**RE: CURRICULUM VITAE (C V) PAUL MUTISYA MUTHANGYA**

**1. CONTACT DETAILS**

Name : **Paul Mutisya Muthangya**

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Mobile - : **+254 (0) 722 734 468**

**+254 (0) 733 734 468**

Nationality : **Kenyan**

Gender : **Male**

Date of Birth : **September 10, 1954**

Marital Status:  **Married, 4 children**

**2. CAREER ASPIRATIONS**

To offer quality and effective consultancy services in agribusiness to inspire growth, competitiveness and sustainable advantages, through the complete application on the necessary skills in crafting and executing growth and turn around strategies, to ensure effectively execute the strategic and business plans to achieve targeted performance.

**3. PROFILE OF SKILLS**

Paul holds an Executive Masters in Business Administration (EMBA) from JKUAT, a BSc and MSc in agricultural sciences from the University of Nairobi and a post graduate Diploma in breeding and pathology. He is a trained Agriculturist, plant pathologist, Plant breeder with and business administration, organizational re-engineering process and project management skills.

He has extensive experience in agriculture spanning over 30 years, with a special interest in agribusiness and agricultural value chains. He has various skills including a comprehensive knowledge of modern management methodologies, monitoring and evaluation, food security, partnerships, NGO management, agribusiness development, value chain analysis, agricultural research and extension, rural development and project management.

Paul has proven skills in effectively developing and monitoring key performance indicators and financial metrics to ensure set targets are achieved to maximize return on investment. He is a motivational leader, quite successful in developing successful teams that achieve business and personal objectives and who thrives working in a results-driven environment.

Most recently Paul was in charge of the barley value chain at East Africa Breweries Limited and currently he is the International Project Coordinator with European cooperative For Rural Development (EUCORD), an International NGO focusing on improving living standards of the rural poor. He is leading the Implementation of the East African sorghum Value Chain Development project in Kenya, Uganda and Tanzania.

The Key competencies:

* Strategic awareness, thinking and leadership. Strategic awareness – I was involved in strategic session for EABL for the last ten years and this has developed in me great strategic awareness skills to take advantage of any new opportunities and easily develop a vision and rally teams to achieving the same. This coupled with the great business skills acquired during my EMBA course is a great asset for this position. I’m able to easily take charge and provide the overall leadership and vision, of a business firm and inspire growth to competitive and sustainable stages, through the complete application on my skills in crafting and executing growth and turn around strategies, and ensure strategic and business plans are effectively executed. I have the ability to lead, develop and maintain relationships with national and regional governments; and the knowledgeable of the trends and the drivers of change in the African Agricultural sector and able to translate these drivers and trends into new business opportunities.
* Operational and Management. Knowledge of Human Resource Management, Administration and Finance, Budgeting, Expenditure Monitoring, Organizational Development, Communication and Compliance. Lead and execute plans for a highly dynamic office to ensure continued growth and operational excellence with creative approaches that foster efficiency and effectiveness, thus sustaining health for the organization as a whole. Ability to provide leadership to all operational management of the Division, and to delegate responsibilities to Regional Operations Manager of the Division and her/his team. Ensure that all planned activities are carried out effectively and efficiently.
* Entrepreneurship Development - While at EUCORD, I did identify Entrepreneurs and did capacity building to improve their skill in record keeping, spotting business opportunities and developing new business ideas and translating these into a bankable business plans. The very successful ones include Shalem Investments in Meru, Sorghum Pioneer Agencies in Tharaka Nithi, PM Enterprises in Kitui and Mwailu Enterprises in Makueni.
* Planning and delivery – I have great experience in developing and carrying business delivery plans and the development and management of large public private partnerships. This involves the analysis and use of information in making management and leadership decisions.
* Influencing – to deal with all types of partnerships, including contracted farmers and advisory staff and collaborators, calls for great influencing skills. I combine the influencing skills very well with negotiations skills.
* Leading and working in teams - is one of the skills I put into use daily. As a people manager, the only way to get results is to work with teams to inspire, energize and motivate them to delivery.
* Decision making – I do possess strong analytical skills coupled with the ability to make decisions, and at times very tough decisions. I clearly discuss solutions to problems.

