

FITS Uganda is a community based organization (CBO) founded in 2010 and registered as an indigenous non for profit organization in 2015. It operates in Kigezi Sub region of Uganda and envisions towards sustainable agriculture, food and nutrition security and natural resource management. It was founded with mandates focused on mobilizing and empowering local communities to carry out activities in areas of; enhancing food and Nutrition security, ensuring profitable income generation through sustainable agriculture as well as environmental protection. FITS Uganda promotes agro forestry, soil and water conservation, sustainable agriculture practices for increased food security and incomes to the majority rural communities where it operates from. Since its inception in 2010, FITS Uganda strategic actions have been directed at improving the lives of the poor, vulnerable and marginalized through community empowerment and provision of material and technical support through a multi-program approach in areas of sustainable agriculture and natural resources management.

The organization has an advisory board composed of 7 members that decides on its strategic direction and takes decisions on organization policies and makes assessment of project implementation, achievements and plans for expansion. It approves budget plans and financial reports and audits and takes on contract agreement decisions. FITS Uganda Board Members are personalities of flawless charisma who among others are professionals in agriculture, environment, social research and advocacy. This explains the milestone the organization has so far achieved in contributing towards sustainable agriculture, environmental management and poverty reduction in Kigezi Sub region.

For the past 6 years FITS Uganda has been engaging local communities in establishing priorities for community-led natural resources management and improved agriculture. The organization has at several occasions engaged line ministries and district departments in ensuring timely support in policy formulation around sustainable agriculture, equitable allocation and sustainable natural resources management and biodiversity conservation. Engaging private sector is and has also been on heart of FITS Uganda in addressing environmentally harmful methods of extracting local natural resources as well as agriculture development.

At FITS Uganda we strongly believe that enhancing food security while contributing to climate change adaptation and preserving the natural resource base and vital ecosystem services requires

farmers transition to agricultural production systems that are more productive, use inputs more efficiently, have less variability and greater stability in their outputs, and are more resilient to risks, shocks and long-term climate variability. The organization has been involved in awareness creation of the local communities on climate change, natural resource management and agricultural production and has at several occasions empowered them to adopt sustainable locally feasible and economically viable approaches to these aspects.

FITS Uganda in its initiative to alleviate poverty in the Kigezi Sub-region through sustainable agriculture has for the past three years considerably invested in over 70 individual farmers and 15 farmer groups in aquaculture and rabbit farming. In its initiative called “Send a Rabbit”, FITS Uganda has so far supported over 70 farmers with over 200 rabbits with support from individuals who would donate a pair of rabbits to deliver to the communities. This initiative was purely driven through simple fundraisings from friends of Fits Uganda.

Fits Uganda continues to train more farmers in Kabale District on how to maximize profits and improve their livelihoods/nutrition through rabbit farming.

Fits Uganda has also participated in improved household nutrition of more than 100 families and two schools through establishment of Kitchen/vegetable gardens

Fits Uganda has also been involved in the implementation of Self help group approach in Bubaare Innovation platform in Rubanda District, where by small self help groups have aggregated to form a community Bank. The 52 self help groups have a savings and credit scheme approach where by pooling of funds together at community Bank level enable borrowing and the groups act as collateral, no security is demanded from the groups. These groups are also engaged in collective value addition of potatoes and bulking of sorghum and reselling to make a profit.

This was spearheaded by Twebaze Jeniffer as an Innovation platforms manager with support from the Sub Saharan Challenge Programme an African Union Project. A lot of Publications on Bubaare Innovation platform can be found online.

VETTES NECKEMIAH KALEMA (PhD) CURRICULUM VITAE

1. PERSONAL PARTICULARS

Full Name: Vettes Neckemiah Kalema

Gender: Female

Current address:

National Agricultural Research Organization,

Kachwekano ZARDI, P. O. Box 421,

Kabale, Uganda.

E-mail: vetteskalema@gmail.com; ykagemwa@yahoo.co.uk

Tel: +256-772-351959 (Cell)

2. KEY QUALIFICATIONS

I am an ecologist, environmentalist and an educator with 10 years' practical experience in Botanical

Inventories, Conservation, Ecosystems and land Management, and Environmental and Social-Ecological Assessments. My research interests are in the fields of Ecology, Land Management issues, Environmental issues, Climate change, Diversity, Conservation of drylands, Social Ecological assessments, Sustainability of land and natural resources and Rural Livelihoods issues. I hold a PhD (in Plant Ecology), Msc (Environmental Sciences), Bsc (Botany, Wildlife Management and Zoology), a Diploma (Range Management) and a certificate (Gene Bank Technology). During my PhD study, I carried out a research in the woodland of Nakasongola with the aim of assessing the effects of land use (charcoal production, cultivation and grazing) on land cover and the implications on sustainability of woodland resource as well as the impacts on rural livelihood strategies. I have conducted various plant resources inventories in Tanzania and Environmental Impact Assessments in Tanzania. I have attended a number of field Botanical training courses including one with Earth Watch in Taita Hills, Kenya, and carried out ecological studies on plants particularly the Acacias. Some of the results have been published in the book titled: *Mkomazi: The Ecology, Biodiversity and Conservation of a Tanzanian Savanna*, Coe, M, McWilliam N.; Stone, G. and Packer, M (Editors), *The Royal Geographical Society, London, 1999*. I also worked as a Technical Advisor with Sustainable Land Management Programme in six cattle corridor districts Uganda (Consultancy) since July 2011 to 31st May 2012. I also work as a local expert in charge of Climate, Community and Biodiversity (CCB) with Scientific Certification System (SCS) auditing firm based in California which provide certification, validation, verification and auditing/testing services among which Green Gas program work. So far have been involved in seven auditing activities three in Tanzania and four in Kenya. I am currently working with the Ministry of Agriculture, Animal Industry and fisheries

(MAAIF) as Zonal Sustainable Land Management Specialist in charge of South Western Highlands Agro-Ecological Zone based at Kachwekano ZARDI in Uganda.

3. ACADEMIC QUALIFICATIONS

- **August 2005 – November 2010:** PhD (Plant Ecology), School of Animal Plant and Environmental Sciences, University of the Witwatersrand, Johannesburg.
- **1998 – July, 2000:** Master of Science (Environmental Science) by coursework and dissertation. University of Dar Es Salaam, Tanzania.
- **1994 – July, 1997:** BSc. (Majors: Botany, Wildlife Ecology and Zoology). University of Dar Es Salaam, Tanzania.
- **1992 Certificate:** Gene Bank Technology. The Royal Veterinary and Agriculture University, Copenhagen, Denmark.
- **1987 – 1989:** Diploma (Range Management); Livestock Training Institute, Morogoro, Tanzania.

4. SHORT COURSES, SEMINARS, WORKSHOPS AND OTHER EDUCATIONAL ACHIEVEMENTS.

25 July 2016 – 29th July 2016: TerrAfrica training workshop on Integration landscape management in Nairobi, Kenya

October 2012-April 2013: Climate change modeling and predictions at William L. Brown Centre, Missouri Botanical Garden, St. Louis, USA

19th -28th July 2011: AWARD Women's Leadership and Management Course, Arusha, Tanzania.

23-29 January 2011: AWARD Research Proposal Writing course, Diani, Mombasa Kenya.

11th - 15th October 2010: AWARD Mentor Programme, Diani, Mombasa Kenya.

27th – 30 June 2010: TWOWS Fourth General Assembly and International Conference: Women Scientists in a Changing World. Beijing, China.

22nd June – 3rd July 2009: Global Development Challenges: Effect of climate change on Terrestrial and Marine Ecosystems. Bergen Summer Research School, Norway.

16th - 27th February 2009: Course on Resource Conservation Biology, School of Animal, Plant and Environmental Science, University of the Witwatersrand.

24th July – 28th October 2007: WITS Postgraduate writing and research workshop organized by the Faculty of Science and Humanities at the University of the Witwatersrand, Johannesburg.

26th June-7th July 2006: E-Learning Course organized by the Faculty of Computing and Information Technology, Makerere University.

