



Curriculum Vitae

BIO DATA

Name	:	Okoche
Other Names	:	John Michael Maxel
Sex	:	Male
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EDUCATION BACKGROUND

University of South Africa South Africa Graduate School of Leadership	2018	PhD in Leadership
University of Liverpool	2015	Msc. International Management
Mount Kenya University	2013	Masters in Monitoring and Evaluation
Uganda Management Institute Kampala	2009	Masters in Management Studies
Uganda Management Institute, Kampala	2003	Post Graduate Diploma in Public Administration and Management

Law Development Centre, Kampala	2002	Administrative Officers Law Course
Makerere University, Kampala.	1997	BSC. Economics

He has a passion for research and consultancy with experience in different organizations and countries. Michael understands and is particularly qualified in mixed methods with a great interest in pragmatism research paradigms. He has published two books currently on sale in Amazon with journal articles in European Journal of Business, Journal of Public Administration. He has published nine academic papers in refereed journals, 20 papers approved by different journals, supervised 80 students in different Universities in Uganda, Kenya, and India. Furthermore, he examined 3 PhD students and more than 100 students. He has spoken in different international conferences. He is a reviewer and editorial board member in different journals; Redfame, World Journal of Education, Higher Education Studies, and Public Administration Research and Journal of International Business in the USA. He has undertaken several evaluation consultancies in Kenya, Sudan, Darfur, South Sudan and Uganda.

- **Professional profile:** the Michael has experience consulting for public, private and non-governmental organisations in different countries. The consultant has a passion for research and consultancy with experience in various organisations and governments—seasoned team leader with an in-depth theoretical and practical understanding of Development Issues in Sub-Saharan Africa.
- **Consultancy assignments:** the consultancy assignments in different organisations in project design, monitoring and Evaluation in various sub-Saharan Africa countries. He has undertaken several evaluation consultancies in public, private and non-profit organisations in Kenya, Sudan, Darfur, South Sudan and Uganda. The consultancy assignments consistently demonstrated monitoring, Evaluation, and research and policy development in different government setups in diverse countries. He is experienced in working with various clients, including governments, NGOs such as the UNICEF, OXFAM, European Union Project, World Bank, Office of the Prime Minister.
- **Research:** the consultant has taught research and undertaken research studies to advance knowledge and practice in different international environments. He has also conducted research methods for further postgraduate students at masters and PhD. He examined three PhD students and more than 100 masters students in dissertations, leading to awarding their respective qualifications in different universities in Africa.

- **Publications:** the consultant has published more than 15 journal publications in scholarly journals in Europe, the USA and Canada. He published two textbooks on the critical subjects of plagiarism and academic dishonesty, and cross-border education. The textbooks are currently on sale in Amazon online store with other online book stores. Furthermore, this led to him being appointed as a reviewer and editorial board member in different five international journals in the UK, Canada and USA. He has also presented in various international conferences, symposiums and summits in Evaluation and research.

1. Associate Professor Uganda Technology and Management University, July 2021- to December 2022

Teaching

- Writing lecture material and handouts and presenting information in lectures for project planning and management, monitoring and evaluation and feasibility studies;
- Preparation of seminars and tutorials for the students in to improve the student learning experience
- To assess students, course works and final examination in accordance with the curriculum
- To receive feedback from students to improve teaching methodologies and content within the department
- To undertake improvement of student's materials by changing and adapting course material in accordance with changes in the industry
- Providing guidance and advice to students towards development in their carriers
- To mentor students in the different fields to become responsible professionals and academics

Research

- To support in research by investigating on new and appropriate areas of research within oil and gas industry
- To support the students in identification of appropriate research topics in relevant for advancement of knowledge and discipline in project planning and management industry
- To support the students and department in determining appropriate research methodologies for the project planning and management
- To support the students and department in application of appropriate methodologies in undertaking research studies in oil and gas industry
- To support the students in the process of development of proposals together with development of research instruments to undertake research studies in oil and gas industry

- To support the students and university in conducting qualitative and quantitative research studies in oil and gas industry
- To support the students and the department in the process of analyzing and interpreting of research findings in the oil and gas industry
- To facilitate the process of preparation of research dissertations to the students in the studies undertaken in the oil and gas industry
- To support the students undertaking oil and gas industry in the process of dissemination of research findings to the various stakeholders in oil and gas industry
- To provide students with knowledge and skills in research methodology through training and mentorship
- To support the university in identification of research gaps in the University area of oil and gas industry
- Identifying and submitting students research needs to head of research and subsequently write reports to relevant bodies about the progress of research.

Examinations

- To prepare course work, tests and final examinations for assessment of the students in oil and gas
- To prepare marking schemes for the respective course works, tests and final examinations for the students in oil and gas
- To mark course works, tests and final examinations for the students in oil and gas industry
- To prepare course work, tests and final examination reports for departmental review for the students doing oil and gas
- To support the department during proposal defense for the undergraduate and post graduate students in oil and gas
- To support the students researching by providing references to undertake quality research studies in oil and gas

Administration

- To support the department and faculty in determination of teaching requirements in oil and gas industry
- To support the faculty in the preparation of industrial visits for the students in oil and gas industry
- To coordinate students study tours and research visits to the leading players in oil and gas industry
- To support the university in establishment of funding opportunities for research and development in oil and gas industry
- To participate in relevant departmental and faculty committees to enhance the progress of the university

- To occasionally participate in University committees in accordance with the University charter

External Support

- To attend local and international conferences in specialist areas to advance the progress of discipline of oil and gas industry
- To liaise and network with local and international colleagues in the sector of oil and gas
- To advance the progress of the discipline by occasionally making presentations and lectures towards the advancement of the oil and gas
- To participate in external working groups including participating in collaborative projects;
- To provide references on behalf of academic colleagues where required and appropriate

3. Lecturer Uganda Technology and Management University, 2019- to 2021

Teaching

- Writing lecture material and handouts and presenting information in lectures;
- Preparation of seminars and tutorials for the students in to improve the student learning experience
- To assess students, course works and final examination in accordance with the curriculum
- To receive feedback from students to improve teaching methodologies and content within the department
- To undertake improvement of student's materials by changing and adapting course material in accordance with changes in the industry
- Providing guidance and advice to students towards development in their carriers
- To mentor students in the different fields to become responsible professionals and academics

Research

- To support in research by investigating on new and appropriate areas of research within oil and gas industry
- To support the students in identification of appropriate research topics in relevant for advancement of knowledge and discipline in oil and gas industry
- To support the students and department in determining appropriate research methodologies for the oil and gas industry
- To support the students and department in application of appropriate methodologies in undertaking research studies in oil and gas industry
- To support the students in the process of development of proposals together with development of research instruments to undertake research studies in oil and gas industry
- To support the students and university in conducting qualitative and quantitative research studies in oil and gas industry

- To support the students and the department in the process of analyzing and interpreting of research findings in the oil and gas industry
- To facilitate the process of preparation of research dissertations to the students in the studies undertaken in the oil and gas industry
- To support the students undertaking oil and gas industry in the process of dissemination of research findings to the various stakeholders in oil and gas industry
- To provide students with knowledge and skills in research methodology through training and mentorship
- To support the university in identification of research gaps in the University area of oil and gas industry
- Identifying and submitting students research needs to head of research and subsequently write reports to relevant bodies about the progress of research.

Examinations

- To prepare course work, tests and final examinations for assessment of the students in oil and gas
- To prepare marking schemes for the respective course works, tests and final examinations for the students in oil and gas
- To mark course works, tests and final examinations for the students in oil and gas industry
- To prepare course work, tests and final examination reports for departmental review for the students doing oil and gas
- To support the department during proposal defense for the undergraduate and post graduate students in oil and gas
- To support the students researching by providing references to undertake quality research studies in oil and gas

Administration

- To support the department and faculty in determination of teaching requirements in oil and gas industry
- To support the faculty in the preparation of industrial visits for the students in oil and gas industry
- To coordinate students study tours and research visits to the leading players in oil and gas industry
- To support the university in establishment of funding opportunities for research and development in oil and gas industry
- To participate in relevant departmental and faculty committees to enhance the progress of the university
- To occasionally participate in University committees in accordance with the University charter

External Support

- To attend local and international conferences in specialist areas to advance the progress of discipline of oil and gas industry
- To liaise and network with local and international colleagues in the sector of oil and gas
- To advance the progress of the discipline by occasionally making presentations and lectures towards the advancement of the oil and gas
- To participate in external working groups including participating in collaborative projects;
- To provide references on behalf of academic colleagues where required and appropriate

3. Associate Lecturer: Uganda Management Institute [Economics and Managerial Science Department August 2017-to Date

Teaching

- Writing lecture material and handouts and presenting information in lectures;
- To assess students, course works and final examination in accordance with the curriculum
- To receive feedback from students to improve teaching methodologies and content within the department
- To undertake improvement of student's materials by changing and adapting course material in accordance with changes in the industry
- Providing guidance and advice to students towards development in their carriers
- To mentor students in the different fields to become responsible professionals and academics

Research

- To support in research by investigating on new and appropriate areas of research within in economics and managerial science
- To support the students in identification of appropriate research topics in relevant for advancement of knowledge and discipline in economics and managerial science
- To support the students and department in determining appropriate research methodologies for the economics and managerial science
- To support the students and department in application of appropriate methodologies in undertaking research studies in economics and managerial science
- To support the students in the process of development of proposals together with development of research instruments to undertake research studies in economics and managerial science
- To support the students and university in conducting qualitative and quantitative research studies in economics and managerial science
- To support the students and the department in the process of analyzing and interpreting of research findings in the economics and managerial science

- To facilitate the process of preparation of research dissertations to the students in the studies undertaken in the economics and managerial science
- To support the students undertaking oil and gas industry in the process of dissemination of research findings to the various stakeholders in economics and managerial science
- To provide students with knowledge and skills in research methodology through training and mentorship
- To support the university in identification of research gaps in the University area of economics and managerial science
- Identifying and submitting students research needs to head of research and subsequently write reports to relevant bodies about the progress of research.

