

# Resume

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Date of Birth: 10 December 1970  
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## **Profile Brief**

I am a social policy analyst and a governance & leadership trainer. I have 13 years' experience in designing and developing civic education and political literacy training materials, training in and facilitating public policy and advocacy processes and facilitating organization development processes. I have worked and consulted for several public and civil society organizations in the areas of public policy research, advocacy and training; election monitoring and observation; democracy building, governance and organizational development. These include the East African Law Society (EALS), International Republican Institute (IRI Eastern Africa Office), Freedom House (USA), Constitution and Reform Education Consortium (CRECO), the Centre for Law & Research International (CLARION), Centre for Minority Rights & Development (CEMIRIDE), Media Focus on Africa Foundation, Norwegian People's Aid (SSP), African Association for Literacy and Adult Education (AALAE), Dudley Caribbean & Friends' Association (DCFA UK), Institute for Education in Democracy (IED), Centre for Governance and Development (CGD); Youth Agenda, Kenya Government's Poverty Reduction Strategy Paper (PRSP) Secretariat/DFID, the NCKK Advocacy Unit, and Heinrich Boll Foundation. Until August 2005 I was employed at Resource Projects Kenya (a national livelihoods & natural resource advocacy NGO) as the Policy & Advocacy Manager. I left to join Projects and Allied Consultants Ltd on full time basis. I am also an on call Associate Consultant of the Active Learning Centre (Scotland) for whom I have undertaken several governance and democracy building assignments in Kenya, Uganda, Tanzania and Ethiopia.

## **Career/Professional experience:**

- o August 2005 to date:- Director of Programmes/Consultant in Governance, Public Policy & Training - Projects & Allied Consultants Ltd ([www.paconsult.co.ke](http://www.paconsult.co.ke)), a Development Consultancy Company incorporated in Kenya;
- o Associate Consultant (Political Skills Training) for the Active Learning Centre ([www.activelearningcentre.org](http://www.activelearningcentre.org) Scotland);
- o 2003 to August 2005: - Policy Advocacy Manager – Resource Projects Kenya ([www.resourceprojectskenya.org](http://www.resourceprojectskenya.org)), a national agency working with small scale farmers and pastoralists on policy and rights issues. Responsible for Programme development and coordination, policy monitoring and analysis, coordinating Policy Advocacy campaigns, technical advice and training.

**Additionally responsibilities:**

- Founding President of “Unarete-Africa ([www.unarete.org](http://www.unarete.org), [www.unarete-africa.org](http://www.unarete-africa.org)), the Africa section of an international Association for promoting wide access and use of Information Communication Technologies and contributing towards bridging the digital divide;
- Member of the National Steering Committee of the Kenya National Youth Policy; On-call training Consultant in Civic Education & Political Literacy for the Institute for Education in Democracy (IED), the Youth Agenda, the Advocacy Unit of the National Council of Churches of Kenya (NCCCK);
- August 2002 to October 2003 – Programme Officer - Young Leadership Development Programme at the Youth Agenda, a national youth-serving NGO. Working with CEO’s office on Programme development and coordination, training, fundraising and monitoring programme activities; and multilateral project on developing a framework for monitoring the Kenya Government’s performance/Public service Delivery;
- Dec 2001 to August 2002:- Coordinator for “Logistics & Partners” at the African Youth Parliament Secretariat in Nairobi, a continental youth serving organization promoting the role of young people in Public Leadership;
- 2000 – August 2001:- Civil Society Policy Advisor at the Kenya Government’s Poverty Reduction Strategy Paper (PRSP) Secretariat, Ministry of Finance & Planning. Technical advisor for the “Youth Thematic Group” in the Kenyan PRSP process;
- 1997 – 2000:- Coordinator of Community Education and Development Programme at the Centre for Legal Education and Aid Networks (CLEAN), a national Community Development and Legal Aid organization;
- 1994 – 1997:- exchange Programme Coordinator at the African Association for Literacy & Adult Education, a continental NGO; responsible for promoting south-south and south-north exchange activities for literacy building;
- 1993 – 1994:- Youth Training Coordinator at People for Peace in Africa (PfPA) and Consultant Youth Trainer for the UNDP/Government of Kenya post-ethnic conflict Resettlement and Rehabilitation Programme. Coordinator of the “Ethnic Clashes Network” of the National Council of NGOs, now PeaceNet.

**Sample Consulting Assignments:**

- Current – Team Leader & lead consultant for Organizational Development (institutional & programme review, capacity audit, and capacity building trainings) for the East African Law Society – Arusha, Tanzania;
- February to May 2007 – Team Leader & Lead Consultant for 2007 Annual Institutional Review of 5 CSO partners in the Kenya Good Governance Programme (KGGP) for the Royal Danish Embassy;
- Nov-Dec 2006 – Co-consultant for external evaluation of capacity building activities for the Kenya Police Force and Kenya Prisons Service in implementation of Human Rights programmes;
- Nov 2006 to Jan 2007 – Team Leader for development of a Performance Monitoring Plan and Annual Work Plan for the Centre for Law & Research International (CLARION);
- December 1st to 16th – Consultant Trainer in “ Ethics, Transformative Leadership, Democracy & Rule of Law” for the pioneer team of 25 young leaders from across Anglophone Africa under the African Initiative for Democracy & Rule of Law; a