**4. EDUCATIONAL BACKGROUND**

**JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY**

**Period -** 2007 - 2009

**Exam -**  Executive Masters in Business Administration (EMBA)

**Result -** Awarded EMBA

**UNIVERSITY OF NAIROBI**

**Period -** 1979 - 1981

**Exam -**  MSc (Plant Pathology)

**Result -** Awarded MSc (Plant Pathology)

**UNIVERSITY OF NAIROBI**

**Period -** 1976 - 1979

**Exam -** BSc Agriculture

**Result -** Awarded BSc (Agriculture)

**5. CAREER HISTORY**

**5.1 CURRENT - MANAGING DIRECTOR – AGRISOKO E LTD – Agribusiness consultancy firm.**

**Other Engagements - Lead Consultant – AGRISOKO E LTD**

**Duration - June 2009 to continue**

**Reporting Relationships - To the Board of Directors AGRISOKO E LTD**

**Skills:**

* The key skills for the job are in depth knowledge of agricultural operations, research, business management, contracts, influencing and negotiation skills.
* The project leadership skills, organizational re-engineering skills, strong written and oral communications skills, strong analytical skills, ability to make decisions and understands and discusses solutions to problems
* Great team leadership and motivation skills and ability to engage at all times.

**5.2 PREVIOUS - MANAGING DIRECTOR – AGRISOKO E LTD – an Agribusiness and Farm input consultant firm.**

**Other Engagements - Lead Consultant – AGRISOKO E LTD**

**Duration - June 2009 to continue**

**Reporting Relationships - To the Board of Directors AGRISOKO E LTD**

**Skills:**

* The key skills for the job are in depth knowledge of agricultural operations, research, business management, contracts, influencing and negotiation skills.
* The project leadership skills, organizational re-engineering skills, strong written and oral communications skills, strong analytical skills, ability to make decisions and understands and discusses solutions to problems
* Great team leadership and motivation skills and ability to engage at all times.

**Key Responsibilities**

* Provide overall project management to programs from proposal preparation, grant applications, monitoring and evaluations and reporting. Manage all project activities, including monitoring and evaluation; and timely preparation and submission of annual work plans quarterly reports and other deliverables as per the donor requirements. Assist in coordination and liaison with all stakeholders.
* Develop terms of reference for all program consultants and ensure that they are fulfilling their tasks and the recruitment portfolio for the program
* Carry out skills assessment and plan skills upgrading and training programs
* Consultancy on business canvass and inclusive business models preparation
* Consultancy on business plans
* Do mentorship programs to firms and individuals
* Farm planning and management
* Farm input supply and training on effective and safe use
* Consultancy of farm input evaluations and demonstration promotions
* Farmers awareness creations, groups formation and capacity building on good agricultural practices
* Consultancy on pre harvest and post-harvest handling
* Pest control and management
* Linkage to markets, branding and product promotions
* Offering aggregation services
* Training and capacity building

**5.1 PREVIOUS – Regional Project Coordinator - EUCORD – an International NGO focusing on improving living standards of the Rural poor**

**Key Function –** Implementation of the East African sorghum Value Chain Development project in Kenya, Uganda and Tanzania

