

CURRICULUM VITAE



DR.FRED GICHANA ATANDI PhD,MBA,DIP,BA,FKIM

A).PERSONAL INFORMATION

Full Name	:	Fred Gichana Atandi PhD
Title	:	Doctor
University Affiliation	:	Kibabii University, Kenya
Passport Number	:	AK0399966
Identity Number	:	11246027
Permanent Address	:	P.O.Box 1609-30200, Kitale, Kenya
Current Address	:	P.O.Box 1699-50200,Bungoma,Kenya
Telephone	:	+254710276503/+254727396863
Email address	:	fgatandi@kibu.ac.ke
	:	fredatandi06@yahoo.com
Sex	:	Male
Nationality	:	Kenyan
Marital Status	:	Married
Religion	:	Christian

B) RESEARCH INTEREST

Entrepreneurial Financing Models, Financial Technologies, Financial Management Practices, Banking And Micro Financing Models,Financial Literacy And Entrepreneurship, Grant Proposal Writing, Impact Assessments, Training Needs Assessments, Organizational Renewal And Rejuvenation, Family Entrepreneurship Among The Youth And Women, Marketing Differentiation, Strategic Management And Innovations, Project Management,

Monitoring And Evaluation, Employee Resourcing, Management Information Systems And Other Customized Assignments.

C).CAREER OBJECTIVE AND COMPETENCIES

To be a well-seasoned researcher, teacher and enterprise development strategist adapting to diverse working environments emplacing excellent analytical skills, good planning and organization skills, project management and problem solving skills, excellent financial and business acumen, strong verbal and written communication skills, exhibit strong leadership and negotiation skills, innovative and results-oriented attitude necessary to succeed in a dynamic environment, team player with excellent interpersonal skills, ability to work under pressure and within set deadlines, proficient in Microsoft office suites; word, excel, power point and working with minimum supervision demonstrating high level of maturity

D). ACADEMIC QUALIFICATIONS

- **Doctor of Philosophy In Entrepreneurship by course work and research**, Jomo Kenyatta University Of Agriculture & Technology P.O.Box 62000- 00200 Nairobi, 2011 - 2017
- **Master of Business Administration (Entrepreneurship) by course work and research**, Kenyatta University, P.o Box 43844-00100 Nairobi, 2006 -2010
- **Bachelor of Arts (Management) by coursework**, Moi University,P.o.Box3900, Eldoret,1992-1996
- **Diploma in Personnel Management& Industrial Relations**. College Of Professional Management, Britain, 1994-1995
- **Kenya Certificate of Secondary Education C+**, St. Paul's Gekano High School, P.O Box 812 Kisii, 1987-1990
- **Kenya Certificate Primary Education -52 Points**, Kenyerere Primary School,P.O Box 830 Kisii, 1979-1986
- **Certificate of Excellence in Reviewing Articles in South Asian Journal of Social Sciences and Economics in 2020** ,Certificate number SDI/HQ/PR/Cert./62035/FRE
- **Certificate Of completion (Beginner) as a Teacher/Practitioner of Online Program on Commonwealth Digital Education Leadership Training in Action(C-DELTA) in June, 2021.**

- **Certificate in Lotus 1-2-3**, Association Of Computer Professionals, England- 1993-1994
- **Certificate in General Management Skills**. Pert Consultants, P.O Box 7313 Eldoret- 1997,19th –23rd May
- **Certificate in H.I.V/ Aids** -Tumaini C.B.O,P.o. Box 3004-30200 Kitale, 2003,20th – 27thFeb
- **Certificate in Computer Studies & Operations**. Techno Works Computer Training, P.o. Box 3004 -30200Kitale.- 2004,1st Feb.-Aug
- **Certificate in Jitihada business trainer/Consultant**, Kenya Institute of Management, P.o. Box 43706 Nairobi- 15th –16th Oct.2009
- **Certificate in Financial Literacy Trainer**, -Equity Group Foundation, P.o Box 7504-00200 Nairobi-.11th -16th Oct.2010
- **Certificate in Business skills & Entrepreneurship Development** ,Ministry of Youth Affairs and Sports, P.oBox .. Nairobi - 26th Oct-13th Nov 2009 –