- Freedom House ([www.freedomhouse.org](http://www.freedomhouse.org) USA) leadership development programme for Africa;
- November 2006 – Consultant Moderator for 4 episodes of the Kenya Broadcasting Corporation TV (KBC TV) interactive programme “Face the Nation” on ‘Leadership & Quality of Life’;
  - October 2006 – Compiled and Edited a media moderators’ operational manual and trained 15 Radio and TV programme hosts for the “Leadership Month” multi-media national campaign, for Media Focus on Africa Foundation;
  - Sept 2006 – Undertook data analysis and report preparation for a Steadman Group Research on “Public Perceptions on Leadership and Governance in Kenya”; commissioned by Media Focus on Africa Foundation for the 2006 “Leadership Month” national campaign;
  - Sept 2006 – Developed training handbooks on ‘Attributes of a Candidate; Campaign Planning; Campaign Organization & Membership Mobilization’, for young and women candidates in the 2007 Kenyan general elections for the International Republican Institute’s (IRI Eastern Africa) “Campaign Schools” Project ;
  - June to August 2006 - Co-reviewing and co-rewriting the “Democracy” and “Governance” modules of the National Civic Education Programme (NCEP) “Uraia” manual; co-reviewing and co-rewriting a Human Rights Training Manual for Correctional Institutions in Kenya, for the Raoul Wallenberg Institute and the Institute for Education in Democracy;
  - March to May 2006 – Undertook Organizational Restructuring and staff appraisal for the Centre for Minority Rights and Development (CEMIRIDE);
  - July 2006 – Development of a relocation concept for the Sudanese Women’s Association in Nairobi, on behalf of the Citizens Coalition for Constitutional Change (4Cs);
  - Dec. 2005 to Jan 2006 – Undertook Organizational Review and Strategic Planning for the Constitution and Reform Education Consortium (CRECO);
  - November 2005 – Consultant Trainer (of National Constitution Referendum monitors & observers) and a National Referendum observer coordinator in Vihiga District for the Constitution and Reform Education Consortium under the Kenya Domestic Observer Programme (KDOP);
  - August 2005 – Consultant facilitator for development of Strategic plan for the Kenya Wildlife Conservation and Management Network;
  - July 2005 – Resource person for International Republican Institute (IRI)-Kenya Young Parliamentarians Association consultative process on implementation of National Youth Policy;
  - October to November 2004 – Consultant Trainer for the Active Learning Centre (Scotland) and British Council Ethiopia in “Political Skills for Women” in Ethiopia;
  - July 2003 – Consultant process Facilitator on developing a civil society network on international trade justice for the Advocacy Unit of the National Council of Churches of Kenya;
  - April/May 2003 – Consultant trainer for the Active Learning Centre (Scotland) on Women’s rights and leadership for Ethiopian Women leaders in the civil society and political parties;
  - November/December 2003 – Consultant trainer for the Digital Youth Consortium (Rome, Italy) on a youth training programme for youth leadership and digital opportunities

**Academic Qualifications:**

- Certificate - Theatre Arts & Communication, Nairobi Theatre Academy, 1993;
- B.A.- Policy Studies (Social Policy), University of Birmingham, 1992;
- High School Certificate (Kenya Advanced Certificate of Education), Olkejuado High School, 1989

**Proficiency:**

- Training on Policy Advocacy, Governance, Leadership & Political Literacy, and Civic Education;
- Project monitoring and performance evaluations;
- Policy research and analysis;
- Developing training programmes and training materials;
- Programme and Institutional Reviews and development

**Writing:**

- Compiled and edited “A Moderators’ manual for the Annual Kenya Leadership Month in the Media 2006”; a publication of Media Focus on Africa Foundation (2006) for promoting leadership and good governance through multi-media campaign in Kenya;
- Compiled and edited “Perceptions on Leadership and Governance in Kenya”, a Steadman Group Research Report; a publication of Media Focus on Africa Foundation, 2006;
- Compiled and edited “Visualizing & Reconstructing our Future: Options and Strategies Beyond Monday 21st November 2005 Kenya Constitution Referendum”, a publication of Constitution & Reform Education Consortium (CRECO), Nairobi, November 2005;
- Co-authored “Governance and Civic Education”, edited by Ekundayo JD Thompson and published in Kenya in 1998 by the African Education and Development Network;
- Co-authored “A user’s manual for Civic Education in Kenya”, a publication of the Centre for Governance and Development;
- Authored “African Women and Peacemaking: an annotated bibliography”, published in Kenya in 1997 by the African Community Education Network;
- Authored “Bunge: You and Democracy”, a series publication of the Centre for Governance and Development (CGD), published in Kenya in 1998;
- Authored “Women and Leadership: Opportunities and Challenges for African Women’s participation” – unpublished – Commissioned by St. Lawrence University

**Other responsibilities:**

- An active member of Emuhaya Constituency Development Forum;
- A national Adjudicator for the annual Kenya National Schools and Colleges Drama Festivals;
- Member of the Coalition on Violence Against Women (COVAW);
- Member of Women in law and Development in Africa (Wildaf);
- Volunteer on-call trainer for the Federation of Women Lawyers – Kenya (FIDA Kenya);
- Member of the Young Leaders’ Network of the Youth Agenda;
- Served as a member of the National Steering Committee of the Kenya Youth Policy Development Process

## **Referees**

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