Examinations

- To prepare course work, tests and final examinations for assessment of the students in economics and managerial science
- To prepare marking schemes for the respective course works, tests and final examinations for the students in economics and managerial science
- To mark course works, tests and final examinations for the students in economics and managerial science
- To prepare course work, tests and final examination reports for departmental review for the students doing economics and managerial science
- To support the department during proposal defense for the undergraduate and post graduate students in economics and managerial science
- To support the students researching by providing references to undertake quality research studies in economics and managerial science

External Support

- To attend local and international conferences in specialist areas to advance the progress of discipline of economics and managerial science
- To liaise and network with local and international colleagues in the sector of economics and managerial science
- To advance the progress of the discipline by occasionally making presentations and lectures towards the advancement of the economics and managerial science
- To participate in external working groups including participating in collaborative projects;
- To provide references on behalf of academic colleagues where required and appropriate

4. Lecturer: ISBAT University Kampala 2016-2017

Teaching

- Writing lecture material and handouts and presenting information in lectures;
- Preparation of seminars and tutorials for the students in to improve the student learning experience
- To assess students, course works and final examination in accordance with the University curriculum
- To receive feedback from students to improve teaching methodologies and content within the department
- To undertake improvement of student's materials by changing and adapting course material in accordance with changes in the industry
- Providing guidance and advice to students towards development in their carriers
- To mentor students in the different fields to become responsible professionals and academics

Research

- To support in research by investigating on new and appropriate areas of research within Business and Management field
- To support the students in identification of appropriate research topics in relevant for advancement of knowledge and discipline in Business and Management field
- To support the students and department in determining appropriate research methodologies for the Business and Management field
- To support the students and department in application of appropriate methodologies in undertaking research studies in Business and Management field
- To support the students in the process of development of proposals together with development of research instruments to undertake research studies in Business and Management field
- To support the students and university in conducting qualitative and quantitative research studies in Business and Management field
- To support the students and the department in the process of analyzing and interpreting of research findings in the Business and Management field
- To facilitate the process of preparation of research dissertations to the students in the studies undertaken in the Business and Management field
- To support the students undertaking oil and gas industry in the process of dissemination of research findings to the various stakeholders in Business and Management field
- To provide students with knowledge and skills in research methodology through training and mentorship
- To support the university in identification of research gaps in the University area of Business and Management field
- Identifying and submitting students research needs to head of research and subsequently write reports to relevant bodies about the progress of research.

Examinations

- To prepare course work, tests and final examinations for assessment of the students in Business and Management field
- To prepare marking scheme for the respective course works, tests and final examinations for the students in Business and Management field
- To mark course works, tests and final examinations for the students in Business and Management field
- To prepare course work, tests and final examination reports for departmental review for the students doing Business and Management field
- To support the department during proposal defense for the undergraduate and post graduate students in Business and Management field
- To support the students researching by providing references to undertake quality research studies in Business and Management field

Administration

- To support the department and faculty in determination of teaching requirements in Business and Management field
- To support the faculty in the preparation of industrial visits for the students in Business and Management field
- To coordinate students study tours and research visits to the leading players in Business and Management field
- To support the university in establishment of funding opportunities for research and development in Business and Management field
- To participate in relevant departmental and faculty committees to enhance the progress of the university
- To occasionally participate in University committees in accordance with the University charter

External Support

- To attend local and international conferences in specialist areas to advance the progress of discipline of oil and gas industry
- To liaise and network with domestic and international colleagues in the sector of oil and gas
- To advance the progress of the discipline by occasionally making presentations and lectures towards the advancement of the oil and gas
- To participate in external working groups including participating in collaborative projects;
- To provide references on behalf of academic colleagues where required and appropriate

7. Assistant Director: Quality Assurance-Mount Kenya University 2013-2016

Main Duties

- Ensuring the quality management systems within the University are up to date and in good condition
- Conducting service evaluation of the all the University departments and advising management on the mechanisms for continual improvement of the systems
- Ensuring that the work environment within the University is up to date and strong adherence to the established standards together with improvement in the work environment
- Coordination and supervision of strategies for improvement in standards within the University
- Coordination of evaluation of academic faculty and recommend appropriate strategies for improvement in the performance of academic faculty staff
- Undertaking the supervision of the University in the process of biannual Internal and external ISO audits in accordance with ISO standards
- Building capacity of staff towards adherence to ISO standards in the University
- Spearheading and Coordinating the Development of a monitoring and Evaluation University adherence standards by regulators and Commission of University Education and other government organs

8. Coordinator Research & Development: Mount Kenya University November, 2012- Dec 2013

Main Duties

- To plan, develop and recommend policies governing research programmers to campus management
- To provide leadership for collaborative research including collaborative research including capacity building, mentorship, assessing needs and identifying areas priority

- To mobilize financial and other resources financial resources for research
- To coordinate all research activities, publications, production and innovation on campus
- To support the university in identification of research gaps in the University area of in consultation with different faculties and schools
- To support and promote dissemination of research findings generated by the academia and the student's community
- To initiate and maintain local and international collaboration for research programmers
- To promote academic linkages interchange, contact and cooperation with public and private sectors
- To identify and advise campus management on resource requirement for research and development
- To organize, encourage and support public lectures, seminars and conferences in the university as a means of promoting advancement of knowledge
- To produce annual reports on research and academic linkages with different universities and entities
- To gather and disseminate information on research and funding opportunities to campus academic staff and student community
- To develop in collaboration with different stakeholders in the University competitive project proposals for funding
- To develop a strong multidisciplinary research culture and encourage synergy in research and university activities
- To appropriately manage the mechanisms for management of funded research projects that have been won by the university
- To continuously review research and development policies that reflect changing dynamics and needs of the University
- To coordinate and support and coordinate the alumni programmers and working towards putting in place mechanisms for development of outreach programmers that enhance linkage between the university and alumni and community

9. Lecturer School of Mount Kenya University 1st June 2012- November 2012

Main Duties

- Writing lecture material and handouts and presenting information in lectures;
- Preparation of seminars and tutorials for the students in to improve the student learning experience
- To assess students, course works and final examination in accordance with the curriculum
- To receive feedback from students to improve teaching methodologies and content within the department

- To undertake improvement of student's materials by changing and adapting course material in accordance with changes in the industry
- Providing guidance and advice to students towards development in their carriers
- To mentor students in the different fields to become responsible professionals and academics

Research

- To support in research by investigating on new and appropriate areas of research within Business and Management field
- To support the students in identification of appropriate research topics in relevant for advancement of knowledge and discipline in Business and Management field
- To support the students and department in determining appropriate research methodologies for the Business and Management field
- To support the students and department in application of appropriate methodologies in undertaking research studies in Business and Management field
- To support the students in the process of development of proposals together with development of research instruments to undertake research studies in Business and Management field
- To support the students and university in conducting qualitative and quantitative research studies in Business and Management field
- To support the students and the department in the process of analyzing and interpreting of research findings in the Business and Management field
- To facilitate the process of preparation of research dissertations to the students in the studies undertaken in the Business and Management field
- To support the students undertaking oil and gas industry in the process of dissemination of research findings to the various stakeholders in Business and Management field
- To provide students with knowledge and skills in research methodology through training and mentorship
- To support the university in identification of research gaps in the University area of Business and Management field
- Identifying and submitting students research needs to head of research and subsequently write reports to relevant bodies about the progress of research.

Examinations

- To prepare course work, tests and final examinations for assessment of the students in Business and Management field
- To prepare marking scheme for the respective course works, tests and final examinations for the students in Business and Management field

- To mark course works, tests and final examinations for the students in Business and Management field
- To prepare course work, tests and final examination reports for departmental review for the students doing Business and Management field
- To support the department during proposal defense for the undergraduate and post graduate students in Business and Management field
- To support the students researching by providing references to undertake quality research studies in Business and Management field

Administration

- To support the department and faculty in determination of teaching requirements in Business and Management field
- To support the faculty in the preparation of industrial visits for the students in Business and Management field
- To coordinate students study tours and research visits to the leading players in Business and Management field
- To support the university in establishment of funding opportunities for research and development in Business and Management field
- To participate in relevant departmental and faculty committees to enhance the progress of the university
- To occasionally participate in University committees in accordance with the University charter

External Support

- To attend local and international conferences in specialist areas to advance the progress of discipline of oil and gas industry
- To liaise and network with local and international colleagues in the sector of oil and gas
- To advance the progress of the discipline by occasionally making presentations and lectures towards the advancement of the oil and gas
- To participate in external working groups including participating in collaborative projects;
- To provide references on behalf of academic colleagues where required and appropriate

10. Consultant Uganda Management Institute 10th October, 2010 to 30th July 2011

Training

- Reviewing the university programmes courses and programmes to ensure appropriateness and relevancy to participants.
- Developing Course materials and making them ready for delivery to the students promptly
- Converting Courses with support from IT departments into e-learning packages
- Participating in e-learning programmes
- Setting course work, tests, and examination, marking, compiling and submitting participants' performance records to the course manager.
- Participating in academic meetings, invigilation, and planning
- Developing new courses and presenting proposals to course manager.
- To mentor students in the different fields to become responsible professionals and academics

Research

- Identifying and submitting research gaps in the Institutes Administrative management training and personnel training gaps to head of research.
- Identifying and submitting participant's research needs to head of research.
- Participating in developing proposals for research
- Writing applications for grants and support for personal growth and development
- Supporting the master's participants in research projects
- To provide students with knowledge and skills in research methodology through training and mentorship
- To help the university in identification of research gaps in the Institute
- Identifying and submitting students research needs to head of research and subsequently write reports to relevant bodies about the progress of research.