E). GRANT PROPOSALS

Grants And Funds Applied					
Serial No.	Period	Funds Applied	Amount	Funding Organization	Status
1	June 2021	MIT SOLVE Challenge	USD\$10000	MIT SOLVE	Awaiting verdict
2	June 2021	Up scaling Bio-Vectoring Technology (Bvt) As A Novel Tool For Transforming Science Into Economic Gain	Ksh 48,628,800.00	National Research Fund (NRF)	Awaiting verdict

3	June 2021	Promotion of the soybean value chain towards market creation and rural growth among the youth and women in Eastern Africa	EUR 395.742	AIRTEA	Awaiting verdict
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F). SAMPLED PUBLICATIONS IN PEER REVIEWED JOURNALS (10PAPERS)

Authors	Name Of Journal	Page	DOI	Title
Dr.Fred Gichana Atandi	International Journal of Management & Entrepreneurship Research	71-83	10.51594/ijmer.v3i2.210	Entrepreneurial money management practices and competitive outcomes of small and medium enterprises, February,2021
Dr.Fred Gichana Atandi	International Journal of Management & Entrepreneurship Research	84-96	10.51594/ijmer.v3i2.211	Role of entrepreneur's competence on growth of small and medium enterprises, February,2021

Dr.Fred Gichana Atandi	International Journal of Management & Entrepreneurship Research	97-106	10.51594/ijmer.v3i2.212	Influence of entrepreneurial working environment on employee productivity among small and medium enterprises, February,2021
Dr.Fred Atandi, Prof.Henry Bwisa, Prof.Maurice Sakwa	International Journal Of Academic Research In Business And Social Sciences	404-422	10.6007/IJARBSS/V 7-12/2650	Exploring the effect of entrepreneurial savings incentives as determinant of savings mobilization among micro and small enterprises, January 2017
Dr.Fred Atandi, Prof.Henry Bwisa, Prof.Maurice Sakwa	International Journal Of Academic Research In Business And Social Sciences	386-403	10.6007/IJARBSS/V 7-i2/2649	Improving savings mobilization of micro and small enterprises through entrepreneurial financial literacy, January 2017.

Dr.Fred Atandi, Prof.Henry Bwisa, Prof.Maurice Sakwa	International Journal Of Academic Research In Business And Social Sciences	1-22	10.6007/IJARBSS/ V 6-i4/2067	Influence of entrepreneurial customer experience on savings mobilization among micro and small enterprises, April 2016.
Dr.Fred Atandi, Prof.Henry Bwisa, Prof.Maurice Sakwa	International Journal Of Academic Research In Business And Social Sciences	178-199	10.6007/IJARBSS/ V 6-i3/2059	Technological innovation as an entrepreneurial determinant affecting savings mobilization among micro and small enterprises in Kenya, March 2016.
Kirigano B.Makee Dr.Willy Muturi Dr.Fred Atandi	International Journal Of Academic Research In Business And Social Sciences	111-123	10.6007/IJARBSS/ V 4-i11/1276	Effect of mobile phone transfer services on performance of micro and small enterprises. A case of Trans-Nzoia county in Kenya, October 2014.

Dr.Fred Atandi Timothy Wabwoba	International Journal Of Academic Research In Business And Social Sciences	570-583	10.6007/IJARBSS/ V 3-i9/244	Effect of credit on MSEs performance in Kitale town, September 2013.
Dr.Fred Atandi	International Journal Of Academic Research In Business And Social Sciences	397-412	10.6007/IJARBSS/ V 3-i8/161	Challenges of agent banking experiences in Kenya, August 2013.