**Key Responsibilities**

* Provide overall program leadership and manage program activities and provide coordination and liaison with Government of Kenya, Tanzania, and Uganda agencies, donors, partner organizations and NGOs
* Ensure proper financial and narrative report according to the guidelines set out in the CFC/FIGG/46 Appraisal Report and the Letter of Agreement between EUCORD and EABL.
* With key program staff and stakeholders, ensure program’s objectives and results are fully accomplishes and meet expected technical quality standards
* Ensure that program’s strategies and activities are consistent with the priorities outlined in the Work Plan as well as national policies
* Supervise performance of sub-contractors, sub-grantees, and project team; and build strong collaborative relationships with all project partners
* Manage all project activities, including monitoring and evaluation; and timely preparation and submission of annual work plans quarterly reports and other deliverables.
* Supervise internal control procedures and overall administrative systems
* Develop scopes of work and contracting mechanisms for local long-term support personnel and short-term technical assistance
* Provide supervision, support, and direction to long- and short-term staff
* Administer the project's financial resources; establish monitoring procedures for financial allocations through grants and sub-grants, ensuring compliance with established EUCORD accounting principles and regulations
* In collaboration with program staff, provide guidance and technical oversight to partners and other collaborating agencies to ensure that lessons of sound practice are documented and disseminated
* Participate in regular field visits to the project zones to assure project progress towards activity objectives and goals
* Coordinate and communicate on a regular basis with EUCORD’s Home Office
* Manage relationships with complementary donor projects
* Represent EUCORD and the project to EABL and its subsidiaries at key meetings
* Manage program budgets, including tracking of financial and material resources
* Ensure accurate and timely reporting of program finances and progress status, review actual financial performance against the budget, and explain variances on a regular basis
* Ensure staff compliance with all EUCORD administrative and operational procedures and policies, as well as applicable donor regulations
* In collaboration with the HoM, act as primary program contact to donor and other local and international stakeholders, responsible for addressing all program matters
* Oversee program communication strategies, including compliance with donors’ branding and marketing requirements as well as EUCORD marketing and communication procedures.
* Lead, manage and supervise a team of staff to meet program objectives
* Conduct periodic reviews of staff performance in keeping with EUCORD’s performance management system and mentor staff in order to ensure high levels of motivation, commitment, capacity, and teamwork
* Develop terms of reference for all program consultants and ensure that they are fulfilling their tasks
* Manage the recruitment portfolio for the program, in collaboration with Human Resources and EUCORD country program management, to ensure optimum service delivery through recruitment of competent and qualified staff.

**Achievements**

* Recruited an effective team of experts
* Farmers mobilization and group formation
* Group capacity building
* Enhancement of agricultural productivity and area under sorghum crop
* Partner engagements
* Stakeholder forums
* Improved seeds and varieties
* Increased output from 500mt to over 4500mt in one year

**5.3 PREVIOUS - MOI UNIVERSITY - Part time Lecturer in PLANT PATHOLOGY - School of Agriculture and Biotechnology**

**Reporting Relationships - To the Dean, School of Agriculture and Biotechnology**

**5.4 Previous Employer – East African Breweries Limited POSITION - Agriculture Manager – East African Maltings Ltd**

**DURATION - June 1990 to May 2009**

**Reporting Relationships -** The Agricultural Manager reports to the General Manager East African Maltings Limited who reports to the Group Managing Director – supplies who reports to the Group managing Director – EABL.

**Skills:**

* The key skills for the job are in depth knowledge of agricultural operations, research, business management, contracts, influencing and negotiation skills.
* Has very good project leadership skills, organizational re-engineering skills, strong written and oral communications skills, strong analytical skills, ability to make decisions and understands and discusses solutions to problems.
* Great team leadership and motivation skills and ability to engage at all times.

**Achievements:**

* During my tenure, EABL did create very good relations with both the farmers and farm input suppliers, and this resulted into the development of appropriate and sustainable barley production packages that enabled sustained malting barley supplies.
* Conducive barley growing policies were created and these ensured better farmer engagements and improved relations.
* The research did release four improved barley varieties that improved yields from an average of 1.2 t/ha to 2.7t/ha, with some farmers registering 5t/ha.
* The research collaboration and network was strengthened and improved to cover both government and private sector players in Kenya, Tanzania, Uganda and internationally.
* The processed seed registered great improvements in quality.
* I organized a very successful Sorghum stakeholder’s forum in preparation for local sorghum growing for brewing purposes.

**Reasons for leaving:** - The company carried a restructuring process on the Agricultural operations with a view to outsourcing both research and seed operations.

**5.5 Previous Employer – DELMONTE KENYA LIMITED - THIKA, POSITION - Senior Departmental Head**

**DURATION - May 1987 to June 1990**

**Reporting Relationships -** The Senior Departmental Head reported to the Research Director who reported to the Managing Director

**Skills:**

* Research operations skills,
* people management skills,
* computer and analytical skills

**Achievements:**

* Developed products that were able to manage root rot problems of pineapples and tested and recommended fruit waxes for quality preservation for long distance pineapple shipments.
* Designed an irrigation water management system using evapotranspiration as a key performance indicator.

