**FERDINAND MASIKA MASINDE**

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**HIGHLIGHTS OF QUALIFICATIONS**

* 2 years working in the food crops directorate acting as deputy director in charge of regulations and compliance.
* 21 years’ experience in the horticultural industry, both private and public sectors providing duties and support in large multinational farms, smallholder horticultural producers and horticultural exporters.
* A motivated self – starter, able to learn issues fast; attend to details with minimum supervision, able to work with a motive to achieve the best standards.
* Creative, resourceful and flexible to all duties, able to adapt to changing priorities, maintain a positive attitude and strong work ethics.
* Able to communicate clearly, to establish rapport with both clients and colleagues.
* A team player, able to motivate colleagues to achieve organizational objectives.

**KEY ACCOMPLISHMENTS**

1. **Support to Director, Food Crops as Manager in charge of Regulations and Compliance**

* Inspections and Certification of Public and Private Warehouses to support national food reserves and Warehouse receipt system.
* Implementation of The Crops (Food Crops) regulations,2019 and The Crops Irish Potatoes) regulations,2019
* Compliance checks on scheduled food crops and produce.
* Enforcement of regulations governing scheduled crops
* Formulation of policies for development of scheduled crops.
* Participating in review of KS2657-2016-Warehouse and Warehousing for bagged storage of Cereals and Pulses.
* Coordinating National farmer registration through National Farmer Registration System (NFRS) for 11 Counties in Maize, Wheat, Rice and Irish Potatoes value chains.

1. **Smallholder horticulture producer empowerment**

* Increasing production and quality of horticultural crops while working with farmer groups in Kiambu and Busia counties through specialized extension services.
* Support farmers comply with food safety requirements through management of pests and diseases, traceability and meeting market standards in the counties worked.
* Market Linkage of horticultural producers to both local and export buyers.

1. **Project Management**

* Organising and Successful implementation of Smallholder Horticulture Empowerment and Promotion Project in Kiambu and Busia counties for over 1200 farmers who were able to improve their livelihood by increasing production and quality of their horticultural crops.
* Together with other partner organisations, implementing Programme for Agriculture and livelihood for western communities(PALWECO)-a Finnish government supported programme in Busia County.

1. **Depot and Pack House Management**

* Management of HCD Limuru depot and pack house from 2010 to 2012
* Inspection and quality control of destined for export for areas under coverage.
* ISO 22000 certification process for the depot

1. **Capacity Building**

* Horticultural stakeholder’s capacity building on standards, Food safety, Best practices and traceability

### WORK EXPERIENCE

**April 2021 – to present**

Acting Deputy Director, Regulation and Compliance – Food Crops Directorate.

1. Overseeing development, interpretation and implementation of standards and regulations of the scheduled crops.
2. Coordinating regulations of production and post-harvest handling of produce and by products of scheduled crops.
3. Setting performance targets and standards in consultation with the director
4. Supervising staff in the department.

**2013 –March 2021**

**Officer in Charge**-**Agriculture and Food Authority- (Horticulture Crops Directorate, Busia county)**.

**DUTIES & RESPONSIBILITIES**

1. In charge of HCD Busia station
2. Capacity building of Horticultural stakeholders on best practices-standards, traceability, food safety
3. Preparation of work plans and budget of the station
4. Provision of extension service to horticultural farmers in Busia county
5. Managing of station finances
6. Representing HCD in stakeholder’s meetings and other functions in the county
7. Registration of fruit tree nurseries in Busia county
8. Inspection of all fruits destined for export and imports at Busia border
9. Liaising with other stakeholders in the county in promotion of horticultural activities
10. Registration cross border horticultural dealers

**2010-2012**

**Depot Manager** -**Horticultural Crops Development Authority**, **Limuru**

**DUTIES & RESPONSIBILITIES**

1. In charge of administration and management of the depot
2. Preparation of work plans and budget of the depot
3. Provision of extension service to horticultural farmers in Kiambu county
4. Managing of depot finances
5. Representing HCDA in stakeholder’s meetings and other functions in the county
6. Registration of fruit tree nurseries in Kiambu county
7. Inspection of all fruits destined for export
8. Liaising with other stakeholders in the county in promotion of horticultural activities

**2009-2010**

**Crops Manager Carnation**-**Kenya plants production(KPP) Ltd**, a subsidiary company of Selecta Germany - pelargonium, carnations and bedding plants farm.