- 8th-11th August 2006:** Training Workshop in Writing for Publication, Fundraising and Communicating Results, organized by Tropical Biology Association at Faculty of Forestry and Nature Conservation, Makerere, University.
- 23rd - 27th Feb 2004:** Pedagogical Training Workshop by the Post-Graduate School of Makerere University.
- 23rd - 29th August 2003:** Science Writing Workshop by Distance Education Department Makerere University.
- June – July, 1998:** Taita Hills Botanical Survey. Earth Watch Fellowship Program. (Certificate of Attendance)
- Sept. 1996:** Workshop on the importance of Monitoring for the Conservation of Biological Diversity in Coastal Forests. University of Dar Es Salaam, Tanzania.
- Dec. 1995:** National Workshop on “Coastal Forests Biodiversity”. University of Dar Es Salaam, Tanzania.

5. PROFESSIONAL EXPERIENCE

- 28th Nov.-8th December 2016:** Verification of Chyulu Hills REDD+ Project, Tsavo West National Park, Kenya
- 25th Feb – 5th March 2015:** Validation Chyulu Hills REDD+ project Tsavo West National Park, Kenya
- 19th May 2014 to date:** Sustainable Land Management Specialist, Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) in charge of South Western Highlands Agro Ecological Zone based at Kachwekano ZARDI.

Responsibilities

- Guiding and promoting the institutionalization of sustainable land management (SLM) practices through NARO/MAAIF partnership to deliver broader technical options to farmers
- Participating in joint NARO/MAAIF planning, priority setting and reviews at zonal level Working closely with the Zonal team, providing support to Zonal/Adaptive Research Teams, farmer field schools, participatory research groups in development and up scaling, dissemination of practices and technologies that promote SLM and participate in training by DARSTS and /or ZARDI scientist on the utilization and management of SLM technologies generated through research

- Building SLM capacity and to provide technical backstopping to subject matter specialists, field extension workers and other Frontline service providers
- Participating in multi-stakeholder innovation platforms for key priorities in the zone
- To develop benchmarks and ensure effective PM & E of SLM and other activities
- Design and support scaling-up SLM activities to help prevent and reduce the impact of land degradation and thus strengthen farmer's capacity to adopt to climate change and climate risk mitigation
- Strengthen the interface between research, extension and farmers to enhance the capacity of farmers to drive the research and technologies in as far as SLM is concerned
- Participate in training by the District adaptive research support times on the utilization and management of SLM technologies generated through research
- Strengthen the capacity of the private sector to participate in the promotion of SLM technologies and practices

19th – 24th August 2014: Validation of Mjumita Community Forest REDD Project, Lindi Tanzania

7th -13th December 2014: Validation and Verification of Hima REDD+ Program Eastern African

Coastal Forest of Unguja and Pemba Islands

14th -20th Decembers 2014: Verification of the Kasigau Corridor Redd Project Taita Taveta

District

October 2012-31 March 2013: William L. Brown Centre, Missouri Botanical Garden, St. Louis,

USA Short course on climate change modeling and predictions

22nd -28th July 2012: Validation Kolo Hills Forests REDD project, Kondoa District, central Tanzania

July 2011- 31st May 2012: Ministry of Agriculture (MAAIF) and UNDP/GEF Technical Advisor SLM Programme Uganda (Consultancy) in Cattle corridor districts (Kamuli, Kaliro, Nakasongola, Nakaseke, Sembabule and Lyantonde).

Responsibilities

- Provide technical inputs into the review and updating of the Project Document, to reflect the current implementation realities.
- Provide sound technical advice to the Project Management Unit and Ministry of Agriculture, Animal Industry and Fisheries as the basis for implementing project components.

- Prepare technical publications on SLM in line with expected project outcomes/outputs (generate and control quality of the publications).
- Support the Ministry of Agriculture to integrate outputs of the SLM projects into the overall national strategy on sustainable land management
- Take lead in undertaking studies stipulated in the project document, in line with UNDP policies and procedures.
- Ensure that the GEF funded project implementation strategies and outputs contribute to securing global environmental benefits at all levels.

Accomplishment

1. Inception workshop were conducted on 21st July 2011
2. Inception report produced in August 2011
3. Criteria for selecting farmers communities developed and used in selecting communities to pilot SLM activities in the six districts
4. Criteria for selecting pastoral communities developed for selecting communities to pilot SLM activities in the six districts
5. Brochures developed for the two SLM projects to enhance visibility
6. A tool developed for monitoring ecological changes associated with the project
7. A report of the evaluation of existing tenure and resource use systems vis a vis the existing policy
8. Report of policy review clearly stipulating the gaps relevant to SLM and recommendations on way forward
9. Guidelines for establishment of a Knowledge Management System for Sustainable Land Management Project developed
10. Lessons learned from Global and Regional Initiatives on Sustainable Land Management documented

2011: A Mentor to a Junior Scientist under African Women in Agricultural Research (AWARD) Fellowship

July - December 2010: Part-Time Lecturer, Department of Biological Sciences, Kyambogo University, Kampala.

April 2002 up to 2010: Part-Time Lecturer, Department of Forest Biology and Ecosystem Management, Faculty of Forestry and Nature Conservation, Makerere University, Kampala.

Responsibilities:

1. Teaching roles and responsibilities:

- Plan and conduct lectures
- Conduct tutorials for students
- Develop, prepare and use instructional materials
- Administer continuous assessments and student's performance evaluation

- Set, administer and mark course works, tests and final University Exams

2. Research and outreach:

- Supervise students' research projects and fieldwork
- Engage in relevant duties as may be assigned by supervisors

3. Community outreach Accomplishment:

- Trained a number of qualified Foresters, Community Conservation Foresters, who are now serving in Forest Department also in various communities in Uganda. Also a good number of students are pursuing their Masters degrees in various Universities.
- Trained a number of qualified Scientists who are teaching secondary Schools and other Research Institutes.

1990-2000: Junior Scientist: National Herbarium of Tanzania, Tropical Pesticide Research Institute, Arusha, Tanzania.

Responsibilities:

- Carrying out Environmental Impact Assessments,
- Offering taxonomic services inside and outside the Institute.
- Organizing and implementing community outreach programs for plant conservation, evaluation and monitoring.
- Training Junior staff on matters pertaining to biodiversity conservation and herbarium techniques
- Participating in expeditions and collection missions organized by other institutes and departments

Staff or teams supervised

- Junior staff
- Local collectors
- National Parks herbarium technicians
- Individuals interested in plant collection, identification and preservation (Herbarium Techniques).

Accomplishment:

- We collected good number of plant specimens from several parts of Tanzania both in protected and none protected areas.
- I trained local collectors working with projects (both local and international), National Parks as well as individuals on Herbarium techniques i.e. how to deal with plant collection, identification and preservation for future references.
- I participated in botanical inventories, biodiversity surveys and environmental impact assessments.

Coordination and partnership building (i.e. networks, consortia, etc.)

- While working with National Herbarium of Tanzania we worked in partnership with GEF Cross Boarder Biodiversity Project by training local plant collectors. The outcome we trained eight local collectors who successful opened small herbaria in their respective working places.
- We also worked in partnership with National Parks by providing taxonomic services and training plant collectors in the Parks. The outcome Tarangire, Momella and Manyara National Parks they were able to open and maintain their herbaria.
- We also collaborated with Universities within Tanzania and outside Tanzania and other Herbaria within East Africa and outside Africa. We collaborated with University of Dar Es Salaam, Usambara and Lushoto, Herbaria in Tanzania, Nairobi Museum (herbarium) in Kenya, Royal Botanical Gardens Kew and Missouri Botanical Garden.

6. ASSOCIATION MEMBERSHIP

- a. Society for Rangeland Management (SRM).
- b. Society for Conservation Biology (SCB).
- c. Tropical Biology Association (TBA).
- d. Earth Watch.