Examinations

- To prepare course work, tests and final examinations for assessment of the students in Uganda Management Institute
- To make marking schemes for the respective course works, tests and final exams for the students in Uganda Management Institute
- To mark course works, tests and final exams for the students in Uganda Management Institute
- To prepare course work, tests and final examination reports for departmental review for the students in Uganda Management Institute
- To support the department during proposal defense for the undergraduate and post graduate students in Uganda Management Institute
- To help the students researching by providing references to conduct quality research studies in Uganda Management Institute

11. Part Time Lecturer Kuma University 1st September, 2005 to 1st June 2008

- Writing lecture material and handouts and presenting information in lectures;
- Preparation of seminars and tutorials for the students in to improve the student learning experience
- To assess students, course works and final examination in accordance with the curriculum
- To receive feedback from students to improve teaching methodologies and content within the department
- To undertake improvement of students' materials by changing and adapting course material in accordance with changes in the industry
- Providing guidance and advice to students towards development in their carriers
- To mentor students in the different fields to become responsible professionals and academics

Research

- To support in research by investigating on new and appropriate areas of research within Business and Management field
- To support the students in identification of appropriate research topics in relevant for advancement of knowledge and discipline in Business and Management field
- To support the students and department in determining appropriate research methodologies for the Business and Management field
- To support the students and department in application of appropriate methodologies in undertaking research studies in Business and Management field
- To support the students in the process of development of proposals together with development of research instruments to undertake research studies in Business and Management field
- To provide students with knowledge and skills in research methodology through training and mentorship
- To support the university in identification of research gaps in the University area of Business and Management field
- Identifying and submitting students research needs to head of research and

LIST STUDENTS SUPERVISED

S/NO.	NAME	TOPIC	UNIVERSITY	YEAR
1.	Nabutola Elizabeth	The contribution of private sector to disaster risk resilience in Turkana county	Mount Kenya university	2015

2.	Odhiambo Silas	Efficacy of micro financial institutions on growth of micro and small enterprises in Turkana County	Mount Kenya university	2014
3.	Edoket Lokidongo David	Contributions of Village Savings and Loaning Associations to Improved Living Standard of Rural Communities	Mount Kenya university	2014
4.	Wanyonyi Erick Wafula	Assessment of the social, economic environment for growth and sustainability of small and medium enterprises in Turkana Central, Kenya	Mount Kenya university	2014
5.	Apalia Anthony Ekakoron	Effects of discipline management on employee performance in organizations: The case of Turkana County Education Officer, Kenya	Mount Kenya university	2014
6.	Wanyonyi Erick Kituyi	Performance management a planning tool for medium sized companies in Eldoret Town, Kenya	Mount Kenya university	2014
7.	Elar Samal Jackson	The contribution of internal control systems to efficiency in medium term enterprises in Lodwar Town	Mount Kenya university	2015
8.	Ngibeyo Doris Ekaraan	Assessment of socio-economic factors causing food insecurity in Turkana South Sub-county	Mount Kenya university	2015
9.	Ngaruya Samuel	Effectiveness of internal audit function in enhancing Risk Management in the Diocese of Lodwar	Mount Kenya university	2015

10.	Roba Mohammed Ali	Contributions of Banking on entrepreneurship development in Lodwar Town	Mount Kenya university	2015
11.	Lotabo Emmanuel John	Supply Chain Strategies in management of service delivery of NGOs in Turkana County	Mount Kenya university	2015
12.	Ekitela Dorcas	Impact of outsourcing on devolved governments in Kenya: a case study of Turkana County Government, Kenya	Mount Kenya university	2015
13.	Elizabeth Narotin Looel	Factors contributing to low enrolment in ECDE centres In Turkana county	Mount Kenya university	2015
14.	Bhat Ankitta Maheshkumar	Effect of Internal Control system on financial performance of informed Consultants Ltd.	Sikkim Manipal University	2016
15.	Naggayi Doreen	An assessment of impact of E-Tax on revenue collection by Uganda Revenue Authority	Sikkim Manipal University	2016
16.	Bilelenda Hembi	An Assessment of customer relationship management and level of customer satisfaction at hightides Ltd. Uganda	Sikkim Manipal University	2016
17.	Muhemedi Furaha	An impact of Team work on organizational performance at hightides Ltd. Uganda	Sikkim Manipal University	2016
18.	Kebirungi	The contribution of internal controls on the performance of Gold gate	Sikkim Manipal	2016

	Christine	Certified Public Accountants.	University	
19.	Kembabazi Lillian	Impact of Job satisfaction on employee performance in Rwenzori Bottling company	Sikkim Manipal University	2016
20.	Keta Elsa	Impact of advertising on sales in Bollore Africa Logistics Company	Sikkim Manipal University	2016
21.	Medina Esther Gordon	Effect of internal control systems on the financial performance of Business companies in Uganda a case of Ozu Brothers Company Ltd.	Sikkim Manipal University	2016
22.	Mushwa Joshua	Impact of motivation on employee performance in Stanbic Bank Uganda	Sikkim Manipal University	2016
23.	Nida Kamaal Rama	Impact of customer satisfaction of overall growth of Smart Telecom in Uganda	Sikkim Manipal University	2016
24.	Aasmine Sangam	Effect of Foreign exchange rate on product pricing at Mukwano Industries	Sikkim Manipal University	2016
25.	Hemang A. Joshi	The effect of outsourcing on profitability of a business enterprise: A case of AJ Printing and packing Limited	Sikkim Manipal University	2016
26.	Ssali Iris Francesca	Effect of Customer relationship management on customer satisfaction in National Water and Sewerage corporation	Sikkim Manipal University	2017
27.	Malingane Manda	Impact of reward on staff retention in NGOs in Uganda: A case of	Sikkim Manipal University	2017

		Uganda Gatsby Trust		
28.	Kasim Abdisalan Mohamed Gedi	The relationship between service quality on customer satisfaction on insurance companies in Uganda: A case of Assurance Ltd	Sikkim Manipal University	2017
29.	Alex Insigoma	Effect of procurement on business performance in Airtel Uganda	Sikkim Manipal University	2017
30.	Abuyi John Enosa	An assessment of recruitment on operational performance of Britannia Allied Industries	Sikkim Manipal University	2017
31.	Lubega Douglas	Effect of inventory management on expenditure of supermarkets in Uganda	Sikkim Manipal University	2017
32.	Ahenda Robert Omondi	Influence of promotional activities on the market growth of Africell Uganda Ltd.	Sikkim Manipal University	2017
33.	Kagombe Umar	The impact of pharmaceutical marketing on the prescribing behaviour of doctors in Mulago hospital	Sikkim Manipal University	2017
34.	Sibella Nakuhu	Impact of internet banking on customer satisfaction in Standard Chartered bank	International Science & Technology University Kampala	2017
35	Lutaya Elizabeth	The impact of interest rates on profitability of Finance Trust bank Uganda	International Science & Technology University Kampala	2017

36	Mbusa Kombi Rogan	The effectiveness of employee training on productivity in microfinance institutions: A Case Study of UGAFODE Microfinance	International Science & Technology University Kampala	2017
37.	Luyima Stuart	Impact of Digital Technology on Insurance Services in Uganda	International Science & Technology University Kampala	2017
38	Jyotika Vannassanani	Impact of working capital management of a public limited company: A case study of Uganda clays Limited	International Science & Technology University Kampala	2017
39.	Khuda Yusuf	A study on the Factors affecting the use of e- banking in the financial sector of Uganda at DTB Bank Nakumatt branch.	International Science & Technology University Kampala	2017
40.	Wingi Grace Neema	Analysis of human factor in creating customer satisfaction in DTB Bank- Lugogo branch	International Science & Technology University Kampala	2017
41	Victoria Kyomukeya	An assessment of the impact of mobile money services on bank loan performance in commercial bank of Africa	International Science & Technology University Kampala	2017
42	Christine Namazi Tina	An assessment of the effect of customer care on the performance of wholesale businesses in Nakawa	International Science & Technology	2017

		market	University Kampala	
43.	Hemang A. Joshi	The effect of outsourcing on the profitability of business enterprise: A case of AJ Printing and Packing Ltd.	International Science & Technology University Kampala	2017
44.	Mbabazi Oliver	A study on the impact of customer satisfaction on sales in Jolis international	International Science & Technology University Kampala	2017

STUDENT EXAMINATIONS

a) PhD Examinations

S/NO	Name	Registration Number	Topic	Course	University
1.	Godfrey Sempungu	2016/PhD/064/PS	Adoption of Social Media as a Nexus for University Marketing in Uganda.	PhD	MBARARA UNIVERSITY OF SCIENCE AND TECHNOLOGY
2.	Benard Mukiibi	2014/PhD/046/PS	Human Resource Management Practices and Performance of Small-Scale Enterprises in Uganda	PhD	MBARARA UNIVERSITY OF SCIENCE AND TECHNOLOGY
3.	Mary Nyede Kansiime	13/PhD/WKD/2/010	Credit Risk Management and Portfolio Performance of Commercial Banks in Uganda	PhD	UGANDA MANAGEMENT INSTITUTE
4.					

b) Masters Dissertations

S/NO	Name	Registration Number	Topic	Course	University
1.	Gay Amutuhaire	16/MIML/00/KLA/WKD/0027	Ethical Culture And Compliance With Public Procurement Laws In Uganda: A Case Of The Office of The Auditor General	MIML	Uganda Management Institute
2.	Pamela Okudi Etonu	13/MMSPSCM/27/052	Public Procurement Management And Performance of National Forestry Authority , Uganda	MMS	Uganda Management Institute
3.	Joy Carmello Draga	16/MPA/OO/KLA/WKD/0009	Procurement Planning And Budgetary Performance at National Social Security Fund	MPA	Uganda Management Institute