**DUTIES &RESPONSIBILITIES**

1. In charge of planning of carnation crop production
2. Planning for the Labour recruitment for carnation.
3. Conversant with planning software-SAP
4. Prepare picking schedules and assign to supervisors and Group Leaders.
5. Monitor/check picking on different varieties.
6. Quality control of carnation crop.
7. Making of spray programmes and monitoring of spraying
8. Any other duties assigned by General Production Manager

**1999-2008**

**Senior Assistant Production Manager (1999-2007), Production Manager (2007-2008)** – **Mayflower (K) Ltd**, a subsidiary company of Royal Van Zanten Holland, a chrysanthemum, Aster, Argyranthemum and bedding plants Farm (1999 – 2008).

Growers of:

* Chrysanthemum cuttings
* Asters
* Argyranthemums
* Bedding plants – Angelonia’s, Bacopas, Verbenas and Brachycomes.

# **DUTIES & RESPONSIBILITIES**

Principal assistant to the general manager and coordinator of all production departments.

1. In charge of Picking, Quality control, Propagation and Maintenance.
2. Planning for rooting, sticking/planting of crops.
3. Planning for the picking team.
4. Well conversant with an overall planning software - stock flow
5. Prepare picking schedules and assign to supervisors and Group Leaders.
6. Monitor/check picking on different varieties.
7. Co-ordinating with Quality Control department in the assessment of picking quality standards.
8. Co-ordinating with Irrigation department for proper irrigation.
9. Co-ordinating with technical department in controlling green house atmosphere.
10. Working in liaison with the Crop Protection Unit on crop situation/condition and recommending remedial action.
11. Organizing spray programmes for different green houses.
12. Report progress in management meetings.
13. Approving permissions, pro rata leave and annual leaves for supervisors and Group Leaders.
14. Advice and co ordinate with Human Resources Department in cases of under employment or over employment (Labour force – field section).
15. Propagate cuttings for local and international customers.
16. Co ordinate work in the green houses – pinching, rooting and plant support.
17. Generate dependable weekly/monthly reports as required.
18. Any other assignments by the General Manager.

**Key skills**

**Languages**: English, Swahili

**Computer Skills**: Advanced use of Microsoft Office, Adobe Acrobat, Internet-based programs and applications.

**Communication**: I have good telephone and verbal communication skills gained through serving people of diverse background

**Management and Leadership**: Motivated charismatic and focused team leader. Also dependable, hardworking, Social able, Courageous and respectful.

Organising Secretary for Horticulture Students Association

(HOSA 1997).

Chairman – Mayflower Savings & Credit Society.

Chairman -PTA – Sikalame Secondary School.

**OVERSEAS TECHNICAL SKILLS GAINED – ON THE JOB TRAINING**

**Japan** – Market Oriented Agriculture Promotion for Extension Officer in Africa (6 months training)

**Denmark –** Risk Communication in Food safety training (3 weeks training)

**Holland** - Training in chrysanthemum farm management at Royal Van Zanten - Holland Farm, mother company of Mayflower (Kenya) Ltd.

Trained on Occupational Health and Safety Training, effective leadership skills, supervisory management skills.

**EDUCATIONAL BACKGROUND**

**PRIMARY:**  Mang’ana Primary School. KCPE

**SECONDARY:**  Chesamisi High School

KCSE – Attained B plain.

**UNIVERSITY:** Jomo Kenyatta University of Agriculture and Technology

(JKUAT 1994 –1997)

BSc. Horticulture: Second Class Honours (Upper Division)

### REFEREES

#### Beatrice Nyamwamu

Director General, Food Crops Directorate

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**Benjamin Tito**

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#### Sammy Khachina

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