7. ACADEMIC DISTINCTIONS FELLOWSHIPS/AWARDS

- i. African Women in Agricultural Research Development (AWARD) Fellowship 2010.
- ii. Bergen Summer Research School Award
- iii. The South African National Research Funds (a short-term post-doctoral fellowship)
- iv. Third World organization for Women in Science (TWOWS)
- v. The South African National Research Funds (NRF 2053690).
- vi. MELLON Postgraduate Mentorship Award
- vii. Postgraduate Graduate Merit Award
- viii. MHO Award through Faculty of Science University of Dar Es Salaam Tanzania
- ix. Evangelical Lutheran Church Tanzania (ELCT) Karagwe Diocese Tanzania.
- x. Earth Watch Fellowship

8. RESEARCH AND PUBLICATIONS

Edward N. Mwavu, Esther Ariango, Paul Ssegawa, Vettes N. Kalema, Fred Bateganya, Daniel Waiswa & Patrick Byakagaba (2016): Agrobiodiversity of home gardens in a commercial sugarcane cultivation land matrix in Uganda, *International Journal of Biodiversity Science, Ecosystem Services & Management*, DOI: 10.1080/21513732.2016.1177595

V.N. Kalema, E.T.F. Witkowski, B.F.N. Erasmus and E.N. Mwavu (2015). The Impacts of changes in land-use on woodlands in an equatorial African savanna. *Land Degradation and Development* 26: 632–641

2014: A member of the research team “Enhancing the utilization of wild edible Saprophytic mushroom for food and nutritional security in Uganda” (A Research Proposal submitted to the National

Agricultural Research Organization (NARO) under the National Competitive Grant Scheme (2013) on Thematic Area 3: Enhancing sustainable management for environment, natural resources and climatic change adaptation for improved agricultural productivity and won).

Vettes Neckemiah Kalema and Edward T.F. Witkowski (2012). Land-use impacts on woody plant density and diversity in an African savanna charcoal production region. *International Journal of Biodiversity Science, Ecosystem Services & Management*, 8:3, 231-247

2011: Diversity, Use, and Resilience of Woody Plants in a Multiple Land-Use Equatorial African Savanna, Uganda. (PhD Thesis University of the Witwatersrand)

2000: Heavy metal levels in raw effluents, surface waters, hydrophytes and fish in the Kizinga Stream receiving textile effluents from Karibu Textile Mills, Dar Es Salaam, Tanzania.

(M.Sc Thesis University of Dar Es Salaam).

1999: Baseline studies and Environmental Impact Assessment. Environmental Impacts of livestock grazing on the Lamadi, Wetlands, Magu District, Mwanza Region, Tanzania. A consultancy study for Lake Victoria Environmental Project, Tanzania.

1998: A Botanical Survey of the Taita Hills, Kenya. Earth Watch Fellowship Programme.

1997: Distribution of *Acacia* species in Mkomazi Game Reserve. Honors Project Report: University of Dar Es Salaam, Tanzania.

1997: The Inventory of the Status of *Acacia* species in Mkomazi Game Reserve, North-East Tanzania Some of the results are published in the book titled: ***Mkomazi: The Ecology, Biodiversity and Conservation of a Tanzanian Savanna***, Coe, M, McWilliam N.; Stone, G.

and Packer, M (Editors), The Royal Geographical Society, London, 1999.

1996 The Inventory of Rau Forest, Moshi, Tanzania. Organized by Uppsala University, Sweden.

1996 Biodiversity survey of Tarangire National Park. Organized by the Chicago Museum and the Department of Zoology, University of Dar Es Salaam, Tanzania.

9. INTERNATIONAL CONFERENCE ATTENDED

- a. International conference of the Society for Conservation Biology that took place in Africa for the first time at the Nelson Mandela Metropolitan University, Port Elizabeth, South Africa in July 2007.
- b. Attended the 51st Annual Symposium of the International Association for Vegetation Science that took place from 7th -12th September, 2008 at Stellenbosch University (Western Cape) South Africa.
- c. Attend the Third World Organization for Women in Science (TWOWS) Fourth General Assembly and International Conference: Women Scientists in a Changing World from 27th – 30th June 2010, Beijing, China.

10. PUBLISHED CONFERENCE PROCEEDINGS

- a. Poster titled: "Woody plant species diversity in a multiple land-use savanna, Central Uganda". Published in the Society for Conservation 2007 conference proceedings.
- b. Oral presentation a paper titled "Land-use and land cover changes (1984-2001) and the implications on sustainability of woodland resources in an equatorial African savanna. Presented to the International Conference: Women Scientists in a Changing World, within Rural Women and Development Session. Published in the Conference proceedings.

11. CONSULTANCY

- a. Consultancy work as Technical Advisor with Sustainable Land Management (SLM) UNDP/GEF funded Programme, implemented by the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) Uganda from June 2011- 31st May 2012:
- b. Consultancy work as local expert auditor with Green House Gas Verification SCS Global Services auditing team on validation and verification of REDD+ projects from 2012 to date
- c. Consultancy work with the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) Uganda on the Green House Gas Inventory under the Second National Communication (SNC) Agriculture Sector from June 2013 to date.

12. SKILLS

- a. Computer Literate: Micro-Computer Applications (Word Processing and Spread sheets)

REFEREES

1. Ass. Prof. Eilu Gerald

Department of Forestry Biodiversity and Tourism

Makerere University

P.O.BOX 7062, Kampala, Uganda

e-mail: eilu@forest.mak.ac.ug

2. Mr. Stephen Muwaya

Project Coordinator SLM Programme,

MAAIF

P.O. Box 102 Entebbe.

E-mail: smuwaya@yahoo.com

Certification

I, the undersigned, certify that to the best of my knowledge and belief, these data correctly describe me, my qualifications and experience.

Date: 19th January 2017

Name: Vettes N. Kalema

Signature: 

CURRICULUM VITAE: Mushabe Norman

Mushabe Norman, Project Assistant (Youth Volunteer)

Multilateral Environmental Agreements (MEAs) Project

Department of Rural Economy and Agriculture

African Union Commission

P. O. BOX 4323

Addis Ababa, Ethiopia

E-mail: mushaben@gmail.com

Tel (Mobile): +256-779390983

+251-929084073

1. BIO-DATA

Sex : Male
Date of Birth : 12th June 1988
Nationality : Ugandan

2. KEY QUALIFICATIONS:

Mushabe Norman is serving as an African Union Youth Volunteer in position of a Project Assistant for the Multilateral Environmental Agreements Project at the African Union Commission in Addis Ababa Ethiopia. Over the last 6 years, Norman has been involved in research, project development/management, agriculture extension, biodiversity conservation and environmental impact assessments in addition to provision of GIS/Remote Sensing consultancy services to local and national clientele.

3. COMPETENCES:

- I. Use spatial technologies
- II. conduct independent research;
- III. manage and lead;
- IV. prepare financial documents;
- V. organize work teams;
- VI. motivate work colleagues;

- VII. network effectively;
- VIII. communicate effectively;
- IX. write research proposals; and
- X. think creatively.

4. Areas of interest

1. Geographical Information Systems & Remote Sensing
2. Sustainable agriculture
3. Research and Development
4. Natural resources management
5. Climate change
6. Biodiversity conservation

5. EDUCATION

YEAR	SCHOOL/INSTITUTION AND QUALIFICATION
Career Training	
2012-2016	MAKERERE UNIVERSITY, KAMPALA Master of Science in Zoology (Fisheries and Aquaculture)
2008- 2011	MAKERERE UNIVERSITY, KAMPALA Bachelor of Science in Fisheries and Aquaculture
2006 - 2007	ST PAULS HIGH SCHOOL RUSHOOKA, NTUNGAMO Uganda Advanced Certificate Of Education
2002 - 2005	NYAKYERA SECONDARY SCHOOL, NTUNGAMO Uganda Certificate of Education
1994 - 2001	KYAMWASHA PRIMARY SCHOOL, NTUNGAMO Primary Leaving Examination

6. WORKING EXPERIENCE:

Dates	Position	Organisation
August 2016-Date	Project Assistant (Youth Volunteer)	Multilateral Environmental Agreements (MEAs) Project, African Union Commission, Addis Ababa Ethiopia
March 2015- July 2016	Project Management Assistant	Lake Victoria Environmental Management Project Phase II (Department of Biological Sciences, Makerere University)
May, 2014- Date (Part-time)	Environment consultant	Atacama Consulting
2013-2014	Agriculture Advisory Service Provider	Kabale District Local Government NAADS Programme
2011-2013	Project Management Assistant	Makerere University (STARGO ¹ project)

7. Consultancy Services Offered

- I. **Kabale District Local Government NAADS Programme (2013):** Cash crops (tea & coffee) and fish ponds mapping for Kabale District.
- II. **Kabale District Local Government (2013):** Establishment of a GIS database and Mapping of Micro Financial Institutions (SACCO's) and physical markets in Kabale District.
- III. **Kabale District Fisheries Department (2014):** Mapping and Monitoring spatial fish stock patterns and characteristics in selected areas of Lake Bunyonyi in Kabale District.
- IV. **Atacama consulting (2014):** EIA to address aquatic biodiversity issues for the proposed HEP dam on Rivers Sindila and Ndugutu in Bundibugyo District.