G. ATTENDANCE AND PRESENTATION AT CONFERENCES AND SEMINARS

Presenter	Name of	Venue	Papers	Title
Dr.Fred Atandi	School of business ,Bugema university, November 15 th 2019	BUGEMA	1	Embracing Research and book writing among faculty members
Dr.Fred Atandi	Bidii district SDA Church Ambassadors seminar December 2017	SDA BIDII CHURCH	3	Youth empowerment for excellence in service to God and Man /Youth guidance and counseling/Growing ambassadors to be the best in this life and the life after
Dr.Fred Atandi Prof. Henry Bwisa	Proceeding Of The First SHRD Annual Research Conference Held On 12 th And 13 th September 2013 At JKUAT Main Campus	JKUAT	1	Impact of financial literacy on technology usage decisions, September 2013.

Joseph Ayieko Dr.Fred Atandi	Proceeding Of The First SHRD Annual Research Conference Held On 12th And 13 th	JKUAT	1	Contribution of Jua Kali associations in promoting growth of MSEs in Bungoma town,September 2013.
Dr.Fred Atandi	PostGraduate seminar 2010	KU	1	Effect of credit available to micro and small enterprises on business performance. The case of Kitale town.

H. REVIEWING OF JOURNALS

1. Certificate of excellence in reviewing of articles with South Asia Journal of Social Studies and Economics. Certificate No.SDI/HQ/PR/CERT/62035/FRE,2020

I. COMPLETED RESEARCH SUPERVISION FOR POSTGRADUATE STUDENTS

1. Musungu Joseph- Budget Reforms And Financial Performance Of County Government of Bungoma, Kenya- Kibabii University,MBA program, Second supervisor, **ongoing**
2. Rugwiza Esther Nyiraneza-Employee Attitude And Organizational Performance In Manufacturing Firms .A Case Of Maganjo Grain Millers And Bakhresa Grain Milling(U) Ltd, MBA Program, Chief Supervisor, Graduated on 21st March 2021
3. Odok Samuel-Tax Payer's Knowledge And Local Revenue Collection In Uganda.Acace Of Pader District Local Government, MBA Program, Chief Supervisor, Graduated on 21st March 2021
4. Irene Twagirayesu Mireille-Financial Management Practices And Performance Of Selected Private Chartered Universities In Goma City, Democratic Republic Of Congo, MBA Program, Chief Supervisor, Graduated on 21st March 2021
5. Ingabire Alphonsine –Cash Management And Financial Performance Of SACCOS's In Kasese Municipality ,Uganda, MBA Program, Chief Supervisor, Graduated on 21st March 2021
6. Ndayishimye Aimable-Accounting Practices And Performance Of Selected Clay Manufacturing Firms In Wakiso District, Uganda, MBA Program, Chief Supervisor, Graduated on 21st March 2021

7. Uwempuhwe Jacqueline-Credit Risk Management And Financial Performance Of Selected Financial Institutions In Kampala Central Division Of Kampala Capital City Authority, Uganda, MBA Program, Chief Supervisor, Graduated on 21st March 2021
8. Nakamya Annet-Marketing Strategies And Customer Retention Among Selected Telecommunication Companies In Nakawa Division, Kampala District, MBA Program, Chief Supervisor, Graduated on 21st March 2021
9. Paul Sekatawa Mayombwe-Risk Management Practices And Sustainability Of Small Scale Businesses Enterprises In Nakawa Division ,Kampala Capital City, Uganda MBA Program, Chief Supervisor, Graduated on 21st March 2021
10. Turamura Herbert Godfrey –The Capital Market Operations And Financial Performance Of Listed Firms On Uganda Securities Exchange, MBA Program, Chief Supervisor, Graduated on 21st March 2021
11. Bukaru Stephen-Factors Influencing Youth Attitudes Towards Entrepreneurship Development In Pakanyi Sub county,Uganda, MBA Program, Chief Supervisor, Graduated on 21st March 2021
12. Umuhoza Claudine-The Role Of Internal Financial Controls On Performance Of Public Enterprises In Rwanda, MBA Program, Chief Supervisor, Graduated on 21st March 2021
13. John Bosco Nuwagaba - Service Quality And Customer Satisfaction. A Case Of Selected Equity Bank Limited Branches In Uganda - MBA Program, Second supervisor, Graduated on 3th November 2019
14. Mulinge Syokau – Factors Affecting Investment And Growth Among Small And Medium Enterprises In Kalagala Subcounty, Luwero District,Uganda - MBA Program, Chief Supervisor, Graduated on 3th November 2019
15. Rollins Otieno Oile – Internal Auditing And Corporate Governance Of Nongovernmental Organizations. A Case Of Selected Nongovernmental Organizations In Nairobi, Kenya - MBA Program, Chief Supervisor, Graduated on 3th November 2019
16. Mohamud Awil Abdi – Cash Management Practices And Financial Performance Of Medium Scale Enterprises In Kisenyi-Mengo Parish,Lubaga Division,Uganda- MBA

