

## CURRICULUM VITÆ

Benjamin Byarugaba (PhD Finalist, MBA)

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### SUMMARY

Benjamin Byarugaba is a PhD finalist, having submitted his PhD Thesis for external examination, and potentially graduating in January 2018. He also is a University Lecturer, Freelance Consultant, and practicing Entrepreneur. Double trained in Community Development and Business Management, Benjamin has developed a holistic entrepreneurial mindset. His research and academic interests are majorly focused on entrepreneurship development. In addition however, Byarugaba is a medium Scale contract out grower sugarcane farmer at a local sugar factory for Kinyara Sugar Limited in Masindi, Uganda. Currently he is retained as Program Technical Advisor at Child Rights Empowerment and Development Organization (CEDO Uganda), but also, serves as a lecturer at Uganda Technology and Management University (UTAMU). Previously, he has accumulated work experience spanning more than 20 years of dedicated service to different private sector institutions including Universities, Business Development Associations and in varying capacities, including the implementation of randomized control trials and coordinating entrepreneurship training programs. He possess a Master's of Business Administration (MBA), a Bachelor's in Microfinance and Community Development, and a second Bachelor's in Social Work and Social Administration. Benjamin also, has two Diplomas; one in Project Planning and Management, and another in Finance Management. Besides, Benjamin has published with different internationally peer reviewed academic Journals and also traveled widely.

### ACADEMIC QUALIFICATIONS

Qualification : **PhD Candidate** (graduates in January 2017)

Institution : Joint Mbarara University of Science and Technology (MUST/Uganda Technology and Management University (UTAMU) Doctoral Programme

Research Topic: *Using Kirznerian Perspective of Entrepreneurial Opportunities to Predict Emergence of New Ventures in Uganda*

Qualification : **Masters in Business Administration**

Institution : Uganda Martyrs University (UMU)

Graduation : December 2007

Research Topic : *The Role of Strategic Alliances in Management of Agricultural Credit: The Case of Kinyara Sugarcane Growers' Limited, Kinyara Sugar Limited and STANBIC Bank in Masindi*

Grade : Credit

Qualification : **Bachelor Degree in Micro Finance and Community Economic Development**

Institution : Uganda Martyrs University

Graduation : December 2006

Grade	: 2 <sup>nd</sup> Class Hons (Upper Division)
Qualification	: <b>Bachelor Social Work and Social Administration</b>
Institution	: Makerere University Kampala
Graduation	: January 1996
Grade	: 2 <sup>nd</sup> Class Hons (Upper Division)
Qualification	: <b>Finance Officers' Diploma</b>
Institution	: Uganda Management Institute (UMI)
Graduation	: May 2001
Grade	: Credit
Qualification	: <b>Diploma in Project Planning and Management</b>
Institution	: Uganda Management Institute
Graduation	: October 1999
Grade	: Credit
<b>Additional Skills</b>	
<ol style="list-style-type: none"> <li>1. Driving (An accident free permit for over 15 years)</li> <li>2. Computer Usage (Microsoft Word, Excel, Access, Power Point, Outlook, STATA, SPSS, Publisher, EPI INFO, Internet)</li> <li>3. Specialized Skills Training in business coaching and mentorship support, business plan development, and community mobilization techniques</li> </ol>	
<b>Relevant professional experience</b>	
<ul style="list-style-type: none"> <li>• July 2015 – To date: Retained Program Technical Advisor for Child rights Empowerment and Development Organization (CEDO) in Uganda. Responsible for: <ul style="list-style-type: none"> <li>✓ <i>Assist the Executive Director in formulating funding proposals for different projects</i></li> <li>✓ <i>Assisting in the identification of opportunities for funding</i></li> <li>✓ <i>Negotiating with different donors</i></li> <li>✓ <i>Developing tailored entrepreneurial skills training manuals and other materials</i></li> <li>✓ <i>Developing monitoring and assessment systems for entrepreneurship training programmes</i></li> </ul> </li> <li>• January 2013 - to date: Graduate Lecturer for Research Methodology, Consultancy Skills, and Entrepreneurship Development at Uganda Technology and Management University (UTAMU) in Uganda; also Supervising research for graduate students. Specifically; has helped design and teach two entrepreneurship course units including Enterprise Management, and Enterprise Management. Also, Benjamin has developed and currently teaches undergraduate courses in Entrepreneurship Theory and Practice, Creativity and Innovations, International Marketing, Sales Promotion and Advertising, Business Development Services, and Social Entrepreneurship.</li> <li>• August 2010-June 2013: Lecturer at Kyambogo University, Uganda teaching</li> </ul>	

undergraduates in Microfinance Risk Management, and Microfinance Commercialization. Also, assessing their academic performance and supervising their research