¹ Strengthening Aquatic Resources Governance (STARGO) with funding from Worldfish centre and Germany Federal Ministry of International Cooperation. The project was implemented by Makerere University Department of Biological Sciences in collaboration with adelphi research, Germany

- V. **Atacama consulting (2014):** EIA to address aquatic biodiversity issues for the Geophysical and Geotechnical surveys in the Tullow Oil exploration fields in Buliisa District.
- VI. **Atacama consulting (2014):** EIA to address aquatic biodiversity issues for the environmental and social monitoring and auditing for jetty rehabilitation, airstrip maintenance and camp and storage yard construction for CNOOC.
- VII. **ASTON Associates/Ministry of Water and Environment (2015):** EIA to address aquatic biodiversity issues for the proposed River Tochi Agriculture Irrigation Scheme in Oyam District.
- VIII. **ASTON Associates/Ministry of Water and Environment (2015):** EIA to address aquatic biodiversity issues for the proposed River Unyama Agriculture Irrigation Scheme in Amuru District.
- IX. **ASTON Associates/Ministry of Water and Environment (2015):** EIA to address aquatic biodiversity issues for the proposed River Ora Agriculture Irrigation Scheme in Nebbi District.
- X. **ASTON Associates/Ministry of Water and Environment (2015):** EIA to address aquatic biodiversity issues for the proposed River Tochi Agriculture Irrigation Scheme in Oyam District.

8. Grants received

- I. £5000 from Rufford Foundation United Kingdom for a fisheries biodiversity conservation on Lake Bunyonyi in Uganda (2016)
- II. US \$ 1000 from IDEA WILD, United States of America to buy equipment to use on a biodiversity conservation project in Isingiro District, Uganda (2012)

9. REFERENCES:

Name	Position	Contact
1. Dr Samuel Mugisha	Senior Lecturer, Department of Biological Sciences, Makerere University	+256-772403250 mugisha@zoology.mak.ac.ug

Kampala, Uganda

2. Twebaze District Productions Officer, Kabale +256772593312
Jeniffer district
Uganda twebazejeniffer@yahoo.com

CERTIFICATION:

I, the undersigned, certify that to the best of my knowledge and belief, these data correctly describe my qualifications and experience.



Signature

March, 2017

Date



CURRICULUM VITAE: WILLIAM CRITCHLEY

Surname: CRITCHLEY

First Names: William Richard Stephen

Born: 19 March 1952/ Harrogate, United Kingdom

Nationality: British

Office Address: Lanwern
Moulin Square
Pitlochry PH16 5EW
UK

Email: williamcritchley01@gmail.com

Education/ Academic Qualifications:

PhD: VU University Amsterdam, The Netherlands (2000)
New Perspectives on Soil Erosion & Conservation in the Tropics

BSc Agriculture (Honours): Reading University, UK (1973)

Languages: English - Mother tongue
French - Working Knowledge
Dutch - Fluent
Kiswahili - Fluent

Main Countries:	East Africa -	Lived and worked in Kenya from 1973 to 1987 (plus assignments each year subsequently); Visited Uganda for missions 2-3 times each year since 1993; Several missions to Tanzania since late 1990s
	South Africa -	Lived and worked at University of the North 1996 and 1997
	PR China -	Evaluation and design of PRC-GEF Land Degradation Partnership
	India -	Various consultancy and research missions since 1987
	Indonesia -	Several research-oriented visits during 1990s
	PNG -	Three visits concerning farmer innovation in 2005/2006
	Balkans -	Trained several students and two exploratory visits in 2006

Key Expertise:

SUSTAINABLE LAND MANAGEMENT, CLIMATE CHANGE ADAPTATION, LOCAL INNOVATION

- Project and programme formulation (& proposal review), evaluation & technical support
 - Training & teaching/ preparation of training materials/ student supervision
 - Editing/ writing books and articles/ scripting videos/ work-photography (stills)
-

Other relevant awards/positions/ designations:

- Award: Tropical Agriculture Association 'Development Agriculturalist of the Year' 2016
 - Deputy President of World Association of SWC (WASWAC) and chief book reviewer
 - Core member 'World Overview of Conservation Approaches & Technologies' (WOCAT)
-

Interests outside work

- Sport/ Walking/ Literature/ Writing/ Gardening/ Cooking/ Photography

WORK EXPERIENCE

2013 onwards: Director, Sustainable Land Management Associates Ltd based in UK

- SLM consultant in design of IFAD GEF project for smallholders in Swaziland
- author of Conservation Agriculture ToolKit for IFAD
- evaluator of IFAD-GEF Lake Tana project (Ethiopia) and LUSLM (Swaziland) for IFAD
- lead consultant in design of Strategy for China-GEF partnership for ADB
- evaluator of China-GEF land degradation partnership for ADB
- on-going consultancy to UNEP: helped developed Strategy for Terrestrial Ecosystems Unit
- CC adaptation reviewer for IFAD's Quality Assurance programme
- co-evaluator Kagera-TAMP project (East Africa) for FAO
- support to WB's Watershed programme in Malawi for WB: development of guidelines
- designing SLM component of GEF project for Socotra, Yemen for Senckenberg Institute
- scripted videos for WB on Watershed Management in Ethiopia, and in Kenya
- author of booklet on the 'landscape approach' for Asian Development Bank (in press)
- trainer of in-service scientists from North Africa/ Middle East at CIHEAM, Bari

1998 to 2012: Senior Advisor, Sustainable Land Management Thematic Unit,

Centre for International Cooperation, VU University Amsterdam

- developed & teaching *Sustainable Land Management* to VUA Masters' students (until 2014)
- developed & teaching *Environment & Development* to VUA Bachelor's students
- supervision of c. 60 Master's students in Africa, Asia and Central America
- technical director EU FP7 Project "WHaTeR" on water harvesting in SSA
- consultant to World Bank Institute on Climate-Smart Agriculture: developing e-courses
- project/ programme design and acquisition (recent successes: 2 x LDFA GEF projects; Medium Sized Project 'Stimulating Community Initiatives in Sustainable Land Management' for UNEP-GEF under which function is head of technical advisory group; Full Scale Project 'Lake Tana Watershed' for IFAD and associated CC Adaptation project)
- director of educational/ awareness raising broadcast quality film in Burkina Faso and Kenya with accompanying book entitled "More People, More Trees" (2010)
- director series of mini-films on "SLM technologies for CC adaptation" for IFAD (2011)
- lead editor of Earthscan book (in print) "Water Harvesting in Sub-Saharan Africa"
- co-editor WOCAT's overview book on SLM "where the land is greener" (2007); technical editor WOCAT's "SLM in Practice" (2010) for TerrAfrica
- project evaluation: including
 - (a) Challenge programme for Water and Food: Volta basin program (2008)
 - (b) Desert Margin Programme for UNEP-GEF (2006/7)
 - (c) Land Reform programme at the University of the Western Cape, SA for NORAD (2006)
 - (d) Biodiversity in the Drylands for UNEP-GEF (2003)
 - (e) Bundelkhand Integrated Water Management Project (UP, India) for Dutch Embassy
- *ad hoc* consultancies/ assignments including; consultant to WB Institute on "Climate Smart Agriculture" including scripting two videos (2011); author of background paper on rainfed agriculture for the World Bank (2009/10); convenor of session on 'participatory methodologies' at the VII International Rangelands Conference, Durban SA (2003) Technical support to Ghana's WB funded Savanna Resource Management Project (2001)
- technical/ methodological coordinator of UNDP *Promoting Farmer Innovation* programme in East Africa (budget US\$ 1m) incl. publications and a broadcast quality video (1996-2002)

- coordination of backstopping support to *Indigenous Soil and Water Conservation, Phase 2 (ISWC2)* programme in Uganda (budget approx. US \$ 0.25m)
- lead researcher in NUFFIC funded project: *Indigenous Knowledge and Water*