Program, Chief supervisor, Graduated on 3th November 2019

17. Tuyishime Annie – Cash Conversion Cycle And Financial Performance Of Selected Cooperative Societies In Musanze District, Rwanda - MBA Program, Chief Supervisor, Graduated on 3th November 2019
18. Mwesigye Moses – Factors Affecting The Growth And Sustainability Of Small And Medium Enterprises In Luwero District,Uganda - MBA Program, Chief Supervisor, Graduated on 3th November 2019
19. Nkonge Henry - Account Record Keeping And Performance Of Retail Shops In Luwero District - MBA Program, Chief Supervisor, Graduated on 3th November 2019
20. Turyamwijuka Robert Turry - Impact Of Procurement Planning And Service Delivery In Local Government . A Case Of Luwero District - MBA Program, Supervisor, Graduated on 3th November 2019
21. Nabatte Allen - Administrators Leadership Styles And Teachers Job Performance Of Secondary Schools In Nabweru Subcounty,Wakiso District,Central Uganda- MBA Program, Supervisor, Graduated on 3th November 2019
22. Sehewa Maswaga - Effect Of Training On Employee Performance In Manufacturing Industries. A Case Of SAO Hill Company ,Mafinga District,Tanzania - MBA Program, Supervisor, Graduated on 3th November 2019
23. Nakkazi Milly-Internal Audit And Financial Accountability In Local Governments In Greater Luwero,Uganda, MBA Program, Supervisor, Graduated on 3th November 2019

J. COMPLETED INTERNAL EXAMINATION OF POSTGRADUATE THESIS

1. Magok Chuol Thomas-Strategic Planning Practices And Financial Performance Of Small And Medium Enterprises In Juba, South Sudan- Kibabii University, MBA Program 24th July 2021,Kibabii University
2. Omar Adan Yusuf - Working Environment And Employee Performance In Humanitarian Non Governmental Organizations In Karandi District,Mugadhisu Capital City,Somalia –MBA Program -15th July 2019, Bugema Adventist University. Submitted Report
3. Kabasukka Robert- Corporate Governance And Financial Sustainability Of SACCOs In

Nansana Municipality, Wakiso District, Uganda- MBA Program, 21st July 2019, Bugema Adventist University .Submitted Report

4. Nakawesa Loy - Employee Competence And Local Revenue Mobilization In Town Councils Of Wakiso District ,Uganda. MBA Program, 10th August 2019, Bugema Adventist University. Submitted Report
5. Abdikafi Mohamed Warsame - Financial Services Accessibility And Sustainability Of Small And Medium Enterprises In Kiganda Zone Village, Mengo Kisenyi 2parish, Kampala Central Division, Uganda. MBA Program, 15th August 2019, Bugema Adventist University. Submitted Report
6. Kooba N.Chris- Procurement Management Practices And Performance Of Arua Municipal Council, Uganda -MBA Program, 15th August 2019, Bugema Adventist University. Submitted Report
7. Assani-Shabani Daniel- Project Management Information Systems Quality And Project Success: A Case Study Of DAFI-RET Burundi- MBA Program, 21st September 2019, International University Equator, Burundi . Submitted Report
8. Hakizimana Cyriaque- Financial Management Practices And Financial Performance Of SMEs In Bujumbura Province, Burundi. A Case of Supermarkets In Mukaza Commune. MBA Program, 21st September 2019, International University Equator, Burundi. Submitted Report