4.	Judith Nabaasa	15/MBA/00/KLA/EVE/0028	The Effect of Credit Policies On Performance of Microfinance Deposit – Taking Institutions (MIDS) In Uganda A Case Study Of Finca Uganda Ltd, Kampala	MBA	Uganda Management Institute
5.	Jennifer Tushabe	15/MBA/00/KLA/EVE/0035	Public Private Partnership And Performance Of Schools Under Universal Secondary Education (USE) A Case of Selected PPP Schools In Wakiso District, Uganda.	MBA	Uganda Management Institute
6.	Juliet Anita Asherura	16/MBA/KLA/WKD/024	Internal Control Systems And Fraud Prevention Among Financial Institutions In Uganda: A Case Of Centenary Bank Uganda.	MBA	Uganda Management Institute
7.	Edward Sserwaniko	16/MBA/00/KLA/WKD/0048	Job Satisfaction And Employee Turnover In Steel Manufacturing Companies In Uganda. A Case of Roofings Rolling Mills Limited	MBA	Uganda Management Institute
8.	Hadijah Katusabe	16/MPP/00/KLA/WKD/0006	Factors Affecting Effective Contract Management In Public Sector Agencies In Uganda: A Case of The National Population Council (NPC)	MPP	Uganda Management Institute
9.	Dorothy Kyomugasho	13/MBA/10/043	Veteran Support Services and Performance Of Military Veteran Empowerment Programmes : A Study of The Veteran Assistance Program in Luwero District ,Uganda	MBA	Uganda Management Institute
10.	Suzanne Akulu Okao	10/MBA/03/024	Socio-Economic Factors Affecting Financial Inclusion of Refugees In Uganda: A Casestudy of Pagirinya Refugee Settlement Adjumani District.	MBA	Uganda Management Institute
11.	Prossy Nakyazze	16/MBA/00/KLA/WKD/0016	Project Delivery Challenges In Concession Companies in The Energy Sector : A Case of Eskom Uganda Limited	MBA	Uganda Management Institute
12.	Nassif Umar Mubiru	14/MBA/12/008	Corporate Governance Structures and The Performance of Tropical Bank Limited ,Uganda	MBA	Uganda Management Institute
13.	Mariapollar Tumwesigire	15/MBA/KLA/WKD/005	Debt Management And Financial Performance In Utility Companies: A Case in UMEME Uganda Limited.	MPP	Uganda Management Institute
14.	Noah Muniafu	15/MPP/00/KLA/WKD/0009	Contract Management Practices And Procurement Performance in the Uganda Police Force	MBA	Uganda Management Institute
15.	Oscar Nkoobe	15/MBA/00/KLA/EVE/0055	Supplier Relationship Management And Service In Public Agencies :A Case of Uganda Bureau of Statistics, Kampala Uganda	MBA	Uganda Management Institute
16.	Joan Kasubo	15/MBA/00/KLA/EVE/0110	Service Quality And Customer Satisfaction In Service Enterprises In Uganda: A Case of UMEME Mukono Service Centre	MBA	Uganda Management Institute
17.	Phoebe Bwerer	15/MBA/00/KLA/EVE/0036	Human Resource Management Practices And Performance Of Family Owned-Run Companies In Uganda: A Case of Kiddawalime Bakery Limited	MBA	Uganda Management Institute
18.	Sheilah Buyinza	13/MMS/HRM/30/069	Human Resource Management Practices And Organizational Performance in Public Regulatory Authorities: A Case of National Forestry Authority In Uganda	MMS	Uganda Management Institute
19.	Josephine Akello	13/MMS/PAM/24/017	Records Management Automation and Performance of Public Sector Organizations: A Case of Directorate Of Citizenship And Immigration In Uganda	MMS	Uganda Management Institute
20.	Susan Oliaka Abeso	15/MIML/00/KLA/WKD/021	Teamwork and Employee Performance In Government Ministries of Uganda: A Case Of Ministry of Internal Affairs	MIML	Uganda Management Institute

21.	Jackline Natukunda	16/MPA/00/KLA/WKD/0050	Appraisal System and Employee Performance: A Case of Uganda Management Institute	MPA	Uganda Management Institute
22.	Julie Kalibebwami	16/MPA/00/KLA/WKD/0005	Information Systems And The Performance Of Government Agencies In Uganda	MPA	Uganda Management Institute
23.	Tito Kayigwa	JAN16/EMBA/010U	The Effect of Training on Performance Of Employees In National Sports Councils In The Developing World- A Study Of National Council of Sports Of Uganda	MBA	Uganda Technology & Management University
24.	Vicky Adongot	JAN17/MME/045U	Factors Affecting Performance Of Monitoring And Evaluation Systems In The Ministry of Local Government In Uganda	MME	Uganda Technology & Management University
25.	David Fugoyo Clement Baime	JAN17/MBA/004X	Organizational Growth And Leadership Challenges at Private Universities: A Case of Africa Renewal University	MPA	Uganda Technology & Management University
26.	Gilbert Sunday Rwamwitani	MAY15/MPM&E/0411U	Participatory Monitoring And Evaluation Systems And Performance of Public Health Projects In Uganda: A Case of Uganda Health Marketing Group	MPM	Uganda Technology & Management University
27.	Grant Chiwera	SEP15/EMBA/0541U	Determinants of Effective Implementation of Projects In MTN Uganda	EMBA	Uganda Technology & Management University
28.	Jacob Jabweli	JAN18/EMBA/015U	Factors Affecting the Growth of the Local Construction Contractors in Kampala, Uganda	EMBA	Uganda Technology & Management University
29.	Evas Kyampaire	JAN17/MBA/009U	The Effect of Internal Controls On The Performance of Microfinance Institutions In Uganda Case Study: Wazalendo SACCO Ltd	EMBA	Uganda Technology & Management University
30.	Robert Musoke	MAY17/MME/026U	Change in Land Use Patterns and Small Farming household Food Security in Busoga Region, Uganda: A case of Kamuli District	MME	Uganda Technology & Management University
31.	Shadrach M. Adong	MAY16/MME/025X	Family status and Child Neglect in South Sudan: A case of Kuajok Town	MME	Uganda Technology & Management University
32.	Miria Tukamuheebwa	SEP16/MBA/009U	Talent Management and Employee Performance at Uganda Coffee Development Authority	MBA	Uganda Technology & Management University
33.	Moses Wasswa	SEP16/MME/004U	Key Factors Influencing Completion Times of Post Graduate Students Supported Under the Different Granting Portfolio of Ruforum in Member Universities	MME	Uganda Technology & Management University
34.	Susan Nabbanja	16/MBA/00/KLA/WKD/0082	Multiple Borrowing And Loan Repayment In Microfinance Institutions In Uganda: A Case Of Pride Microfinance Limited (MDI)	MBA	Uganda Management Institute
35.	Barbara Bukosela	16/MBA/00/KLA/WKD/0100	Customer Relationship Management And Customer Satisfaction In Orient Bank, Uganda Ltd.	MBA	Uganda Management Institute
36.	Benard Emulu	16/MBA/00/KLA/WKD/0084	The Contribution Of Financial Resource Mobilisation Strategies On Financial Performance Of Institutions Of Higher Learning	MBA	Uganda Management Institute
37.	Rachel Aine	16/MBA/00/KLA/EVE/0004	Leader Member Exchange And Organization Performance In The Public Sector Of Uganda: A Case Of Uganda Prisons Services	MBA	Uganda Management Institute

38.	Baldwin Karagaba	16/MBA/00/KLA/EVE/0001	Political Decision And Business Sustainability Of Television Broadcasting Company In Uganda: A Case Of Ntv Uganda	MBA	Uganda Management Institute
39.	Samuel Byakika	16/MBA/00/KLA/EVE/0002	Computerized Accounting Systems and The Quality of Financial Reporting Among Selected Logistics Companies In Uganda	MBA	Uganda Management Institute
40.	Benard Obonyo	14/MPP/3/004	Procurement Process and Performance Of Works Contracts In Busia Municipal Government Uganda	MBA	Uganda Management Institute
41.	Bright Bernard Kaheru	15/MBA/00/KLA/EVE/0102	Human Resource Management Practices And Employee Performance in The Private Sector In Uganda: A Case of Simba Telecom Masaka	MBA	Uganda Management Institute
42.	Catherine Namuyimbwa	15/MMS/18/KLA/DAY/0321	The Contribution Of M&E On Project Performance At Root Crops Programme At National Crops Resource Research Institute (Nacri) In Uganda	MMS	Uganda Management Institute
43.	Brian Kamugisha	17/MMME/MBR/2/015	Organisational Factors And Process Evaluation Quality At Infencious Diseases Research Collaboration (Idrc) Uganda	MMS	Uganda Management Institute
44.	Kevin Ninyesinga	15/MMS/27/KLA/DAY/0006	Monitoring And Evaluation System And Performance Of Donor Funded Projects: A Case Of Agricultural Technology Business Advisers	MMS	Uganda Management Institute
45.	Douglas K.M. Nyombi	16/MMS/ME/KLA/40/063	Influence Of Monitoring And Evaluation Process On Performance Of Busowa Traders And Farmers Cooperative Spciety In Bugiri District, Uganda	MMS	Uganda Management Institute
46.	Winnie Akware	17/MMSFM/41/126	Effectiveness Of Internal Control Systems In Ensuring Financial Accountability In A Decentralised Local Urban Government: A Case Of Nagingera Town Council (Ntc), Tororo	MMS	Uganda Management Institute
47.	Robert Mutungi	15/MMS/PAM/034/0122	Fiscal Decentralisation And Health Care Provision In Uganda: A Case Of Kibaale District	MMS	Uganda Management Institute