- July 2010 – June 2014: Head of Research at the Child rights Empowerment and Development Organization (CEDO) in Uganda. Was Responsible for:
  - ✓ *Planning and supervising the implementation of Field Experiments*
  - ✓ *Training and supervising data collectors*
  - ✓ *Planning and evaluating of all projects and programs of the organization*
  - ✓ *Developing business plans and project proposals for soliciting external funding*
  - ✓ *Developing Budgets and managing finances*
  - ✓ *Negotiating with donors and government on funding opportunities*
  - ✓ *Participating in the recruitment, training and management of organization staff*
  - ✓ *Designing organizational policies and procedures manuals*
  - ✓ *Preparing and presenting periodic progress reports*
- April 2007-to-June 2010: Business Advisor for Techno Serve Inc. Uganda. Was responsible for:
  - ✓ *Management and implementation of the youth enterprise development Program in Northern Uganda*
  - ✓ *Undertaking feasibility and market studies/value chain analysis for proposed youth agro-enterprises*
  - ✓ *Designing training manuals and supervising Training of Trainers programs for youth leaders*
  - ✓ *Developing project proposals and business plans for youth Associations/enterprises*
  - ✓ *Supervising the local community engagement and promotion of youth employment activities*
  - ✓ *Forging strategic partnerships with different stakeholders including; Local Governments, Donors, NGOs, Financial Institutions and private sector institutions and individual business persons*
  - ✓ *Acting as the direct link to the field sites and trainers*
  - ✓ *Preparing and presenting periodic progress reports*
- January 2004 – to – March 2007: Business Development Officer of Kabarole Research and Resource Centre. Responsible for:
  - ✓ *Mobilizing prospective rural youth and women entrepreneurs to form themselves into viable Area Producer Enterprises / cooperatives (APEs)*
  - ✓ *Forging partnerships between the youth/women APEs, Associations and business service providers i.e. trainers, financiers, etc.*
  - ✓ *Designing fundable business proposals for partner groups/associations / APEs*
  - ✓ *Monitoring the implementation of partner group's business plans/Projects*
  - ✓ *Managing the development of annual work plans, budgets and monitoring and evaluation log frames of the business development department*
  - ✓ *Reviewing existing operational policies and procedures manuals*
  - ✓ *Training field staff of the organization*
- January 1995 – December 2003: Promoted the creation and served as founding Secretary

Manager for Kinyara Sugarcane Growers Limited (KSGGL). Was responsible for:

- ✓ *Mobilizing sugarcane growers to join KSGGL*
- ✓ *Assisting member farmers to understand and complete the signing of the Cane Production Contract*
- ✓ *Coordinating the general membership to lobby for their rights as contract farmers of Kinyara Sugar Limited (KSL)*
- ✓ *Organizing Executive Committee and General Meetings*
- ✓ *Representing sugarcane farmers in the cane contract review negotiations with Kinyara Sugar Limited*

### **Projects, Consultancies and Trainings**

- 2016: Assisted in conducting a process or formative evaluation for the local Government Youth Entrepreneurship Training programme in Uganda
- 2015: Project Manager for the consultancy services to develop a Strategic Plan of Training Managers of Savings and Credit Cooperative Organizations (SACCOs) in Uganda
- 2012: Facilitated a strategic plan review workshop by Hoima Catholic Development Organization in Uganda
- 2006: Team leader for conducting a baseline survey for the design of the Uganda National Association for Sugarcane Growers Association

### **Other relevant information**

- Participated in a nine month long practical training in Development Education and Leadership Teams in Action, organized by Uganda Catholic Social Training Centre
- Participated in a seven month long practical training in financial management, microfinance best practices and human resource management, organized by Bank of Uganda/World Bank and in conjunction with URDT (Uganda Rural Development and Training)
- Participated in a three cycle, nine month long management capability training programme, involving issues of Promoting Change; Management of NGO's; and Project Management, which was organized by the Tripartite Training Programme (TTP) of Action for Development (ACFODE), Development Network for Indigenous Voluntary Associations (DENIVA) and Uganda Rural Development and Training (URDT)
- Participated in a series of skills development and capacity building initiatives in areas of Enterprise development, rural savings mobilization, credit management, project planning, monitoring and evaluation, human resource management, business planning, financial modelling for microfinance businesses etc., that were organized by USAID funded PRESTO project
- Competent in developing grant-winning research and project proposals, knowledgeable in planning and conducting community needs assessment and market surveys; Experienced in supervising randomized control trials; familiarity with quantitative and qualitative research methods; conversant with the application of SPSS/STATA in data analysis; and comfortable with writing reports and making presentations at local, national as well as

international workshops/conferences

- strong ability to adhere to policies and standard set by any organization, Strong competency in computer programmes, Demonstrated skills in communications and public relations, ability to handle tough challenges thrown by different types of situations, Natural leader, ability to lead a team, motivate and work in a team as well as individually to achieve personal and Project objectives.

#### List of relevant publications

1. **Byarugaba, B.;** Basheka, B.C. & Moyo, T. (Upcoming) Entrepreneurial Alertness and Emergence of New Ventures: Evidence from Uganda, Journal of Entrepreneurship Theory and Practice
2. **Byarugaba, B.;** Basheka, B.C. & Moyo, T. (Upcoming) Entrepreneurial Alertness and New Venture Emergence: Does Need for Achievement Play a Mediation Role, International Journal of Technology and Management
3. **Byarugaba, B.;** Basheka, B.C. & Moyo, T. (Upcoming) Information Asymmetry and Emergence of New Ventures: Evidence from Uganda, Journal of Entrepreneurship Theory and Practice
4. **Byarugaba, B.** (2016) The Role of Virtual Business Incubation Services in Enterprise Development: A critical Analysis of International Best Practices, International Journal of Technology and Management, Volume 1, Issue 1 pp. 1- 14. [Available online at:<http://utamu.ac.ug/ijotm/images/documents/Benjamin%20Byrarugaba>].
5. **Byarugaba, B. ;** Basheka, B.C. & Moyo, T. (2015) Using Kirznerian perspective of entrepreneurial opportunities to predict emergence of new ventures: a preliminary literature review, International Journal of Entrepreneurship and Small Business, Vol. 25, No. 3, pp.247-259. [Available online at: <http://www.utamu.ac.ug/researchpublications/publications>].

#### REFERENCES

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