K. SERVICE RENDERED TO KIBABII UNIVERSITY

- i) 1st October, 2021 to date- Chairperson, Department Of Economics, Finance And Accounting.

Duties and responsibilities of Chairperson of Department

- Being the Academic and Administrative Head of the Department and shall be responsible to the Dean, School of Business and Economics(SOBE) for maintaining and promoting the efficient management of the Department;
- Articulating and implementing the mission and objectives of the Department
- Convening and chairing Departmental Board Meetings;
- Representing the Department in the School or Senate and other bodies of the University as required;

- Promoting and maintaining a conducive working environment in the Department;
 - Planning and budgeting for the Department;
 - Preparing Departmental Reports;
 - Being the Chief Examiner of the Department;
 - Managing the Academic Programmes in the Department as required by Senate under various rules and regulations to ensure that acceptable standards of teaching and research are maintained;
 - Supervising Academic and other Staff of the Department; and
 - Performing other duties and responsibilities assigned or delegated by the Dean, School of Business and Economics (SOBE) in accordance with the Kibabii University Statutes
- ii). 1st December 2020 to date - Lecturer of Entrepreneurship in the School of Business, Department of Business Administration and Management, Kibabii University, Bungoma, Kenya.

Tasks performing As A Lecturer

- Lecturing in the area of specialization in accordance with the syllabus
- Coordinating course projects and practical work
- Preparing teaching /learning materials
- Setting, invigilating and marking examinations /assignments
- Carrying out research work in relevant field or specialization
- Preparing students progress reports
- Developing proposals for research funding
- Writing journal articles and books
- Presenting academic papers in conferences /seminars /workshops or symposia
- Developing and reviewing academic programs /curricular
- Supervising tutorial /Junior research fellows and students

iii).Confirmation of appointment as a Lecturer (Entrepreneurship) scale 12 after successful completion of probationary period on 2nd June, 2021.

iv). COMMITTEE MEMBERSHIP AT KIBABII UNIVERSITY KENYA

- i. Appointment by Kibabii University as member of AD-HOC committee to prepare hosting of ICT convention on 15th December, 2021. The Ad-hoc Committee terms of

reference includes , preparations to host the ICT Convention and to prepare a post-Convention Report to be submitted to the Vice-Chancellor.

- ii. A member of the Department of Economics, Finance and Accounting curriculum review and development committee from 2021-2024 academic years
- iii. A representative of the Department of Economics, Finance and Accounting graduate school postgraduate panel defense committee effective from the year 2021-2024
- iv. A panel member of Kibabii University undergraduate academic research defense committee effective academic year 2020 to date

IV).June 2021 to date: Coordinator Industrial Attachment School Of Business And Economics

Tasks Performing As Coordinator Industrial Attachment

- Prepare for industrial attachment three months before the start of industrial attachment
- Ensure students proceeding on attachment have met the necessary prerequisites as stipulated in the curricular and fee payment policy.
- Ensure availability of industrial attachment materials and documents eg. Attachment letters, logbooks and insurance covers.
- Hold attachment induction meeting with the assessors and the students.
- Prepare and submit annual attachment reports to the office of the Dean of the school.
- Monitor the student's progress with employers through personal visits by supervisors
- Integrates the student's background with the attachment position in order to provide an experience relative to the student's career interests.
- Assists in bringing students and employers together for a mutually beneficial arrangement.
- Inform the students of the importance of attachment in each semester.
- Inform students of attachment employers, and requirements through scheduled meetings and individual appointments.
- Provides information concerning the attachment program and applications to prospective cooperating organizations.
- Evaluates all aspects of the program