PUBLICATIONS

Book Publications

- a) Okoche, J.M.M. (2015) **Plagiarism and Academic Dishonesty the cancer of University Education (on sale in Amazon and other online bookstores like more books)** online: https://www.amazon.com/Plagiarism-Academic-Dishonesty-University-Education/dp/3659672467/ref=sr_1_1/139-0968047-5828752?s=books&ie=UTF8&qid=1516632139&sr=1-1&refinements=p_27%3AOkoch+John+Michael+Maxel.
- b) Okoche, J.M.M. (2015) **Cross Border Education in East Africa (on sale in Amazon and other online bookstores like more books)** online: https://www.amazon.com/Cross-Border-University-Education-Africa/dp/3659679267/ref=sr_1_2/139-0968047-

Journal Publications

- a) Katimbo, D. and **Okoché, J.M.M.** (2022) What is the Relationship between Monitoring and Performance of Church of Uganda of Uganda Projects in Namirembe Diocese? *International Journal of Culture and Religious Studies*.
- b) Katimbo, D. and **Okoché, J.M.M.** (2022) What is the Relationship between Evaluation and Performance of Church of Uganda of Uganda Projects in Namirembe Diocese? *International Journal of Culture and Religious Studies*.
- c) Bogere, S.; **Okoché, J.M.M.**, and Eremugo. I., (2021) Monitoring and Evaluation Systems and Performance of Urban Local Governments: A case of Town Councils in Jinja District. *Human Resource and Leadership Journal*, Vol. 5, No 1.
- d) Eremugo, I. and **Okoché, J.M.M.**, (2021) Influence of Monitoring and Evaluation System Components on the Performance of National Non-Governmental Organizations (NNGOs): A Case of AIM Uganda. *Journal of Business and Strategic Management*, Vol 5, No 1.
- e) Emejeit, A.; Oluka, P.N., **Okoché, M.**, and Mkansi. M., (2021) Contractor commitment and the delivery of road infrastructure projects in Uganda: A practitioner perspective. *African Journal of Management*, Vol. 5, No 1.
- f) Oluka, P.N., **Okoché, M.**, and Mugurusi. G., (2020) Public procurement and competitiveness of women-owned businesses: a structural equation model (SEM) for gender-responsive procurement in Uganda. *World Journal of Entrepreneurship, Management and Sustainable Development: Emerald Insight*, Vol. 17, No 2.
- g) Okoché, J.M.M. (2019) Political Dimension in Pan-African Cross-border Banking: An inhibitor or Catalyst? *Red fame Journal of Business and Management Studies*, Vol 5, No 1.
- h) Okoché, J.M.M. (2019) Dynamics of Management of Cross-border Education in East Africa. *World Journal of Education Research*, Vol. 6, No 1.

- i) Alinda. F., and Okoche, J.M.M. (2018) Academic Research-driver to Public Sector Programming: Barriers and Approaches to improvements. *European Journal of Education Studies*, Vol 5, No 3.
- j) Okoche, J.M.M. (2017) Internal Quality Assurance in public and Private Universities in Africa: Dynamics, Challenges and Strategies in *European Journal of Economics and Financial Research*, Vol 2, No 1.
- k) Okoche, J.M.M. (2015) Renewable energy will it be a solution for future global energy? *Journal of Renewable Energy*, Vol. 1, No 2.
- l) Okoche, J.M.M. (2015) Global oil production and demand dynamics. *Journal of Oil and Gas Management*, Vol. 2, No 1.
- m) Okoche, J.M.M. (2013) Managerial Challenge to Cross-Cultural Management of Diversity in *European Journal of Business and Management*, Vol. 5, No 20.
- n) Okoche, J.M.M. (2013) Plagiarism: The Cancer of East African University Education in *Journal of Education and Practice*, Vol 4, No 17.
- o) Okoche, J.M.M. (2013) Strategic Organization for Competitiveness in East African Universities in *European Journal of Business and Management*, Vol 5, No 20.
- p) Okoche, J.M.M. (2013) Influence of Formal Institutions on Solid Waste Disposal in Newly Created Town Councils in Uganda: A Case Study of Bukedea Town Council. In *Public Policy and Administration Research*, Vol 3, No 8 (2013).
- q) Okoche, J.M.M. (2013) Influence of Funding on Formal and Informal Institutions on Solid Waste Disposal in Newly Created Town Councils in Uganda: A Case Study of Bukedea Town Council. *Journal of Developing Country Studies*, ISSN (Paper) 2224-607X ISSN (Online) 2225-0565.
- r) Okoche, J.M.M. (2013) Influence of Informal Institutions on Solid Waste Disposal in Newly Created Town Councils in Uganda: A Case Study of Bukedea Town Council. *Journal of Public Policy and Administration Research*, ISSN (Paper) 2224-5731 ISSN (Online) 2225-0972.
- s) Okoche, J.M.M. (2013) Examination of Solid Waste Disposal in Newly Created Town Councils in Uganda: A Case Study of Bukedea Town Council. *Journal of Environment and Earth Science*, ISSN (Paper) 2224-3216 ISSN (Online) 2225-0948.

Approved Un Published Works

- a) Strategic management of electricity generation lessons from China energy sector
- b) A critical examination of oil production agreements (PSAs).
- c) Oil a fulcrum of global economy: Losers and winners
- d) A critical examination of refinery oil demand dynamics

- e) The Critical Role of OPEC in determination of global oil prices
- f) A Critical Examination of the Strategies employed by Kenya Commercial Bank for Competitiveness in Kenya
- g) Financial Management for Competitiveness by Kenya Commercial Bank
- h) A critical Examination of recruitment and selection process in Mount Kenya University
- i) A critical Analysis of Outsourcing in East Africa.

INTERNATIONAL CONFERENCE PRESENTATIONS

- a) Mkansi, M., **Okoche. J.M.M.** and Mangaliso, S (2023). **Green Crowdsourcing Mobile Application for Groceries in South Africa**, Atlanta Georgia, Kampala, Uganda 18th to 21st November, 2023.
- b) Okoche. J.M.M. (2020). Pursuing integration of Quality Assurance Systems National and Professional Bodies, Master class East Africa, Kabira Country Club, Kampala, Uganda 5th to 6th March, 2020.
- c) Okoche. J.M.M. (2019). Pursuing integration of Quality Assurance Systems National and Professional Bodies, Master class University of Seychelles, Mahe, Seychelles 5th to 6th November, 2019.
- d) Okoche. J.M.M. (2019). Appropriateness of multi-domestic strategy on competitiveness, Ticket Pro Dome, 2nd Operational Management Conference, University of South Africa, South Africa 4th to 6th June, 2019.
- e) Okoche. J.M.M. (2019). Gender based Evaluation, African Evaluation Association Conference (Afrea), Sofytel Hotel, Abidjan, Ivory Coast 11th to 15th March, 2019.
- f) Okoche. J.M.M. (2019). Critical Examination of Extension Agriculture Reforms in Uganda: An evaluators Perspective, African Evaluation Association Conference (Afrea), Sofytel Hotel, Abidjan, Ivory Coast 11th to 15th March, 2019.
- g) Okoche. J.M.M. (2018). Future Energy Africa Oil and Gas Exhibition and Conference: A Critical Examination of Refinery Oil Demand Dynamics (1st Conference), Cape-Town International Convention, Cape town, South Africa 1st to 3rd October, 2018.
- h) Okoche. J.M.M. (2018). Future Energy Africa Oil and Gas Exhibition and Conference: Strategic Management of Electricity Generation: Lessons from China's Energy Sector (1st Conference), Cape-Town International Convention, Cape town, South Africa 1st to 3rd October, 2018.

- i) Okoche. J.M.M. (2018). Future Energy Africa Oil and Gas Exhibition and Conference: Renewable Energy: Will it be a Solution for Future Global Energy? (1st Conference), Cape-Town International Convention, Cape town, South Africa 1st to 3rd October, 2018.
- j) Okoche. J.M.M. (2018). International Business and Technology Conference: Dynamics, Challenges and appropriate strategies for Pan-African cross-border banking (1st International Conference), International, Durban, South Africa 27th to 28th September, 2018.
- k) Okoche. J.M.M. (2017). International Business and Technology Conference: An appropriate model for cross-border banking in Africa: A case of Kenya Commercial Bank (1st International Conference), ISBAT University, Kampala, Uganda 27th to 28th April, 2017.
- l) Okoche. J.M.M. (2016). Quality Assurance: Internal Quality Assurance in public and private universities in Africa: Dynamics, challenges and Strategies, International Conference for Quality assurance in Higher Education in Africa (8th ICHQAHEA), Safari Court Hotel, Windhoek, Namibia 20th to 23rd September, 2016.
- m) Okoche. J.M.M. (2016). Freedom of expression: Internal mechanisms that enable students to express themselves without prejudice, the Premier Hotel OR Tambo, Johannesburg, South Africa 22nd to 27th May, 2016.
- n) Okoche. J.M.M. (2015). Plagiarism: The Cancer of East African University Education Global Integrity Summit, Villa Rosa Kempinski, Nairobi, Kenya 18th to 20th February, 2015.
- o) Okoche. J.M.M. (2014). A critical Examination of Plagiarism in East African Education in East African University Education (5th Management University of Africa Annual International Conference on Industry and Higher Education, Held at Boma Hotel, Nairobi, Kenya 22nd-24th October, 2014).
- p) Okoche. J.M.M. (2014). Cross Border University Education for Competitiveness in East Africa (5th Management University of Africa Annual International Conference on Industry and Higher Education, Held at Boma Hotel, Nairobi Kenya 22nd-24th October, 2014).
- q) Okoche. J.M.M. (2013). A critical Analysis of Outsourcing in East Africa (9th ICMBS International Conference for Management and Behavioural Sciences Canada held in Montreal Canada 7th to 8th December, 2013).
- r) Okoche. J.M.M. (2013). Virtual Organization: is it a solution in East Africa? (1st Interdisciplinary International Conference 3rd to 5th September, 2013, University of Eldoret, Kenya).