1996 & 1997: Research Coordinator, Land Management and Rural Development Programme

University of the North, Pietersburg, South Africa

- coordination of rural development research programme at formerly 'black' University: supervising team of ± 10 researchers (total budget approx. US \$ 0.3m)
- setting up various training courses in participatory research
- specific responsibility for research into land degradation and rehabilitation
- simultaneous consultancies and annual 2-week SWC training course in Wageningen

1990-1995: Senior Staff Member, Natural Resource Management Unit,

Centre for International Cooperation, Vrije Universiteit Amsterdam

- Evaluations
 - Sida's Regional Soil Conservation Unit, East Africa (for SIDA)
 - ICRAF's SALWA Network in the Sahel (for IFAD)
 - Water Harvesting Projects in Turkana District, Kenya (for ITDG)
 - MAHITI project, Gujarat, India (for Aga Khan Foundation)
 - Project Backstopping
 - regular backstopping to IFAD's Soil and Water Conservation Project (SWACAP) in Lesotho
 - technical coordination *Promoting Farmer Innovation* project in Kenya, Uganda, Tanzania
 - technical coordination *Indigenous Soil and Water Conservation* project in Uganda
 - Policy Document Preparation
 - joint preparation of: "Soil and Water Conservation in Sub-Saharan Africa" for IFAD
 - global review of Indigenous SWC and its potential role in project design: for Silsoe Research Institute
 - two management manuals on land use change in tropical rain forest areas for UNESCO
 - Video Production :coordinator and script writer video for
 - OXFAM / IIED on successful small-scale SWC projects in Africa (1991)
 - IFAD on Special Programme for Africa (1992)
 - UNDP on farmer innovation in East Africa (1999)
 - UNDP on drylands programme in Kenya (2002)
 - Research
 - part of VUA/ University Gadjah Mada research team on erosion in steep tropical watershed, Central Java
- responsible, as consultant to Silsoe Research Institute, for preparation of collaborative research

programme on indigenous soil and water conservation in Uganda

1987-1989 Freelance Consultant (based in UK) assignments included:

Aga Khan Foundation: several visits to India between 1987 and 1990.

- advisor to Aga Khan Rural Support Programme in Gujarat, on watershed management
- evaluation of MAHITI project (saline wasteland development)
- advisor to Sadguru Water and Development Foundation

The World Bank

- team leader, World Bank's Sub-Saharan Water Harvesting Study. Examination and documentation (two published reports: one video) of traditional and experimental systems of water harvesting in the semi-arid areas of Sub-Saharan Africa.
- consultant to WB funded Central Rangeland's Development Project in Somalia

Food and Agriculture Organisation

- preparation of manual on water harvesting

1984-1986: Agronomist: Kitui Arid Semi-Arid Lands Development Project, Kenya

Project funded by USAID and Implemented by GOK/Louis Berger Int. Inc.

- trained staff on water harvesting, crop varieties, crop storage/ protection
- initiated trials on systems of water harvesting for smallholder agriculture
- prepared handbook of District Agronomic Recommendations

1980-1984: Crop Specialist: Baringo Pilot Semi-Arid Area Project, Kenya

Project funded by World Bank and implemented by GOK/World Bank

- developed cropping package for agropastoralists
- conducted extensive trials with systems of water harvesting for crops, trees and fodder
- general involvement in donor-supported integrated rural development project.

1977-1979: Manager: Chesongoch Agricultural Project Elgeyo-Marakwet, Kenya

Project funded by MISEREOR and implemented through Catholic Mission

- established low-cost agricultural project aimed at subsistence farmers in a marginal area
- established small intermediate technology workshop

1973-1977: VSO Volunteer Agriculturalist: Nerkwo Catholic Mission, Elgeyo-Marakwet, Kenya

- introduced and taught agriculture in a secondary school/ assisted local farmers

PUBLICATIONS (WRSC alone unless stated)

In Press Managing Landscapes in Asia. Booklet for Asian Dev. Bank. Lead Author

In Press "How-To Do Tool Kit" on Conservation Agriculture for IFAD. Lead Author

- 2016 *Community Innovations in SLM.* Book - Earthscan. WRSC co-editor (& author of various chapters)
- 2013 *Rainfed Agriculture in the Drylands.* World Bank internal doc S. Scheierling with WRSC et al
- 2012 *Sustainable Land Management in Sub-Saharan Africa.* Series of 12 mini-films/ DVD with information sheets. WRSC series director/ script writer
- 2012 *Water Harvesting in Sub-Saharan Africa.* WRSC and J. Gowing editors (Routledge/ Earthscan)
- 2011 Experiences in monitoring and assessment of sustainable land management. WRSC as one of 12 authors (Schwilch et al.) *Land Degradation and Development* 22: 214-225
- 2010 *More People, More Trees.* Film, and book, of same name. Practical Action Publication. WRSC as director and author, respectively
- 2010 *SLM in practice – knowledge for action in sub-Saharan Africa.* Book for FAO/ World Bank's TerrAfrica programme. WRSC as Technical editor (Authors: Liniger et al)
- 2010 Managing water by managing land: addressing land degradation to improve water productivity and rural livelihoods. D Bossio, K Geheb and WRSC. *Agricultural Water Management* 97: 536-542
- 2009 Soil and water management techniques in rainfed agriculture: state of the art and prospects for the future. Consultancy report ("Background Note") for World Bank's Water Anchor
- 2008 "Local innovation in greenwater management" WRSC with G Negi and M Brommer. Chapter 7 in *Conserving Land, Protecting Water* (Bossio D and Geheb K eds.) CABI and IWMI
- 2008 "Safeguarding water resources by making the land greener: Knowledge management through WOCAT" HP Liniger and WRSC. Chapter 9 in *Conserving Land, Protecting Water* (Bossio D and Geheb K eds.) CABI and IWMI
- 2007 *Where the Land is Greener: Case studies and analysis of SWC worldwide* (book with 42+ cases, and analysis of approaches & techniques, edited by WRSC and HP Liniger: WOCAT, Berne)
- 2007 "Conserving land, protecting water" (one of six invited lead authors) chapter in IWMI book *Water for food: water for life.* Product of Comprehensive Assessment of Water in Agriculture.
- 2007 *Partnerships for Progress* (edited book with others; under PROLINNOVA programme) CTA
- 2007 "Where the land is greener" (with four others) ODI Natural Resource Perspective no 108
- 2007 "WOCAT: A framework for monitoring and evaluation of soil and water conservation initiatives" (with HP Liniger) chapter in: de Graaf et al *Monitoring and evaluation of Soil Conservation and Watershed Development Projects.* Science Publishers, Enfield, NH, USA
- 2007 Several articles (co-written) in Urban Agriculture magazine no 19 (www.ruaf.org) edition entitled: *Stimulating innovation in Urban Agriculture*
- 2007 *Working with Farmer Innovators: a practical guide* (70 page booklet) CTA and VUA –CIS

