

Professional Profile

Accomplished Management Professional with vast hands-on experience in manufacturing, FMCGs, NGOs, and projects in renewable energy, construction and oil & gas with exceptional timely delivery & achievement of projects in multi-cultural environment in developing countries.

In Nation media group, I captured new markets like South Sudan and eastern parts of DRC, increased market share & grew company revenue by 50% in six months.

In SAEMS Hydro Limited, I delivered the hydro power dam construction project within time frame 2.5 years and handed over to the Government as desired and planned.

In M-KOPA Solar, I captured Northern zone from competition and registered market foot print, grew revenue by 80% in 6 months.

In Akech Engineering & Exporters Limited, I delivered the project within global construction standards and in desired and planned time to the satisfaction of all stake holders.

Executive Skills

- Mentoring & Coaching.
- Statutory and legal compliance.
- Market Foot Print & Shares Growth.
- Strategic Leadership & Direction.
- Oversight role.
- Grew company revenue by 50%.
- Acquisition of licenses / permits.
- Project Planning & timely Delivery.
- Development & Implementation of policies.
- Development of procedures & processes.

Professional Associations

1. Member of International Association of Strategic Professionals.
2. Member of Management Forum - British Council Uganda.
3. Member of Human Resources Managers Association of Uganda.

Career Summary

October 2023 – todote

Akech Engineering & Exporters LTD, Kampala - Uganda
Managing Director. Karuma Gulu Water Project, \$100M.

Outline

Provision of strategic direction and leadership to the company and offer guidance to suppliers, customers and vendors plus client for timely execution and delivery of projects.

Key responsibilities

Provision of leadership, vision and direction of the company

Commercial Management of the company.

Client engagement and management.

Oversight sight role on growth of the company. (Revenue & market share).

Critical decisions and Oversee operations and efficiency of all the departments.

Manage total compliance to safety, the laws and regulatory requirements.

People management and leadership.

Oversee the timely project deliveries within planned time frame and established quality and standards.

Client relationships and stakeholder management.

Ensure external and internal obligations of stake holders are timely met.

Manage monthly, quarterly and yearly reports to the board, clients and Government.

Operational Planning and management.

Key achievement/projects

- I delivered construction project of Karuma Gulu water project (sub contract scope) within

established standard, quality and on time to the satisfaction of all stake holders.

October 2021 – Sept 2023. McDermott International Ltd, Tilenga Oil & Gas Project \$10B –

Uganda. Head of Human Resources

Outline

Led the HR department and oversaw its highest productivity to the maximum support of the project execution and corporate office as per the project requirements and Government regulations.

Mobilized all resources and ensured timely execution of the project and maximized the board, client, suppliers and Government interests.

Key responsibilities

Provide leadership and direction of HR department.

Develop and oversee the implementation of policies, processes and procedures across all areas of the company.

Culture and leadership initiatives across the company.

Manage the performance of HR team and align to the broader McDermott goals.

Advise the Country Director on regulatory and legal requirements and compliance to the Government.

Act as HR Business Partner to the Country Manager.

Oversee Talent management, right from recruitment to exit.

Work with line managers to ensure productivity of all the departments.

Oversee the disciplinary processes and ensure total legal compliance.

Manage acquisition of permits, licenses and work permits for expatriates.

Coordinate with global managers for efficient transfers of critical talents.

Work with external clients like law firms, agencies, suppliers for smooth operations of the company.

Act as link between company and Government.

Advise the global offices and headquarters on local culture and local industry practices for harmony.

Perform any other duties as may be assigned by global headquarters and country manager.

Key achievement/projects

Mobilized expatriates & locals, acquired permits, and set up HR department, with 100% support to the Tilenga project.

**July 2019 – October 2021 Saems Group. Kampala & Kilembe - Uganda.
Group HR & Administration Manager. Renewable Energy Projects \$100M.**

Outline

I coordinated with head office (Colombo - Sri Lanka), Government, Client, suppliers, community and delivered the hydro power dam projects within planned time frame in desired standard and quality.

**Jan 2017 – June 2019 City Ambulance & City Medicals – Kampala Uganda.
Manager Human Resources & Administration.**

Outline

I coordinated with company management, Government, employees, suppliers and clients and ensured productivity to the satisfaction of all stake holders.

**May 2016 – December 2016 M-KOPA Solar – Uganda & East Africa.
Regional Sales & Marketing Manager - North.**

I captured northern zone from competition, registered market foot print, grew sales revenue by 50% in six months.

**Jan 2014 – April 2016 KAM Distributors LTD, Uganda, East & Central Africa.
Sales & Operations Manager**

I coordinated with manufacturers in India, China, Kenya, Germany, UK and America, the company management and sub distributors in the east African region and ensured obligations of suppliers and sub distributors are met and grew the business by 80% in 2 years.

April 2012 – December 2013 R O K O Construction LTD. Uganda & East Africa.

Assistant Division Manager.

I coordinated with manufacturers in Switzerland and clients / customers in east African region and ensured obligations of each were met and grew the business by 60% in six months.

April 2011 – Jan 2012 Nation Media Group (Monitor Publications LTD), Uganda & East Africa.

Operations Manager.

I coordinated with production, sales, foreign agents and other producers in Europe & America and managed through transporters timely deliveries of newspapers, magazines, reports and news materials on the market and captured new markets like South Sudan and grew company revenue by 65% in 8 months.

July 2009 to December 2009 Danish Refugee Council. Kampala Uganda.

Human Resources & Administration Officer.

I advised management on legal and local industry practice and culture that could affect execution of the objectives and goals of the NGO. I too did timely recruitment and effective performance management of team for timely delivery of NGO goals and objectives to the satisfaction of donors.

April 2006 to June 2009 Job connect at Uganda Breweries Limited (DIAGEO)

Contract Manager.

I efficiently managed contract for jobconnect at Uganda Breweries Limited, where and when all contract workers were outsourced for smooth and effective management by Jobconnect under my leadership.

November 2005 to April 2006. Job connect at COCA COLA. Kampala Uganda.

Team Leader, Research Project.

I led a team of 20 researchers contracted to Jobconnect by COCA COLA Uganda and we conducted research on causes of bottle breakage in the market and my report saved the company losses and increased revenue by 30% within 2 months.

June 2005 to October 2005. Smarts Production for NGO Forum. Kampala & Northern Uganda.

Team Leader, Civic Education.

I led a team of civic educators under Smarts production contracted by NGO Forum and we did village to village civic education which led to civilians knowing their rights and duties and elections went on well.

Education and Qualifications

➤ QUALIFICATION	GRADE	UNIVERSITY	YEAR
➤ Masters in Human Resources Management.	N/A	Makerere University.	2009
➤ Bachelors of Arts in Economics.	2 nd	Makerere University.	200

References

Kelly McMichael. Global HR Director. McDermott International Ltd. kelly.mcmichael@mcdermott.com

Godfrey Mugambi. Managing Director. Mobisol Tanzania. gmugambi2@yahoo.com

[Rasanga Dissanayake. General Manager. Saems Group. rasanga@saems.co](mailto:rasanga@saems.co)
