

## CURRICULUM VITAE/ PROFILE



Caroline Judith BASEMERA

Email Address: [carolsomgen@gmail.com](mailto:carolsomgen@gmail.com)

Address: PO Box 29312, Kampala, Uganda

Cell: +256772498778/+2567077449681

### Professional Summary

- Caroline is a dedicated and results-driven HR and Strategy Consultant and Coach
- She previously did 13 years (2006 to 2018) heading HR departments in 2 Commercial Banks which made her a member of the Executive Committee. As Head of HR, she interfaced with the Board through the Board HR & Compensation Committee.
- Has in total 27 years of Banking experience.
- She has accumulated 7 years of post-employment experience as an Independent Consultant.
- She has hands on experience driving business growth through strategic HR initiatives, talent development, and coaching.
- Caroline has a proven track record of improving organizational performance, enhancing employee engagement, and fostering a culture of innovation and excellence.
- Passionate about good Institutional (corporate) governance.
- Committed to lifelong learning.

### Key Skills

1. HR Strategy - Developing and implementing HR strategies that align with business objectives.
2. Talent Development - Designing and delivering training programs, coaching, and mentoring initiatives to enhance employee skills and performance.
3. Coaching - Providing executive coaching, career coaching, and team coaching to individuals and groups.

4. Organizational Development - Analyzing and improving organizational structures, processes, and systems to enhance efficiency and effectiveness.
5. Change Management - Developing and implementing change management strategies to ensure smooth transitions and minimal disruption.

### **Key Consultancy Assignments**

1. Nov to Dec 2024 – As a strategy, performance management and governance consultant, I did an assignment for PSI Engineering Co Ltd (reviewed strategy documents, trained staff on the principles of the Balanced Score Card, guided line managers in the development of employee scorecards and designed a Board Charter including Board and Board Committee TORs.
2. May to August 2023 worked with a Senior HR Consultant (Mrs. Florence Mawejje) to prepare the Members' Code of Conduct for The Uganda Bankers Association.
3. Feb to March 2022 - I was selected by the Human Resource Managers' Association of Uganda to sit on the Technical Committee to evaluate and recommend outstanding HR Practitioners in the different branches of HR. We worked with Deloitte an international consultancy firm
4. April to June 2020 – I prepared HR and Administration process maps for Uganda Breweries Ltd, the assignment was done under True North Consult a reputable HR Consultancy firm in Uganda.
5. July to October 2019 – I did a short contract assignment with The Leadership Team a reputable HR Consultancy firm where I prepared buyer personas (Banks as potential clients), organizational diagnostic studies, proposal and concept paper writing with a focus on the financial services sector.

### **Coaching: (including mentoring)**

1. I mentor HR practitioners.
2. I coach and counsel struggling young adults at church and in schools (by invitation) on pro bono basis.
3. I have coached several leaders mainly in the HR space.
4. Family Coach (inner and extended family).

### **Personal Qualities**

1. Strong Communication Skills - Ability to communicate effectively with stakeholders at all levels.

2. Strategic Thinker - Proven ability to think strategically and develop solutions that align with business objectives.
3. Empathetic and Supportive: Ability to build trust and rapport with clients and employees.

## **Education and Certifications**

### **Academic:**

1. Master of Science in Global Human Resource Management - University of Liverpool, UK.
2. Post Graduate Diploma in Human Resource Management (Upper Second) - Uganda Management Institute.
3. Bachelor of Arts (Social Sciences) with Economics (Major) & Social Administration (Minor) – Makerere University Kampala (also did Political Science in First Year).

### **Certifications:**

1. Certified Banker – Uganda Institute of Banking & Financial Services
2. Certified Transformational Coach – Coach Masters Academy Global

### **Referees:**

Julius Peter Kinyera (PhD)

Finance, Audit & Risk Expert, Consultant, Academic Supervisor and University Board Member

0784 425360

[jpkinjera@yahoo.co.uk](mailto:jpkinjera@yahoo.co.uk)

Florence Mawejje

President Emeritus of the HR Managers' Association in Uganda, HR Consultant, Board Member, Business Owner and Former GM, HR at Centenary Bank

0776 212120

[flomawejje@gmail.com](mailto:flomawejje@gmail.com)

Geoffrey Kinyabwire

Justice of the Court of Appeal in Uganda

0772 405300

[gkinyabs@yahoo.co.uk](mailto:gkinyabs@yahoo.co.uk)