L. SERVICES RENDERED TO BUGEMA UNIVERSITY

i) April 2019 to 25TH November 2020 –Acting Dean Lecturer in the School Of Business, Bugema University, Uganda

Tasks Performed as a Dean School of Business

- Oversee all the various activities taking place in the School in the departments of Accounting and Finance, Management Department and In-service Program (Business section)
- Supervising, monitoring, and evaluation of the staff, faculty and HODs.
- Signing of official documents on behalf of the School Dean of Business such as clearance forms for graduating students, signing the Graduate School Students (MBA) forms, their proposals and theses.
- Approvals that are done by the Dean – SOB after checking has been done at departmental level.
- Calling and presiding over School meetings with the Heads of Department whenever need arises.
- Calling and presiding over School meetings with the students where need arises.
- Dealing with students' issues which have been referred by the HODs.
- Providing the DVC-Academics with reports of how the School is running.
- Representing the School in meetings where he is supposed to seat such as: senate, admission committee, graduation Preparation Committee (Graduands Committee)
- Developing new and reviewing existing academic programs to conform to all accrediting associations requirements such as (AAA/IBE/NCHE)
- Any other activity or appointment by the Deputy vice chancellor ,Academics

ii) CURRICULUM DEVELOPMENT

- a) Graduate school Level :** Reviewed 2014-2019 Bugema University graduate school MBA program and also developed new programs which were accredited by NCHE .
- b) Undergraduate Level :** Reviewed 2014-2019 Bugema University school of business programs in two departments of Accounting and Finance and Management programs and also developed new programs which were accredited by NCHE

iii).COMMITTEE MEMBERSHIP AT BUGEMA UNIVERSITY UGANDA

- i. Appointment for 2 years by Bugema University to - University Resource mobilization and grants committee effective September 2019
- ii. Appointment by Bugema university to committee on blended learning integration effective 4th February 2020
- iii. A member of the school of business Bulletin review committee for the year 2018-2019 academic year
- iv. A representative of the school of business in the graduate school postgraduate panel defense committee effective 2018-2019 academic year
- v. A representative of Bugema University in the technical committee organizing an international conference on commemoration of 400 years of slave trade to take place in the year 2020 at Kampala City, Uganda.
- vi. A representative of the school of business at Bugema University directorate of research advisory committee effective academic year 2018 – 2019.
- vii. A panel member of Bugema University undergraduate academic research defense committee effective academic year 2018-2019 .

M. SERVICE TO COMMUNITY

- i) Actively participating in Hope Channel Kenya production and recording of television sessions on entrepreneurship and family life education program entitled “KURUNZI YAJAMII” from April 2021 to date.
- ii) Actively Implemented Rufolum project between Bugema University and the community in entrepreneurial capacity building effective the year 2020
- iii) Participated in all local church activities
 - Serving church Elder Bidii and Bethel SDA churches in West union conference, western Kenya conference Kapenguria station, Bidii district, Kenya. 2005 to date
 - Church welfare leader at SDA Bidii church,2018
 - Family life ministry leader at SDA Bidii Church,2018
 - Principal church Elder at SDA Bethel Church ,2018

N. MEMBERSHIP TO PROFESSIONAL BODY

Registered in 2016 with Kenya institute of management, FKIM No.46000

O. TEACHING EXPERIENCE (11YEARS)

i) 1st April 2019 to 25th November 2020 - Lecturing and supervising undergraduate and postgraduate students at Bugema University, a Chartered Seventh Day Adventist Institution in Kampala, Uganda.