- s) Okoche. J.M.M. (2013). Cross Border University education for Competitiveness in East Africa (1st Interdisciplinary International Conference 3rd to 5th September, 2013, University of Eldoret, Kenya).
- t) Okoche. J.M.M. (2013). Organization Design is imperative for creativity and innovation in East Africa (1st International Research and Innovation Conference organized by Mount Kenya University, Safari Park Hotel Nairobi Kenya 28th to 30th August, 2013).
- u) Okoche. J.M.M. (2013). A critical Examination of Virtual Projects in East Africa (1st International Research and Innovation Conference organized by Mount Kenya University, Safari Park Hotel Nairobi Kenya 28th to 30th August, 2013).
- v) Okoche. J.M.M. (2013). An Examination of Outsourcing in East Africa (1st International Research and Innovation Conference organized by Mount Kenya University, Safari Park Hotel Nairobi Kenya 28th to 30th August, 2013).
- w) Okoche. J.M.M. (2013). Managerial Challenge to Cross Cultural Management of Diversity (5th Mount Kenya University Academic Conference, Rift Valley Sports Club 17th to 18th May, 2013).
- x) Okoche. J.M.M. (2013). Plagiarism: The cancer for East African University Education (5th Mount Kenya University Academic Conference, Rift Valley Sports Club 16th to 18th May, 2013).
- y) Okoche. J.M.M. (2013). Strategic Organization for competitiveness in East African Universities (5th Academic Conference, Rift Valley Sports Club 16th to 18th May, 2013).

CURRICULUM DEVELOPMENT

- a) Preparation and Review of the Curriculum for Masters and Post Graduate Diploma in Monitoring and Evaluation for Uganda Technology and Management University –May, 2021.
- b) Preparation and Review for Project Planning and Management for Uganda Technology and Management University –August, 2021.
- c) Preparation and Development of a Curriculum for Masters in Public Policy Research and Development for Uganda Management Institute in Kampala Uganda –May, 2018.
- d) Preparation and Development of a Curriculum for Masters of Science Supply Chain Management of Uganda Management Institute Kampala Uganda –August, 2018.

- e) Preparation and Development of a Curriculum for Masters of Science NGO Management of Uganda Management Institute Kampala Uganda –September, 2018.
- f) Preparation and Development of a Curriculum for Bachelors degree in Human Resource Management for International Science and Technology University in Kampala Uganda – January, 2017.
- g) Preparation and development of module for Bachelor of Oil and Gas Financial Reporting in Oil and Gas Industry for Victoria University Kampala- August, 2017.
- h) Preparation and Development of module for Risk management for Bachelor of Oil and Gas Financial Reporting in Oil and Gas Industry for Victoria University Kampala- August, 2017.
- i) Preparation and Development of module for Oil and Gas project for Bachelor of Oil and Gas Financial Reporting in Oil and Gas Industry for Victoria University Kampala- August, 2017.

CONSULTANCY ASSIGNMENTS UNDERTAKEN

1.0 Date	June 2022 to December 2022
Location	Uganda
Client/ company	REAP Project -Ministry of Finance Planning and Economic Development- REF MoFPED/REAP/CONS/21-22/0
Position	Lead Consultant
Description	<p>Simplified and Customised Manual for Petroleum Resources: The consultancy involved development of simplified and customized for projects in Petroleum Resources for the government of Uganda. The manual development was in recognition that the Public Investment Manual was meant to strengthen the weaknesses that were in the public sector as provided mechanisms for effective project preparation and appraisal.</p> <p>The manual for project preparation and appraisal for Petroleum Resources projects in Uganda with a critical focus of guiding government organizations and its personnel involved in Petroleum Resources. This was aimed at providing entities with a customized and simplified, relevant project preparation and appraisal manual that builds a consensus and understanding of definitions, terminologies, methods and procedures in the Petroleum Resources in Uganda. The manual systematically, provides guidance on the basic processes, tools and controls underlying the preparation and appraisal of public investment in projects in Uganda.</p>

Date	June 2022 to December 2022
Location	Uganda
Client/ company	REAP Project -Ministry of Finance Planning and Economic Development- REF MoFPED/REAP/CONS/21-22/0

Position	Lead Consultant
Description	<p>Simplified and Customised Manual for Integrated Transport Services and Infrastructure: The consultancy involved development of simplified and customized for projects in Integrated Transport Services and Infrastructure for the government of Uganda. The manual development was in recognition that the Public Investment Manual was meant to strengthen the weaknesses that were in the public sector as provided mechanisms for effective project preparation and appraisal.</p> <p>The manual for project preparation and appraisal for Integrated Transport Services and Infrastructure projects in Uganda with a critical focus of guiding government organizations and its personnel involved in Integrated Transport Services and Infrastructure. This was aimed at providing entities with a customized and simplified, relevant project preparation and appraisal manual that builds a consensus and understanding of definitions, terminologies, methods and procedures in the Integrated Transport Services and Infrastructure in Uganda. The manual systematically, provides guidance on the basic processes, tools and controls underlying the preparation and appraisal of public investment in projects in Uganda.</p>

Date	June 2022 to December 2022
Location	Uganda
Client/ company	REAP Project -Ministry of Finance Planning and Economic Development- REF MoFPED/REAP/CONS/21-22/0
Position	Lead Consultant
Description	<p>Simplified and Customised Manual for Sustainable Energy: The consultancy involved development of simplified and customized for projects in Sustainable Energy for the government of Uganda. The manual development was in recognition that the Public Investment Manual was meant to strengthen the weaknesses that were in the public sector as provided mechanisms for effective project preparation and appraisal.</p> <p>The manual for project preparation and appraisal for Sustainable Energy projects in Uganda with a critical focus of guiding government organizations and its personnel involved in Sustainable Energy. This was aimed at providing entities with a customized and simplified, relevant project preparation and appraisal manual that builds a consensus and understanding of definitions, terminologies, methods and procedures in the Sustainable Energy in Uganda. The manual systematically, provides guidance on the basic processes, tools and controls underlying the preparation and appraisal of public investment in projects in Uganda.</p>

Date	June 2022 to December 2022
Location	Uganda
Client/ company	REAP Project -Ministry of Finance Planning and Economic Development- REF MoFPED/REAP/CONS/21-22/0
Position	Lead Consultant
Description	<p>Simplified and Customised Manual for Mineral Development: The consultancy involved development of simplified and customized for projects in mineral development for the government of Uganda. The manual development was in recognition that the Public Investment Manual was meant to strengthen the weaknesses that were in the public sector as provided mechanisms for effective project preparation and appraisal.</p>

	The manual for project preparation and appraisal for mineral development projects in Uganda with a critical focus of guiding government organizations and its personnel involved in Mineral Development. This was aimed at providing entities with a customized and simplified, relevant project preparation and appraisal manual that builds a consensus and understanding of definitions, terminologies, methods and procedures in the Mineral Development in Uganda. The manual systematically, provides guidance on the basic processes, tools and controls underlying the preparation and appraisal of public investment in projects in Uganda.
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Date	January 2022 to May 2022
Location	Uganda
Client/ company	REAP Project -Ministry of Local Government Government of Uganda
Position	Lead Consultant
Description	M&E Framework: The Monitoring and Evaluation (M&E) Framework for the Local Government Own Source Revenue Mobilisation Strategy (LGOSRMS). The framework provided an operational mechanism for monitoring and evaluation of the strategy. This Furthermore, provided the underlying critical aspects of the strategy, requirements, approach, mechanisms, and indicators for monitoring and evaluation. This was anchored within the broader system of Results-Based Management. The framework developed aimed at enhancing realisation of the desired results; relevance, coherence, effectiveness, efficiency, impact and sustainability of the adopted strategy. Finally, the framework is anchored on the theory of change for determination of strategy success and determination of viability of the strategy towards achievement of the desired impact of the strategy.

Date	February 2021 to March 2021
Location	Uganda
Client/ company	Inter-University Council of East Africa
Position	M&E Consultant
Description	M&E Framework: The assignment involved development of a monitoring and evaluation framework for indigenous knowledge strategy for the inter-university Council of East Africa. The assignment involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. This systematically provided appropriate mechanism for development of the Monitoring and evaluation framework for interuniversity Council of East Africa. An appropriate assessment framework for monitoring the strategy for incorporation of indigenous knowledge was developed for inter-university of East Africa.

Date	December 2020 to SOctober 2021
Location	Uganda
Client/ company	Delight Uganda Project- Mango Value Chain-aBi Trust
Position	M&E Lead Consultant
Description	End-line Evaluation Study: The assignment involved conducting end-line evaluation of Delight Uganda Mango Agricultural Value Chain Project in Nwoya District. The evaluation study involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study.

	<p>The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was mango value chain project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Delight Uganda was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targets to improve their profitability, income and employment.</p>
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Date	December 2020 to October 2021
Location	Uganda
Client/ company	Solidaridad Project- Wheat and Barley Value Chains-aBi Trust
Position	M&E Lead Consultant
Description	<p>End-line Evaluation Study: The assignment involved conducting end-line evaluation of Solidaridad Wheat and Barley Agricultural Value Chain Project in Kabale, Kanungu, Kisoro and Rwenzori. The evaluation study involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study.</p> <p>The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was Wheat and Barley value chain project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Solidaridad was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targets to improve their profitability, income and employment.</p>

Date	December 2020 to October 2021
Location	Uganda
Client/ company	Sasakawa Global 2000 Project- Maize Value Chain-aBi Trust
Position	M&E Lead Consultant
Description	<p>End-line Evaluation Study: The assignment involved conducting end-line evaluation of Sasakawa Global 2000 Maize Agricultural Value Chain Project in Buikwe, Kamuli, Tororo, Pallisa, Jinja, Lira, Kamwenge District.</p> <p>The evaluation study involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was Maize value chain project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Sasakawa Global 2000 was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targets to improve their profitability, income</p>

and employment.

