiambu District and benefactor of this home (2004 – Present) & Kabete Children Home (2002 – 2004) with my family,
- ❖ Full Member, Kenya Institute of Management; (2004 – Present),
- ❖ Leading factory employees in supporting 7 homes/schools of disabled/orphaned children; Laare & Meru in Meru County, Kipchimchim in Kericho County, Kandara in Murang'a County, Kevote & Jomo Kenyatta in Embu County and Kianyaga in Kirinyaga County; (1994 – 2007).
- ❖ Initiated setting up of 6 Staff Self Help Groups and Founder/patron of social/welfare organizations in the 6 factories; Thumaita, Kiegoi, Munagania, Gacharage, Momul and Michimikuru; (1994 – 2007),
- ❖ Vice Chairman; Parents Representative Committee, Effort Junior School, Kerugoya; (2002– 2004),
- ❖ Member; Projects Committee, Alliance High School; (2002 -2003),
- ❖ Member, Friend of the Nairobi Hospice; (2000 – 2006),
- ❖ Various fundraising events to finance school, churches, medical bills, education funds etc. as guest of honour and assisting guest; (1990 – Present).

ACADEMIC AND PROFESSIONAL BACKGROUND.

2009	Institution;	Africa Nazarene University, Nairobi.
	Course:	Environmental Impact Assessment/ Environmental Audit
	Grade:	Certificate.
2003 - 2004	Institution;	Kenya Institute of Management, Kericho College.
	Course:	Post Graduate Diploma in Business Management.
	Grade:	Distinction.
2005	Institution;	Institute of Advanced Technology, Nairobi.
	Course:	International Computer Driving License 1.
	Grade;	Practical certificates in M/S word, Excel, PowerPoint & Email
1986 – 1990	Institution:	University of Nairobi, Kabete Campus, Nairobi.
	Course;	MSc. Food Science and Nutrition
	Grade:	MSc. Degree by Course work and Thesis.
1983 – 1986	Institution:	University of Nairobi, Kabete Campus, Nairobi.
	Course:	BSc. Food Science and Technology.
	Grade:	2 nd Class Honours (Upper Division).

SHORT PROFESSIONAL/BUSINESS COURSES.

I have trained in the following business courses;

- ❖ Resource Efficiency and Circular Production (RECP) Expert Tool,
- ❖ Climate Expert Tool,
- ❖ Human Resource (HR) for Non HR Managers,
- ❖ Project Cycle Management, Result Cycle Planning and Theory of Change,
- ❖ Sector Export Marketing Plan, Marketing Research and Intelligence,
- ❖ Implementation, Training and Auditing for Quality, Environmental and Food Safety Management Systems based on ISO 9001, 14001 and 22000 standards,

- ❖ Emerging Leaders; Leadership for Hope Programme,
- ❖ Project Planning, Monitoring & Evaluation and Risk & Opportunity Analysis,
- ❖ Sustainability standards; UTZ CERTIFIED, Fairtrade and Rainforest Alliance,
- ❖ Environment Standards and Environmental Impact Assessment/Environmental Audit,
- ❖ Corporate Governance and Advanced Management Programme,
- ❖ Kenyan Driving License, Class “B”.

PUBLICATIONS.

Kamanu J. N. and Wangu James; (2017); Sustainable Tea farming: An Inspiring Future for Nature, Health and Abundant Livelihoods. **Convention Magazine, 3rd Africa Tea Convention, by East Africa Tea Trade Association (EATTA),**

Kamanu J. N.; (2011); Training Techniques for Promoter Farmers Booklet. *Solidaridad Eastern and Central Africa, Nairobi, Kenya.*

Kamanu J. N.; (2010); Tea Growers Manual; Module 1: Good Agricultural Practices in Tea Growing. *Solidaridad Eastern and Central Africa, Nairobi, Kenya.*

Kamanu J. N.; (2004); Motivation of workers in small scale tea processing factories in Kenya. **Research Project Report, Kenya Institute of Management, Kericho Campus.**

Kamanu J. N.; (2003); The keeping quality of black tea fired to different moisture content levels in a fluid bed drier. **Tea Journal, 24: (01), 21-28.**

Kamanu J. N.; (2001); The effect of the drier temperatures on the quality of tea fired in a fluid bed drier in Kenya. **Tea Journal, 22: (01), 29 –37.**

Kamanu J. N.; and Mbugua S. K.; (1999).; Production of concentrated “Mala” culture for direct vat inoculation by small scale manufacturers in East Africa. **J. Food Technol, Africa, 4: (4), 140 –144.**

Kamanu J. N.; (1999); The effect of moisture content of tea dried in a fluid bed drier on the quality of black tea in Kenya. **Tea Journal, 20: (01), 48-53.**

Obanda, M; Owour, P. O.; and Kamanu J. N.; (1998).; Effects of wither duration and fermentation aeration on black tea quality characteristics of tea produced in a commercial factory. **Tea Journal, 19: (02), 97-106.**

Kamanu J. N.; (1989); A study of making concentrated starter culture for “mala” production in Kenya, with special emphasis on small scale manufacturers. (**MSc. Thesis, University of Nairobi, Kabete Campus**).