- 2005/6 Articles (with various others) on farmer innovation in LEISA magazines
Mountain Research and Development 19 (3), 261-272
- 2004 *An Annotated Bibliography of Indigenous Knowledge and Water* (WRSC, M.Brommer and W. Tuyp) Internal booklet, VUA-CIS
- 2004 "From nature to nurture: SWC management for rainfed steeplands in the humid tropics" (chapter 38 in Bonell M and Bruijnzeel LA (eds) *Forests, Water and People in the Humid Tropics*. UNESCO, CU Press
- 2004 "Vegetative barriers: green belts or a waste of space?" (WRSC et al, chapter 34 in Barker DH et al *Ground and Water Bioengineering for Erosion Control and Slope Stabilisation*. Science Pubs, NH
- 2004 *Protecting what for who? The case of the Monarch Butterfly Biosphere Reserve*. (M Gonzales and WRSC, poster presentation at IASCP conference, Oaxaca, Mexico August 2004)
- 2003 *Innovation and Infiltration: human ingenuity in the face of water shortage in India and Kenya*. (WRSC and M Brommer) Paper presented at the *International Symposium on Water, Poverty and Productive Uses of Water at the Household Level*, Johannesburg, January 2003
- 2003 Local initiatives in a global context: documenting farmer initiatives in land husbandry through WOCAT. (WRSC and K Mutunga) *Land Degradation and Development*. 14: 143 – 162 (2003)
- 2003 "M.P.S. Rautela, Water Volunteer" (WRSC, M Brommer and G Negi) p. 25 *Leisa*, Vol 19, 3
- 2003 "Understanding traditional terracing" (WRSC and M Brommer) pp 14 & 15 *Leisa* Vol 19, 4
- 2002 *Farmers' Initiatives in Land Husbandry* (K Mutunga & WRSC). RELMA Tech Rep 27, Nairobi
- 2002 *Harnessing indigenous knowledge and innovation in farmer's field schools*. (D Duveskog, C Mburu & WRSC) Paper at the workshop on *Farmer Field Schools*, Indonesia, 21-25 October
- 2002 *The promises and perils of 'farmer innovation'* (WRSC and K Mutunga) www.scidev.net
- 2002 *People, Poverty and Potential: a new focus in Kenya's drylands* (Video Commissioned by UNDP Kenya: presented at the World Summit for Sustainable Development, Jo'burg, August)
- 2001 *Uncertain steps? Terraces in the tropics* (WRSC, S Sombatpanit and S Medina) in E Bridges et al *Response to Land Degradation* Science Publishers, Enfield, USA
- 2001 (a) Innovation and impact: a preliminary assessment in Kabale Uganda
(b) Women and innovation: experiences from *Promoting Farmer Innovation* in East Africa
(c) Stimulating creativity among farmers: from isolated individuals to interactive groups
(WRSC and others). Three invited chapters in: C Reij and A Waters-Bayer *Farmer Innovation: A Source of Inspiration for Agricultural Development in Africa*. Earthscan, London
- 2000 *Groundtruthing: New Perspectives on Soil Erosion and Conservation in the Tropics*. PhD Thesis, Vrije Universiteit, Amsterdam
- 2000 Innovation and impact: a preliminary assessment in Kabale Uganda
- 2000 Inquiry, initiative and inventiveness: Farmer innovators in East Africa. *Physics and Chemistry of the Earth*, Vol 25, No, 3 pp 285-288
- 1999 Harnessing traditional knowledge for better land husbandry in Kabale District, Uganda.

- 1999 *Promoting Farmer Innovation*. RELMA/ UNSO-UNDP. (Broadcast quality video programme: script writing; technical advisor)
- 1999 *Traditions & Innovation in Land Husbandry: Building on Local Knowledge in Kabale, Uganda* (ed. book: WRSC, and others) RELMA Technical Report 20, Nairobi
- 1999 *An analysis of the use of incentives in, and cost benefits of, soil conservation using WOCAT results* (M Giger, H Liniger and WRSC) In: D Sanders et al *Using Incentives in Soil Conservation* WASWC, Ankeny, Iowa
- 1999 *Food for work and rainwater harvesting: experience from Turkana District, Kenya, in the 1980s*
 1999 *Promoting Farmer Innovation* (edited book: WRSC with R Cooke, T Jallow, S Lafleur, M Laman, J Njoroge, V Nyagah and E Saint-Firmin) RELMA Workshop Report no 2, Nairobi
- 1998 Land degradation in South Africa: conventional views, changing paradigms and a tradition of soil conservation. (WRSC and E M Netshikovhela) *Development Southern Africa* 15 (3), 449-469
- 1997 *Land reform and natural resource conservation: the Kenyan Experience* (chapter in above book)
- 1997 *Participatory methodology and the new approach to Soil and Water Conservation* (WRSC and D Versfeld) report of training course for Department of Agriculture, South Africa
- 1997 *Sustainable Land Management: Some Signposts for South Africa* (edited book: WRSC, D Versfeld and N Mollel) University of the North Press, South Africa
- In: D Sanders et al *Using Incentives in Soil Conservation* WASWC, Ankeny, Iowa
- 1996-98 *NEWLAND* (Editor; 4 editions) Newsletter of the Land Management and Rural Development Programme, University of the North
- 1996 *A new approach towards the quantification of runoff and eroded sediment from bench terraces*
 1996 *An introduction to participatory research methodology* (WRSC, J Clarke and C Senwana). Report of a training course given at Tompi Seleka College, South Africa
- 1996 *Rural Land Reform in Southern Africa* (edited book: A de Villiers and WRSC) University of the North Press, South Africa
- 1995 *Successful Natural Resource Management in Southern Africa* (edited book: S Turner and WRSC) Gamsberg MacMillan Publishers, Namibia
- in humid tropical steeplands, and its application in south-central Java, Indonesia* (L Bruijnzeel and WRSC) In *Advances in Hillslope Processes*, Vol 2 (Anderson and Brooks, eds; Wiley)
- 1995 *Modern methods from traditional conservation techniques* (WRSC and others) Poster of 'Conserve water to save the soil and the environment' ISCO conference Bonn.
- 1995 *Environmental Impacts of Converting Moist Tropical Forest to Agriculture and Plantations* (WRSC and L Bruijnzeel) UNESCO/IHP Humid Tropics Programme Series No 10
- 1994 *Environmental Impacts of Logging Moist Tropical Forests* (L Bruijnzeel and WRSC) UNESCO/IHP Humid Tropics Programme Series No 7
- 1994 Indigenous soil and water conservation: a review of the state of knowledge and prospects for building on traditions (WRSC, C Reij & T Willcocks) *Land Degradation & Rehabilitation* Vol 5
- 1993 *Save Our Soils*. Evaluation of Support to Soil Conservation in Africa (WRSC, J Erikson and E Michanek)

- SIDA Evaluation Report no. 1993/3.
- 1992 *Soil and Water Conservation in Sub-Saharan Africa: Towards Sustainable Production by the Rural Poor.* (WRSC, C Reij and S Turner) Booklet for IFAD's Africa Department.
- 1992 *Building on Traditions: Conserving Land and Alleviating Poverty.* Video for IFAD (WRSC)
- 1992 *Indigenous soil and water conservation: prospects for building on traditions.* Unpublished paper. Silsoe Research Institute. OD/92/12.
- 1992 Review of water harvesting activities in Lokitaung Division, Turkana District, Kenya. For ITDG.
- 1991 *Water Harvesting: A Manual for the Design and Construction of Water Harvesting Schemes for Plant Production.* (WRSC with K Siegert). FAO, Rome.
- 1991 *Water Harvesting for Plant Production: Volume II: Case Studies and Conclusions for Sub-Saharan Africa.* (WRSC, C Reij and A Seznec) World Bank Technical Paper no. 157.
- 1991 *Looking After Our Land.* Video and Booklet (of same name) for OXFAM/IIED
- 1991 *New approaches to soil and water conservation.* Article for ILEIA Newsletter.
- 1990 *Catching the Water.* Article in FAO magazine "CERES".
- 1989 *Water harvesting for plant production: experience from Sub-Saharan Africa.* Paper presented to ASAL Soil and Water Conservation Programme Development Workshop, Nairobi, Kenya.
- 1989 Building on a tradition of rainwater harvesting. *Appropriate Technology* Vol. 16 (2).
- 1988 *An innovative approach to rural development: an assessment of MAHITI.* Evaluation of MAHITI project Gujarat, India for Aga Khan Foundation (WRSC, I Hirway and A Bhatt)
- 1986 *Runoff harvesting for crop production: experience in Kitui district.* Paper for 3rd Nat. Workshop on SWC in Kenya.
- 1986 *Some Lessons from Water Harvesting in Sub-Saharan Africa.* Report of World Bank Workshop held in Baringo, Kenya. Eastern and Southern Africa Department, World Bank, Washington
- 1982 *The potential of runoff harvesting for crop production and range rehabilitation in semi-arid Baringo* (WRSC and PD Smith). Paper for 2nd National Workshop on SWC in Kenya.
- 1981 *Agricultural development in Marakwet: some controversial issues.* In Kipkorir et al. *Kerio Valley: Past Present and Future* (Proceedings Institute African Studies Seminar) Nairobi.
- 1980 *Chesongoch Agricultural Project 1977-1979: Final Report.* Mimeo

CURRICULUM VITAE FOR TWEBAZE JENIFFER

1. BIOGRAPHIC DATA

Surname: TWEBAZE

Other Names JENIFFER

Contact Address: Senior Fisheries Officer
Kabale District Local Government
P.O.BOX 5 Kabale- Uganda.