Date	December 2020 to October 2021
Location	Uganda
Client/ company	Rubanga Cooperative Society Project- Coffee Value Chain-aBi Trust
Position	M&E Lead Consultant
Description	End-line Evaluation Study: The assignment involved conducting end-line evaluation of Rubanga Cooperative Society Coffee Agricultural Value Chain Project in Mitooma District. The evaluation study involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was Coffee value chain project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Rubanga Cooperative Society was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targets to improve their profitability, income and employment.

Date	December 2020 to October 2021
Location	Uganda
Client/ company	Jabba Engineering Ltd Project- Soil Improvement-aBi Trust
Position	M&E Lead Consultant
Description	End-line Evaluation Study: The assignment involved conducting end-line evaluation of Jabba Engineering for soil improvement project in Mbale District. The evaluation study involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was soil improvement project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Jabba Engineering Ltd was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targets to improve their profitability, income and employment.

Date	December 2020 to October 2021
Location	Uganda
Client/ company	Alutkot SACCO Ltd- Finance Services Development Project-aBi Trust
Position	M&E Lead Consultant
Description	End-line Evaluation Study: The assignment involved conducting end-line evaluation of Alutkot Services Development Project for Alutkot SACCO in Oyam District. The evaluation study involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate

for the objectives of the study. The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was finance services development project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Alutkot SACCO Ltd was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targets to improve their profitability, income and employment.

Date	December 2020 to October 2021
Location	Uganda
Client/ company	Koboko SACCO LtdLtd- Finance Services Development Project-aBi Trust
Position	M&E Lead Consultant
Description	End-line Evaluation Study: The assignment involved conducting end-line evaluation of Alutkot Services Development Project for Koboko SACCO Ltd in Koboko District. The evaluation study involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was finance services development project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Koboko SACCO Ltd was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targeted to improve their profitability, income and employment.

Date	December 2020 to October 2021
Location	Uganda
Client/ company	Post Bank Kotido- Finance Services Development Project-aBi Trust
Position	M&E Lead Consultant
Description	End-line Evaluation Study: The assignment involved conducting end-line evaluation of Post Bank Services Development Project for Post Bank in Kotido District. The evaluation study involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was finance services development project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Post Bank was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targeted to improve their profitability, income and employment.

Date	January to October 2021
Location	Uganda
Client/ company	Uganda Bankers Association- Finance Services Development Project-aBi Trust
Position	M&E Lead Consultant
Description	End-line Evaluation Study: The assignment involved conducting end-line evaluation of UBA Services Development Project for Uganda Bankers Association in Kampala. The evaluation study involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was finance services development project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. UBA was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targeted to improve their profitability, income and employment.

Date	August 2020 to December 2020
Location	Uganda
Client/ company	Rubanga Cooperative Society- aBi Trust
Position	M&E Lead Consultant
Description	Updating Baseline for Study: The assignment involved conducting a baseline update for the coffee farmers under Rubanga Cooperative Society in Mitooma District. The Baseline study update involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was finance services development project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Rubanga Cooperative Society Limited was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targeted to improve their profitability, income and employment.

Date	August 2020 to December 2020
Location	Uganda
Client/ company	Katerera Area Cooperative Enterprise- aBi Trust
Position	M&E Lead Consultant
Description	Updating Baseline for Study: The assignment involved conducting an update of the baseline for the farmers of Katerera Area Cooperative Enterprise in Rubirizi. The Baseline study update involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. The end line evaluation study involved attribution analysis,

identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. This was finance services development project was supported by aBi Trust in form of development finance as matching grants, Business Development Services (BDS) to agricultural producers and agribusinesses/SMEs, and matching grants for financial services development. Katerera Area Cooperative Enterprise Limited was the implementing Partner serve as a direct link between aBi and smallholder agricultural producers and agribusinesses/SMEs which aBi targeted to improve their profitability, income and employment.

Date	January 2020 to December 2020
Location	Uganda
Client/ company	National Planning Authority
Position	M&E Lead Consultant
Description	<p>Evaluation of Decentralization Policy (Democracy and People Participation): The assignment involved conducting evaluating the decentralisation policy specifically democracy and people participation in Uganda. The Baseline study update involved review of relevant literature, collection of secondary and primary data from different respondents, and analysing the data using qualitative and quantitative techniques appropriate for the objectives of the study. The end line evaluation study involved attribution analysis, identifying lessons learnt and success stories, and proposing recommendations for improvement and replication. The consultant was meant to come up with appropriate recommendations to guide the implementation of the decentralisation policy reforms which would guide the government of Uganda.</p> <p>The consultancy was undertaken to capture the critical views of the different stakeholders in the local governments, national government, NGOs, Private Sector.</p> <p>The comprehensive evaluation undertook a comprehensive assessment of the extent to which the decentralisation has contributed to the different elections, civil rights, political rights, political pluralism and involvement in democracy. The extent to which decentralisation contributed towards democracy in Uganda. The comprehensive evaluation was undertaken using a mixed methods approach was systematically used for examination of democracy and people participation. Qualitative and quantitative data collection and analysis techniques were used for the evaluation of the policy. Quantitative part of the study employed multi-stage sampling, stratified and simple random sampling with a sample size of 384 while purposive and convenience sampling techniques for qualitative. The quantitative data were collected using survey while qualitative data was collected using interview, and Focus group discussion (FGD) with OECD (DAC) criteria was used for conducting the evaluation; relevance, coherence, effectiveness, efficiency, impact and sustainability. Quantitative data were analysed using SPSS, and qualitative data were analysed using content and thematic data analysis.</p> <p>The study established that decentralisation policy had moderately harnessed democracy as a result of poor legislation, funding of local governments, civic competence of the communities, weak grass-root institutions, elite capture, civic incompetence, corruption, conflicting legislation and underfunding. In order strengthen and enhance democracy under the decentralisation in Uganda there is a need to review and streamline the current conflicting legislation, funding of local governments, empower communities, build the capacity of local councils, and strengthen elections.</p>

Date	1 st to 30 th MARCH 2018 to 30 th May 2018
Location	UGANDA (KAMPALA)
Client/ company	Office of Prime Minister (OPM)
Position	Monitoring and Evaluation Consultant
Description	Review monitoring and evaluation policy framework: the assignment involved reviewing the monitoring and evaluation framework for the government of Uganda and integrating it with the Management Performance Assessment Tool (MPAT) as was undertaken by the government of South Africa. The consultant undertook reviewing the prevailing management performance assessment concepts in the monitoring and Evaluation by the public sector in Uganda. The assignment was systematically assessed the process of assessment of the current monitoring and evaluation systems in government and appropriately recommends areas of improvement of the systems by adopting the concept of assessment of management performance in order to enhance the performance of the public sector. An appropriate assessment framework and tool was developed with an appropriate framework for the public sector in Uganda.

Date	20 th to 23 rd SEPTEMBER 2016
Location	NAMIBIA (WINDHOEK-SAFARI COURT)
Client/ company	UNIVERSITY ADMINISTRATORS AND QUALITY ASSURANCE DIRECTORS IN AFRICA
Position	Consultant
Description	Internal Quality Assurance: the consultant was hired to discuss critical dynamics for development and management of internal quality assurance in public and private universities in Africa. The lecturer undertook explanation in Dynamics, Challenges and Strategies, International Conference for Quality assurance in Higher Education in Africa.

Date	18 th to 20 th FEBRUARY 2015
Location	KENYA
Client/ company	UNIVERSITY ADMINISTRATORS IN EAST AFRICA
Position	RESEARCH EXPERT
Description	Plagiarism: undertook a technical presentation on plagiarism on the Cancer of East African University Education Global Integrity Summit, Villa Rosa Kempinski, Nairobi, Kenya. A critical Examination of Plagiarism in East African Education in East African University Education providing insight on the various forms of plagiarism, causes of plagiarism, approaches for management of plagiarism and recommendations for African Universities.

Date	FEBRUARY TO MAY 2015
Location	KENYA
Client/ company	OXFAM-GB
Position	LEAD CONSULTANT
Description	Preparation of Business plans: undertook the preparation of business plans as a lead consultant for different groups in Lake Turkana lake Basin in Kenya for Oxfam GB. The assignment involved stakeholder consultations with the different communities in order to support the resilience of hunger prone communities in Turkana. The processes of developing the policy involved stakeholder consultations from the local government, national

	government, community, none state actors, pastoral communities using different approaches. The consultations used a mixed methods approach of collecting and collating data to facilitate the development of a policy to support the pastoral communities appropriately. Furthermore, capacity building was undertaken for the different communities in order to enhance resilience through business.
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Date	AUGUST TO DECEMBER 2014
Location	KENYA
Client/ company	TURKANA COUNTY
Position	Lead Consultant
Description	Development of a policy: Preparation of a pro-pastoral resilience policy for Turkana County in Kenya. The processes of developing the policy involved stakeholder consultations from the local government, national government, community, none state actors, pastoral communities using different approaches. The consultations used a mixed methods approach of collecting and collating data to facilitate the development of a policy to support the pastoral communities appropriately.

Date	JULY TO AUGUST 2014
Location	KENYA
Client/ company	TURKANA LITERACY BUREAU
Position	Lead Consultant
Description	Feasibility Study: Conducted a feasibility study for the livelihood projects to be implemented by the Turkana Literacy Bureau. This involved an assessment of the viability of the different locations for different livelihood projects. The consultancy assignment used mixed methods for data collection and analysis for documenting this eventually informed the decision of the feasibility of the different project sites for investment. The feasibility study involved other crops to be planted in the arid areas in Turkana.