Tasks performing as a Lecturer

- Participating in preparation of department and faculty strategic plans.
- Organizing and supervising educational activities for undergraduate and postgraduate students.
- Attending and participating in seminars, workshops, conferences in relevant fields.
- Participating in administrative, academic and consultancy activities in the department and other organizations.
- Articulating the vision and mission of the university, department and the faculty
- Initiating, planning and conducting research.
- Development of teaching and learning materials.
- Teaching and evaluation of undergraduate and postgraduate students
- Setting, moderating, administering, processing and marking examinations

a) COURSES I TAUGHT AT POST GRADUATE AND UNDERGRADUATE LEVELS

Code	Course	Level
1. MBAE 601	Entrepreneurship Theory And Practice	Masters
2. MBAE 501	Entrepreneurial Finance	Masters
3. GRGS5201	Research Methods	Masters
4. BPPG121	Project Planning, Monitoring And Evaluation	Masters
5. GRGS 206	Research Seminar	Masters
6. BSEM331	Corporate Entrepreneurship	Masters
7. BRES201	Business Research 1	Bachelors
8. BRES 202	Business Research II	Bachelors
9. BSEM 322	Creativity And Innovation	Bachelors
10. BSEM322	Intrapreneurship	Bachelors

II August 2010- December 2018 – Part time Lecturer At Jomo Kenyatta University Of Agriculture And Technology, Kitale Campus

Tasks performed as a Lecturer

- Participating in preparation of department and faculty strategic plans.
- Organizing and supervising educational activities for undergraduate and postgraduate students.
- Attending and participating in seminars, workshops, conferences in relevant fields.
- Participating in administrative, academic and consultancy activities in the department and other organizations.
- Articulating the vision and mission of the university, department and the faculty
- Initiating, planning and conducting research.
- Development of teaching and learning materials.
- Teaching and evaluation of undergraduate and postgraduate students
- Setting, moderating, administering, processing and marking examinations

SOME OF THE COURSES TAUGHT AND EXAMINED

Unit Code	Unit Name	Level Of Teaching
HEPM 4103	Strategic project management	Doctor of philosophy
HEE 4107	Evaluation of entrepreneurship programs	Doctor of philosophy
HEE 4108	Entrepreneurship development	Doctor of philosophy
HEE4107	Human resource management theory	Doctor of philosophy
DBA 3401	Research Methods For Business	Doctor of philosophy
DBA 4103	Corporate Management	Doctor philosophy
DBA 4104	Organizational dynamics	Doctor of philosophy
HR3104	Entrepreneurial financing	Masters
HEPM 3113	Project Monitoring and evaluation	Masters
HR 3102	Entrepreneurial behavior	Masters
HCBA 3111	Innovation and change management	Masters
HR 3111	Consultancy	Masters

HR 3114	Entrepreneurial environments	Masters
HCBA 3110	Marketing management	Masters
HR 3116	Social entrepreneurship	Masters
HR 3109	Technology and innovation	Masters
BCOM 430	Management of financial institutions	Undergraduate
BBAM330	Financial institutions and markets	Undergraduate
BBAM 403	Professional ethics	Undergraduate
BBAM 411	Tax law and practice	Undergraduate
BBM 311	Human resource management	Undergraduate
BBM 412	Strategic management	Undergraduate
BBM 201	Introduction to entrepreneurship	undergraduate

O. January 2012- January 2014 – Associate Faculty - Mount Kenya university Kitale campus

The following are some of the courses I was teaching;

BCOM 430	Management of financial institutions	Undergraduate
BCOM 310	Human resource management	Undergraduate
BCOM 312	Strategic management	Undergraduate
BENT 101	Introduction to entrepreneurship	undergraduate

P. BANKING INDUSTRY EXPERIENCE

From July 2010 to December 2017 worked with Equity Bank Kenya Limited in the following Branches at different positions, Kapenguria, Kitale and Kisumu

i). June 2015 –December 2017 :Working at Equity Bank (K) Limited Kisumu Branch as a Senior Officer Relationship Supervisor in Merchant Acquiring

Tasks performed as a relationship supervisor merchant acquiring

- Ensure 100% compliance to the Bank's policies and procedures
- Timely sharing of market intelligence and market trends
- Any other duty assigned by team leader
- Coordination and recruitment of profitable merchants in the branch.
- Regular merchant visitations ensuring merchants are supplied with branding materials