Mobile Tel: **+256772593312**

E-mail: twebazejeniffer@gmail.com

Date of Birth 15th January 1976

Sex Female

Place of Birth Kabale Municipality, Kabale District

Nationality Ugandan

Marital Status Married

2. FORMAL EDUCATION

Institution/School	Period	Award
Makerere University	2012/2014	Ongoing Master of Science in Zoology/Fisheries
Kabale University	2008-2009	Post Graduate Diploma in Project Planning and Management
Makerere University	1995-1998	Bachelor of Science Degree (Botany/Zoology).
Immaculate Heart Girls; Rukungiri	1993-1995	Uganda Advanced Certificate of Education
Immaculate Heart Girls; Rukungiri	1989-1992	Uganda Certificate of Education

Kyatoko Primary School	1982-1988	Primary Living Examination
------------------------	-----------	----------------------------

Other Major courses attended

Institution/School/Place	Period	Award
Saemaul Undong Central Training Institute-South Korea	October 2013	Certificate in Policy Capacity Building on Increasing Farmers' Incomes
Galilee International Management Institute Israel	Feb-March 2012	Diploma in Small and Medium Enterprise Management
Makerere University	2010	Certificate in <i>'The application of Geographical information systems in integrated watershed management'</i>
Cepha's Inn Kabale Uganda	July 2010	Certificate in Climate change and food security; Integrated watershed Management as adaptive tool.
Makerere University; Faculty of Agriculture	2010	Certificate in "Multi stakeholder's learning change process of strengthening university capacity for promoting facilitating and teaching rural innovation processes".
Data figure & co. Kabale	June;2009	Certificate in "Computer Use and application"
Home Again; Kabale/NARO	Feb; 2009	Certificate in "Developing a winning proposal"
East African Population Initiative/Kabale University	Jan 2009	Certificate in "a monitoring and evaluation course"
Cepha's Inn, Kabale/NARO	Nov 2008	Certificate in "a concept in Integrated Agricultural research for Development"
Kabale District Local Government	Sept 2007	Certificate in "Public procurement & Disposal framework, public procurement planning, contracts & contract management, Bid evaluation and disposal of public asset"

Data figure &co. Kabale	June 2007	Certificate in “procurement and contract management
NARO/KAZARDI	June 2006	TOT on enhancing utilization of quality seed potato by small-scale farmers
Makerere University; Department of food science and technology	Feb 2003	Certificate in Integrated training of extension staff in food and nutrition security
Ministry of Agriculture animal industries and Fisheries	Feb 2002	Certificate in Specialized course in Fisheries Management
Mgahinga Bwindi Impenetrable Forest Conservation Trust/Kabale	July 2002	Certificate in Market analysis and Development
NAADS Secretariat	Nov 2001	Certificate in NAADS and integrated gender mainstreaming.
Winrock International	Feb 2001	Certificate in Management Skills.
Ministry of Agriculture animal industries and Fisheries	March 2000	Induction Course on Fisheries

3. WORKING EXPERIENCE

Year	Occupation	Place
2016 To date	Team Leader Fits Uganda	Kabale District
July 2011 to March 2014	Ag. District Production Officer	Kabale District Local Government
March 2009 to date	Senior Fisheries Officer	Kabale District Local Government
June 2010 to date	Member of the District contacts committee	Kabale District
January 2004-March 2009	Sub county NAADS Coordinator	Kitumba Sub county/Kabale
May 1999-March 2009	Fisheries Officer	Bubare Sub county/Kabale

1. PERSONAL ATTRIBUTES/ABILITIES

- a. Good Communication and Interpersonal Skills
- b. Working with Teams.
- c. Interested in discovering new things
- d. Willing to learn and easily adapts to new situations
- e. Responds well to the set working conditions
- f. Performs satisfactory well under both emotional and physical stress
- g. Ability to mobilize communities into functional groups

2. LANGUAGE PROFICIENCY

Language	Spoken	Written	Reading
English	Fluent	Very Good	Very Good
Rukiga/Runyankole/Runyakitara	Fluent	Very Good	Very Good
Luganda	Fluent	Good	Good

Competences

- Participated in the Implementation of Sub Saharan African Challenge programme 2008-todate. Implemented in Rwanda, Congo and Uganda with emphasis on integrated research for development using the innovation platforms approach in Bubaare and Bufundi Sub counties of Kabale Uganda.
- Trained in Postharvest handling in Kigali Rwanda by FAO with emphasis on cereals and animal products
- Working on the Sorghum value chain with Bubaare Innovation platform in Partnership with Makerere University, Naro, Icrat, Humid Tropics.
- Participated in international conferences organized by FARA in Durban South Africa, Nairobi & Kisumu Kenya, Rwanda Kigali, Goma North Kivu in DRC
- Participated in the Sustainable Land Management activities of the FAO Kagera Tamp Project implemented in Uganda, Rwanda, Tanzania and Burundi

4. HOBBIES/INTERESTS

- Implementation in challenging fields
- Working with communities
- Rural Development issues
- Watching documentaries about agriculture, conservation, nature, wildlife and general development

5. REFEREE

Mr. Sunday Mutabazi _____

Commissioner Farm Development

Ministry of Agriculture Animal Industry
and Fisheries

Mobile Phone: +256772468207

E-mails: sundaymutabazi@yahoo.co.uk

CURRICULUM VITAE

SARAH JULIET KASANDE

Kigongi – Kabale District, Uganda
TEL (cell): +256 777165589, (email) sarah.kasande@gmail.com

I am a hardworking and passionate mid-career professional with good writing and communication skills, team spirit and a zeal for learning.

I hold a Bachelor of Environment Science of Makerere University (Uganda) with core training in Environmental and social impact assessments (ESIAs) and Auditing, GIS and mapping, Water resource management, Climate change assessments, Waste management, and an environmental-social management component (Communicating the environment) .

I currently have six years of working experience in the water, environment and civil society sectors. These six years of experience have been accumulated from working at Reign group Ltd as the Natural Resources Advisor in 2015, Atacama consulting between May 2013 and November 2014 where I provided environmental/water resource consultancy services for development projects in Uganda ranging from hydropower, agricultural development and oil and gas, and working at PROTOS (a Belgian Organization) between September 2009 and November 2012, where I gained hands on experience in assessing community climate change vulnerabilities and adaptation capacities using Integrated Water Resources Management (IWRM) as a management tool. While undertaking assignments at these workplaces, I also trained and gained experience in project monitoring, evaluation and auditing; administrative and operational management; and process documentation.

ACADENIC BACKGROUND AND ADDITIONAL RELEVANT TRAINING

2009: Bachelors of Environmental Science of Makerere University, Kampala – Uganda

2014: Atacama Consulting in house training in Health Safety and Environment (ISO 9001 – Quality Management Systems, ISO 14001 – Environmental Management, OSHAS 18001 - Occupational Health and Safety Management System)

2014: Atacama Consulting in house training in GIS – Getting started, desktop 1

2013: Training in Hydrology and Urban Drainage of the Uganda Association of Consulting Engineers (UACE)

2011: PROTOS in house training in Integrated Water Resources Management

2010: Certificate in Monitoring and Evaluation of Uganda Management Institute

2010: PROTOS in house training in biophysical water quality testing

WORKING EXPERIENCE

2009 to 2012: Program Assistant - IWRM at Protos – Uganda

Participated in the UNEP short-term project on assessing the adaptability of communities in the Nile Basin to climate change vulnerability and adaptability using IWRM as a management tool (Mpanga Catchment) and the general IWRM project in the Lake George basin where the key responsibilities of the position included:

- Formulation of sub projects within the Climate Change adaptation project for communities in the Mpanga Catchment;
- Identification of environmental vulnerability in the River Mpanga catchment area;
- Mapping and surveillance of risk areas in the catchment;
- Monitoring and evaluation on the IWRM pilot projects within the catchment (from upstream to downstream);
- Engaging all stakeholders (civil society, Local government and private sector) within the catchment area on collaborative management of the water resource;
- Advocacy for the protection of Lake George basin and restoration of the ecosystem;
- Coordinating the IWRM national platform on climate change adaptation and mitigation measures;
- Heading the River Mpanga protection sensitization project in villages and schools within the catchment area;
- Writing concept notes, Terms of References and program reports;
- Preparing budgets and books of accounts for the IWRM program;