Date	MARCH TO APRIL 2014
Location	THE SUDAN (SOUTH DARFUR-GEREIDA LOCALITY)
Client/ company	AMERICAN REFUGEE COMMITTEE (ARC)
Position	LEAD CONSULTANT
Description	End-term Evaluation: conducted an end-term evaluation for peace support program implemented by American Refugee Committee-Sudan. The consultancy assignment used mixed methods for data collection and analysis for documenting project achievement; lessons learnt and best practices; challenges and recommendations for the peacebuilding sector. The DAC's Criteria for Evaluating Development Assistance considering; Relevance, effectiveness, efficiency, sustainability and Impact analysis, and attention will focus on both process and results.

Date	SEPTEMBER TO NOVEMBER 2013
Location	KENYA
Client/ company	UNICEF
Position	CONSULTANT

Description	Preparation of Strategic Plan: undertook the preparation of a strategic plan for Turkana Education for All, Turkana County-Republic of Kenya. The consultancy assignment involved conducting environmental scanning using SWOT and PESTLE approaches together with stakeholder engagement. The consultant eventually, developed a strategic plan for the development of Turkana Education for All a local NGO supported by UNICEF.
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Date	APRIL TO MAY 2013
Location	KENYA
Client/ company	DIOCESE OF LODWAR (DOL)
Position	LEAD CONSULTANT
Description	End Term Evaluation: conducted an end-evaluation for emergency recovery project for Diocese of Lodwar, Turkwell Divisions, Turkana Central, and Turkana County. The consultancy assignment used qualitative of data collection and analysis for documenting project achievement; lessons learnt and best practices; challenges and recommendations for peacebuilding sector. The DAC's Criteria for Evaluating Development Assistance considering; Relevance, effectiveness, efficiency, sustainability and Impact analysis, and attention will focus on both process and results.

Date	AUGUST TO SEPTEMBER, 2012
Location	SOUTH SUDAN (UPPER NILE STATE)
Client/ company	FAR INTERNATIONAL
Position	LEAD CONSULTANT
Description	Mid-term Evaluation: conducted a mid-term evaluation for the livelihood project for FAR Sudan in Melut, Upper Nile state, South Sudan. The consultancy assignment involved an assessment of the relevance and applicability of livelihood strategies used in the empowerment of communities. The consultancy assignment used mixed methods for data collection and analysis documented project achievement; lessons learnt and best practices; challenges and recommendations for the peacebuilding sector. The DAC's Criteria for Evaluating Development Assistance considering; Relevance, effectiveness, efficiency, sustainability and Impact analysis, and attention will focus on both process and results.

Date	MAY TO AUGUST 2012
Location	KENYA
Client/ company	DIOCESE OF LODWAR (DOL)
Position	LEAD CONSULTANT
Description	Preparation of Strategic Plan: undertook the preparation of a comprehensive strategic plan for Diocese of Lodwar in Kenya. The consultancy assignment involved conducting environmental scanning using SWOT and PESTLE approaches together with stakeholder engagement. The consultant eventually, developed a strategic plan for the development arm of the Diocese of Lodwar.

Date	MARCH TO APRIL 2012
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Location	NORTH SUDAN (WEST DARFUR)
Client/ company	FAR INTERNATIONAL
Position	LEAD CONSULTANT
Description	Mid-term Evaluation: conducted a mid-term evaluation for the Peace Building through Community Development project for FAR Sudan in the West Darfur Geneina-The Republic of Sudan. The consultancy examined specific conflict sensitive indicators in the M&E framework. Furthermore, the consultancy assignment undertook documentation of project achievement; lessons learnt and best practices; challenges and recommendations for the peacebuilding sector. The evaluation team used mixed methods for data collection and analysis with DAC Criteria for Evaluating Development Assistance considering; Relevance, effectiveness, efficiency, sustainability and Impact analysis, and attention will focus on both process and results.

Date	October 2011
Location	Kenya
Client/ company	CSO
Position	Consultant
Description	Training of Civil Society Organisations: undertook training of civil society organisations on behalf of inter-governmental Organisation in the Karamoja Cluster. The consultancy assignment involved training the participants with critical aspects of proposal writing, project design, project implementation, monitoring and Evaluation. The training used adult learning and training techniques for impartation of knowledge, and skills.

Date	July-August 2011
Location	Kenya
Client/ company	Agency for Pastoralist Development (APAD)
Position	Consultant
Description	End-Term Evaluation of Project: undertook an end-term evaluation of the Agency for Pastoralist Development Project in Turkana County. The consultancy assignment involved an assessment of the relevance and applicability of peace and livelihood project for the communities of Turkana County. Furthermore, the consultancy assignment involved documentation of project achievement; lessons learnt and best practices; challenges and recommendations for the peacebuilding sector. The evaluation team used mixed methods for data collection and analysis with DAC Criteria for Evaluating Development Assistance considering; Relevance, effectiveness, efficiency, sustainability and Impact analysis, and attention will focus on both process and results.

Date	May 2011
Location	Kenya
Client/ company	Catholic Diocese Justice and Peace Project(Diocese of Lodwar)
Position	Lead Consultant
Description	Mid-Term Evaluation of Peace Project: undertook a mid-term evaluation of the Catholic Justice and Peace Commission Project in the Diocese of Lodwar. The consultancy assignment involved an assessment of the relevance and applicability of conflict-sensitive approaches used in the planning and implementation of the project. The consultancy examined specific

	<p>conflict sensitive indicators in the M&E framework. Furthermore, the consultancy assignment undertook documentation of project achievement; lessons learnt and best practices; challenges and recommendations for the peacebuilding sector. The evaluation team used mixed methods for data collection and analysis with DAC Criteria for Evaluating Development Assistance considering; Relevance, effectiveness, efficiency, sustainability and Impact analysis, and attention will focus on both process and results.</p>
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Date	2009 -2010
Location	UGANDA
Client/ company	Office of the Prime Minister
Position	ASSOCIATE CONSULTANT
Description	Development of Northern Uganda Social Action (NUSAF II): was part of the team that supported in the development of NUSAF II in conjunction with the World Bank. The assignment was undertaken in collaboration with the lead consultant hired by the World Bank and inter-ministerial technical committee. The task involved the alignment of the Northern Social Action Fund (NUSAF II) with PRDP.

Date	2007-2009
Location	UGANDA
Client/ company	OFFICE OF THE PRIME MINISTER
Position	ASSOCIATE CONSULTANT
Description	Development of operation and implementation plan: was part of the team involved in the design of the Operation and Implementation Plan of the Peace Recovery and Development Plan (PRDP). The assignment was undertaken in collaboration with a lead consultant hired by the World Bank and inter-ministerial technical committee.

Date	2007-2009
Location	UGANDA
Client/ Company	OFFICE OF THE PRIME MINISTER
Position	ASSOCIATE CONSULTANT
Description	Development of fund disbursement plan: participated in the development of fund disbursement mechanism for the PRDP. The assignment was undertaken in collaboration with the lead consultant hired by the World Bank and inter-ministerial technical committee.

Date	2007-2009
Location	UGANDA
Client/ Company	OFFICE OF THE PRIME MINISTER
Position	ASSOCIATE CONSULTANT
Description	Development of M&E framework: participated in the development of fund M&E framework for the Peace Recovery Development Plan (PRDP). The assignment was undertaken in collaboration with a lead consultant hired by the World Bank and inter-ministerial technical committee.

Date	2006-2009
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Location	UGANDA
Client/ Company	OFFICE OF THE PRIME MINISTER
Position	ASSOCIATE CONSULTANT
Description	Development of the PRDP: Supported the government of Uganda in the development of the Peace Recovery Development Plan (PRDP). Undertaking stakeholder consultations involving different government departments, civil society organisations, government ministries, local governments, cultural institutions, and religious institutions. This was undertaken in conjunction with the lead consultant together with an inter-ministerial technical team designed the PRDP for northern Uganda

Journal Review Positions

S/NO	JOURNAL	POSITION	ADDRESS	LEAD EDITOR
1.	Redfame Journal of Business and Management	Reviewer	Redfame Publishing 9450 SW Gemini Dr. P.O Box 99416 Beaverton, or 97008, USA.	Ellery Williams
2.	World Journal of Education and Journal of Curriculum and Teaching	Board Member	1120 Finch Avenue West, Suite 701-309, Toronto, ON, M3J 3H7, Canada	Sara M. Lee
3.	Journal of International Business Studies	Ado Reviewer	JIBS Editorial Office Academy of International Business Michigan State University	Anne Hoekman- Managing Editor
4.	World Journal of Education Research	Reviewer	445 S. Figueroa Street Los Angeles, CA 90071	Cosmo Johnson
5.	Higher Education Studies	Peer-Reviewer	Canadian Centre of Science and Education 1120 Finch Avenue West, Suite 701-309 Toronto, ON, M3J3 3H7 Canada	Sherry Lin Editorial Assistant, Higher Education Studies

6.	Public Administration Research	Reviewer	Canadian Centre of Science and Education 1120 Finch Avenue West, Suite 701-309 Toronto, ON, M3J3 3H7 Canada	Vivian Sheng Editorial Assistant Public Administration Research Canadian Centre of Science and Education
7.	International Journal of Financial Economics	Editorial Board Member		Danish Khalil Editorial Assistant Research Academy of Social Sciences

REFERENCES

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3.	<p>Associate Professor Godfrey Mugurusi Department of Industrial Economics and Technology Management, Norwegian University of Science and Technology E-Mail: godfrey.mugurusi@ntu.no,</p>

4.	<p>Timothy Lubanga Commissioner Monitoring and Evaluation, Office of the Prime Minister Kampala Uganda Cell phone: +256-772-451-852/ +256-701-451-851 E-mail: tlubanga@gmail.com, tlubanga@hotmail.com, tlubanga@yahoo.com.</p>
5.	<p>Judith Wolf Country Director Fellowship for African Relief International P.O. Box 3845 Khartoum Sudan House 138 Block 10 Almashtai Street Cell phone: +249-912-133-108 E-mail: programmedevelopment@gmail.com.</p>