- Push for merchant transactions
- Conduct regular merchant trainings for best card acceptance practices and curb fraud at merchant locations
- Manage merchant relationships and ensure merchant complaints are sorted within set SLA's
- Merchant retention

ii) **July 2010 to May 2015** : Worked at Equity Bank (K) Limited at Kapenguria and Kitale Branches as a financial literacy and entrepreneurship trainer

Tasks performed as a financial literacy and entrepreneurship trainer

- Stimulate entrepreneurial spirit and culture amongst the selected growth oriented trainees.
- Coordination, conducting and managing the delivery of trainings in the region as assigned by the Master Trainers.
- Conducting training needs assessment and submitting them to the Master Trainers.
- Developing individual training material preferably either English, Kiswahili or local languages.
- Advising on knowledge base or industry sector analyses to inform trainees on entrepreneurial efforts.
- Monitoring and reviewing the progress of trainees through questionnaires and discussions.
- Develop rigorous, comprehensive, innovative and cost-effective training programs for trainees participating in Equity Innovators Program through virtual, theoretical and practical training options.
- Advising trainees on cost-effective incubation, acceleration and funding options

Q. CONSULTANCY SERVICES – 16 YEARS

i) **February 2003 to date:** Offering consultancy services to companies through Benians Stationers and Business Consultants as a Prime Consultant

Tasks performed as a Prime consultant

- Make presentations to clients sharing recommendations and articulating the rationale for change through business cases that state the problem, successful outcome(s), alignment to business goals, quantify benefits, provide cost/benefit analysis and layout clear processes and steps to achieve the outcome
- Keep up-to-date with reports, literature and studies on one or more business areas and frequently update products and processes in respective organizations.
- Lead research of new reports and analysis to increase understanding of the market in which clients operate.
- Provide oversight and training to staff regarding advisory services
- Create value, maximize growth and improve business performance of individuals and organizations
- Using business analytical skills to provide objective advice to individuals and organizations
- Help organizations to develop any specialist skills that it may be lacking.
- Deals with strategy, structure, management and operations of individuals and organizations
- Identify options for the individuals and organizations and suggest recommendations for change
- Carry out research and data collection to understand the organization.
- Liaise with the client to keep them informed of progress and to make relevant decisions.
- Prepare business proposals and presentations.
- Identify issues and form hypotheses and solutions.

ii) Nov 2009 to Dec.2010 : JITIHADDA Business Trainer/consultant with Kenya Institute of Management on Kenya Business Plan competition in Rift Valley Province.

Tasks performed as a JITIHADDA Business Trainer/Consultant

- Training entrepreneurs on knowledge and skills in entrepreneurship and business communication, strategy and business planning, marketing, operations, organization and management, finance and legal matters and business ethics.
- Stimulate entrepreneurship in Rift valley province among entrepreneurs.
- Develop rigorous, comprehensive, innovative and cost-effective training programs for

entrepreneurs participating in business plan competition Program.

- Manage the annual Kenya Institute of management business plan competition, an annual business plan competition providing training and funding for the best business ideas.
- Develop a knowledge base (industry sector analyses) to inform entrepreneurs' entrepreneurial efforts.
- Develop partnerships with other incubators, accelerators and other firms to expand the support infrastructure for entrepreneurs participating in JIITHADA Business plan competition.

R.HOBBIES

- Gardening
- Jogging /exercising

S. REFEREES

1.Dr. Wanyama Kadian Wanyonyi

Senior Lecturer

Dean School of Business and Economics

Kibabii University

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Email: kadianwanyama@yahoo.Com

2.Dr. Sirai Chebet Sylvia

Lecturer

Chairperson of Department(COD)-Business administration and management

Kibabii University

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3.Dr. Muganda Munir Manini

Senior Lecturer

Director, Quality Assurance and Performance Contracting

Kibabii University

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