CONFERENCE PRESENTATIONS AND SPEAKER ROLES.

- ❖ **East Africa Tea Trade Association (EATTA); Fourth African Tea Convention and Exhibition, Kampala, July 2019;** Market-Led East Africa Tea Supply Analysis Report of Findings (*Evaluated as the Best Presenter & Presentation*),
- ❖ **Agriculture and Foods Authority, Tea Directorate (AFA – TD); Information Exchange and Climate Change Sensitization Forum, Nandi, June 2019;** Resource Efficient & Circular Production Processes in the Tea Sector,
- ❖ **AFA – TD; Africa Tea Science Symposium and Exhibition; Theme; Harnessing Innovation and Technology to Spur Growth in the Tea Industry, Nyeri, November 2018;** Building Climate Resilient Value Chains,

- ❖ **ITC & UNFCCC Workshop on Fostering Engagement of the Agri-Food Sector in Resilience to Climate Change, Geneva Switzerland, October 2018;** How to Effectively Support Farmers and SMEs in Designing Adaptation Strategies. (*Panel Discussion*),
- ❖ **AFA – TD; Tea Industry National Stakeholders Forum, Mombasa 2018;** Climate Change Risks and Opportunities in Tea Trade,
- ❖ **EATTA; Third Africa Tea Convention & Exhibition, Nairobi, May 2017;** Sustainable Tea farming: An Inspiring Future for Nature, Health and Abundant Livelihoods. (*A Publication in the Souvenir Magazine*),
- ❖ **BDS (Business Development Services) 12th Annual Regional Conference, Mombasa, November 2016;** Sustainable Vegetable Production and Marketing (SVPM) Project in Central Uganda,
- ❖ **AFA – TD; Regional Tea Stakeholders Seminars, Kericho, Nandi, Murang'a & Embu, November 2016;** Recognising best practices in climate change adaptation and mitigation in Tea Industry in Kenya,
- ❖ **Fifth Africa Fairtrade Convention, February 2016, Nairobi;** Role of (multi) certification in embedding sustainability among smallholder farmers in Eastern Africa,
- ❖ **Solidaridad Network Organization, March 2016, Accra Ghana; MASP 2016 – 2020, Global Assembly;** Innovation award - Advertising in the air; Serving best tea in the national carrier, Kenya Airways (KQ),
- ❖ **BDS 11th Annual Regional Conference, Mombasa, November 2015;** Expanding Artisanal Fairtrade Gold mining and trade to Eastern Africa,
- ❖ **EATTA National Tea Stakeholders Conference, October 2015;** Recognising best practices in climate change adaptation and mitigation in Tea Industry in Kenya,
- ❖ **Solidaridad Network Organization, October 2015, Amsterdam, Netherlands;** Co-Creation workshop on Rural Horizons,
- ❖ **EATTA National Tea Stakeholders Conference, Nairobi, November 2014;** Sustainable tea production – adopting and making certification work for the industry,
- ❖ **BDS 10th Annual Regional Conference, Mombasa, November 2014;** Sustainable Farming Systems - Getting to Scale with Smallholder Farmers.
- ❖ **Dedan Kimathi University, Youth in Tea Workshop, Nyeri, June 2014;** Opportunities for Young People, Men and Women, in the Tea Value Chain in Eastern Africa Region and Challenges & Barriers to Venture in to the Prospects,
- ❖ **Karatina University, International Conference on Tea Science and Development, Karatina, September 2014;** Adoption of Sustainability and Certification by Smallholder Tea Farmers in Kenya and Malawi,
- ❖ **Annual UTZ Certified Workshops; Nyeri, Kenya 2012, Blantyre, Malawi, 2013, Kampala, Uganda, 2014 and Addis Ababa, Ethiopia, 2015;** Internal Management Standards as part of Quality Management Systems for smallholder farmers' organizations,
- ❖ **Solidaridad Network Organization, Annual Global Tea Team Meetings, 2013, 2012 & 2010, Utrecht, Netherlands;** sustainable tea program in Eastern, Central and Southern Africa.
- ❖ **Kimathi University College of Technology (then a Constituent College of Jomo Kenyatta University of Agriculture and Technology), Tea Conference, Nyeri, April 2012;** Embedding Sustainability in Tea Production and Processing in Kenya.
- ❖ **China Tea Marketing Association, March 2011;** Guest speaker on the 2nd International Tea Seminar on Sustainable Tea Production in Songyang County, Zeijiang Province in China – sharing experiences on sustainability in tea production and processing in Eastern Africa,

- ❖ **China Tea Marketing Association, Shenegen China, December 2010;** Presentation on “Sustainable Tea Production in the Eastern and Central Africa Region”, to the 3rd China International Expo for Tea Industry and Culture that was held at the Shenzhen Convention and Exhibition Center, China.

REFEREES

- 1. Mrs. Ann-Kathrin Zoltz,**
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- 4. Mr. Alfred Njagi.**
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