**Reasons for leaving:** - The position at EABL matched better my research interests

**5.6 Previous Employer - COFFEE RESEARCH FOUNDATION, Box 4 RUIRU**

**POSITION - Plant Pathologist**

**DURATION - June 1985 to May 1987**

**Reporting Relationships -** The position reports to the Head of Pathology section who reports to the Research Director.

**Skills:**

* Research operations skills,
* people management skills,
* computer and analytical skills

**Achievements:**

* Worked on the coffee bacterial wilt and instituted disease control and cultural management procedures for the disease.
* Identified various resistant strains of the colletrotricum fungus and designed a disease resistance management program
* Played a key role in evaluation for disease resistance on all coffee breeding germplasm, this resulted in the release of resistant cultivars

**Reasons for leaving:** - Better prospects at Delmonte

**5.7 Previous Employer - MINISTRY OF AGRICULTURE,** Mtwapa and Njoro research centers

**POSITION - Plant Pathologist**

**DURATION - September 1979 to May 1985**

**Reporting Relationships -** The position reported to the Head of Pathology section who reports to the Research Centre Director.

**Skills:**

* Research operations skills,
* people management skills,
* computer and analytical skills

**Achievements:**

* Worked on the aetiology of the cereal diseases and especially wheat rust diseases
* Collaborated with breeders in race identifications, isolations and increases for use on evaluations of germplasm for disease resistance
* Developed cereal disease control programs
* Identified various rust resistant strains and used the same for resistance breeding and means to manage resistance development
* Played a key role in developing plant pathology diagnostic laboratories both at Njoro and Mtwapa centers.

**Reasons for leaving:** - Opportunities to grow my career

**6. PROFESSIONAL TRAINING**

1. **CIMMYT: TRAINING IN MEXICO**

PERIOD: FEBRUARY - OCTOBER 1983

**AWARDED: DIPLOMA IN WHEAT BREEDING AND PATHOLOGY**

Developed skills on practical pathology and breeding on small grain cereals.

2. **OTHER PROFFESSIONAL DEVELOPNENT**

* February 2005 to March 2006 – Bullet Proof Managers course
* January 25, 2005 – Selection and interviewing Skills seminar
* April 1 – 2 2004 – Business report writing
* August 11 – 12, 2003 – Micro enterprise development course
* April 9 – 15, 2003 – Computer training on Microsoft Access, Power point and Outlook
* October 7 – 9, 2002 – Maximo overview seminar
* August 19 – 21, 2002 – Effective Management skills programme
* May 13 – 17, 2002 – Managing for Results seminar
* March 5 – 6, 2001 – The Management Development course
* November 17, 2000 – Effective public relations for Management staff
* September 18 – 20, 2000 – Peak performance strategies course
* June 19 – 23, 2000 – Counseling Skills seminar
* May 4 – 5, 2000 – Effective team building seminar
* July 01-02, 1999 Change management Seminar
* June 22 – 24, 1999 Internal quality Auditing Part 1
* June 03-05, 1999 Implementation of ISO 9000 Standards
* April 8 – 9, 1999 Statistical quality control seminar
* June 15 – 20, 1998 MSTAT-C & MS-Office in Agric. Experimentation
* December 1 – 5, 1997 Project management course
* October 17, 1997 – Customer care seminar
* August 2 – 27, 1993 Aphid Identification course
* February 03-05, 1993 Finance for non-Financial Managers course
* February 7 – 16, 1988 Fungicide Resistance in Crop protection
* June 15-19, 1987 Management Development course
* May 25 – 29, 1987 Computer Operations & Using Msword, Excel, Power point and Windows 95
* July 21 – August 01, 1986 Techniques in Identification of micro fungi of Agricultural Importance for plant pathologists

**7. PROFESSIONAL MEMBERSHIP**

Paul isa member of the following professional bodies:

* The American Phytopathological Society
* Institute and Guild of brewing
* Kenya institute of Management
* Six sigma

**8. PUBLICATIONS:**

Paul has authored several papers, reports and presentation to conferences both locally and internationally.