2013 to 2014: Environmental Consultant at Atacama Consulting

- **2013 - 2014:** Participated in undertaking the Environmental and Social Impact Assessment for the Vegetable Oil Development Project phase 2 on Buvuma Island for the Ministry of Agriculture Animal Husbandry and Fisheries. (Key responsibility: Backstopping water resource and geology studies);
- **August 2013:** Participated in undertaking the Environmental and Social Impact Assessment for the Geophysical and Geotechnical surveys - Total Exploration and Production Uganda, (Key responsibility: Backstopping water resource and geology studies);
- **February 2014:** Participated in updating the Kakaka and Lubilia Hydropower Projects Environmental and Social Impact Assessments to meet IFC Performance Standards - FRONTIER DI (Key responsibility: Backstopping water resource and geology studies);
- **May 2014:** Participated in Updating the Ndugutu Hydropower Project Environment and Social Impact Statement to Get Fit payment mechanism requirements (Key responsibility: Team leader);
- **June 2014:** Participated in the Project Brief for the Geophysical and Geotechnical surveys in Exploration Area 2 – Uganda for Tullow Uganda Operations (Pty) Limited (Key responsibility: Undertaking water resource studies for the project);
- **October 2014:** Participated in environmental screening of the proposed south Kenya route for the oil and gas pipeline for Total Exploration and Production Uganda Limited (Key responsibility: Undertaking water resource studies for the project).

January – December 2015: Natural Resource Advisor at Reign Group Ltd and Reign Development Agency

- **January – December 2015:** Management of the Viable Landscape management pilot project for potato growers in Kigezi region, a project initiated by International Fertilizer Development Centre (IFDC).
- **November 2015:** Participated in development of a concept note on piloting bamboo for catchment protection in the cattle corridor of Uganda for Food and Agriculture Organisation of the United Nations (FAO) under Reign group Ltd and EcoGreen ltd.
- **December 2016:** Initiated a livelihoods improvement project for the Muvumbe Hydropower Project Affected Persons.

July 2015 to date: Member of the Ruhezamwenda Catchment Management Committee (Albert Water Management Zone – Directorate of Water Resources Management – Ministry of Water and Environment).

REFEREES:

1. Mr. Albert Orijabo
Assistant Commissioner

Compliance and Enforcement for Water Resource Planning and Regulation

Directorate of Water Resource Management

Ministry of Water and Environment

P.O.BOX 19, Entebbe

Tel: +256 782566535

Email: albert.orijabo@mwe.go.ug

Mr. Lieven Peeters

Coordinator

Protos Uganda and DRC – Ituri

P.O. BOX 94

Fort Portal, Uganda

Tel: +256 772990622

Email: lieven.peeters@protosh2o.org

Taremwa Enock

Contacts Mobile +256 (0) 774 246 006, +256 (0) 703 494 355 Email: rtenock@gmail.com

Date of Birth: 05th August, 1987

Citizenship: Ugandan

Home District: Rukungiri

Gender: Male

BRIEF OVERVIEW

CAREER ACHIEVEMENTS

Job Requirement	My Experience
Project implementation	<ul style="list-style-type: none">• I have participated in implementation of Launching Ecological Agro Forestry (LEAF) project while working with NOGAMU.• Participated in Formation of internal monitoring systems and the internal control manual of LEAF project• I assisted the project staff to translate the training material into their local language and further monitored them during implementation
Capacity building and training	<ul style="list-style-type: none">• I assisted in training LEAF coffee project staff on basic administrative, team building and technical skills.
Market information and marketing facilitation	<ul style="list-style-type: none">• I have participated in linking potato farmers in the sub county to agro processors and traders, availed relevant technical knowledge to farmers to meet market standards. In coordination Reign group, I have supported the farmers through the associations (clusters) to undertake collective actions to benefit from economies of scale.
Engagement and networking	<ul style="list-style-type: none">• I am approachable, social and professional, easy to adapt to multicultural working environments as is the case with my current as well as previous employers.

Documentation	<ul style="list-style-type: none"> • I have written some project proposals for funding and have also written both activity and outcome reports of project
Project management and coordination	<ul style="list-style-type: none"> • I have provided technical support in terms of crop management, environment protection and conservation to farmers in the sub county • I have also done coordination in implementing the activities with the previous projects

- I am currently pursuing a Master of Science in Applied Human Nutrition at Makerere University
- I am a graduate in the profession of agriculture with work experience in training, coordinating, leading and managing of rural communities. I have attended trainings such as Farmer Field School approach to extension service delivery organized by FAO, Organic Inspection conducted by Kenya Organic Agriculture Network and Effective Team building by Kinyara Sugar Limited
- I am friendly with work experience in training, coordinating, leading and managing of rural communities.

PROFESSIONAL EXPERIENCE

Organization: Kabale District Local Government

Position: Agricultural Officer

2015 – to date

Work Profile

- Training farmers in modern productive methods in agriculture and appropriate technologies;
- Preparing budgets and developing work plans for the agriculture sub-sector;
- Monitoring, assessing and prioritizing agriculture sub –sector activities;
- Training and guiding subordinates;
- Collecting, analyzing and documenting agricultural data; and
- Managing demonstration sites.

Key achievements

Participated in distribution of Operation Wealth Creation (OWC) agriculture inputs (coffee seedlings) to farmers and conducted follow up trainings as well as offering on farm practical skills on crop management

I have participated in organizing farmers into groups and associations to undertake collective actions to benefit from economies of scale.

I am facilitating a Farmer Field School in Kigata Parish that is dealing in potato value chain. I offer guidance and technical assistance to the group facilitators and members

Organization: FITS Uganda

Position: Head of Agriculture/Nutrition Section

2015 to date

Work profile

- Writing concept papers relating to Agriculture production and nutrition
- Setting up and managing demonstration plots
- Secretary to the organization meetings
- Following up the implementation of organization's project activities related to agriculture including agroforestry

Key Achievements

Participated in delivery and distribution of rabbits to a farmer field school in Kitumba Sub County Kabale district.

Contributed to writing concept papers on environment protection and nutrition for the organization

Organization: Kinyara Sugar Limited Position: Extension Officer

2011 – 2015

Work Profile

- Organizing and conducting seminars/farmer trainings
- Recruiting new farmers to cane growing and helping them sign legal and binding contracts with the company.
- Monitoring field activity progress of farmer fields including land preparation, planting and crop maintenance.
- Supervising and directing field extension assistants
- Issue verbal/written advice to farmers on their performances
- Writing field activity progress reports

Key Achievements

- Introduced and registered more than 700 farmers within the out-growers scheme. I also participated in land development, farmer training, planting and providing technical support to outgrower farmers
- Meeting set planting and other field operation targets as set by my superior through good relation and effective team work with my subordinates
- Scouting, identifying and reporting to relevant section for action against infested and infected fields and providing technical support to farmers.
- Participated in opening up and planting close to 1,000 hectares of sugar cane

Organization: National Organic Agricultural Movement of Uganda (NOGAMU)

Position: Internal Inspector (Volunteer)

Period: 2010 - 2012

Work Profile

- Training farmers organic farming practices
- Organizing and conducting farmer trainings about Organic farming Standards
- Farmer field inspection (Data collection)
- Assist in capacity building of project staff
- Writing inspection reports
- Any other duty assigned by the Standards officer of NOGAMU

Key Achievements

- Trained farmers on basic coffee and cotton agronomic practices and organic standards in Kanungu-LEAF and West Nile-WOFA (West Nile Organic Farmers Association) respectively
- Trained project staff of LEAF in Kanungu on administrative, team work and basic technical skills
- Participated in encouraging collective marketing of Coffee and Cotton by farmers in Kanungu and Nebbi respectively.
- Doing clerical work, documentation by filing farmer registration forms, taking photographs highlighting key area of the production chain from the field to storage facilities. These assisted in writing field reports submitted to the standards officer

EDUCATION

Year	Institution	Qualification
2006–2010	Makerere University	Bachelors of Science in Agriculture
2004 – 2005	Mbarara High School	Uganda Advanced Certificate of Education (UACE)
2000 – 2003	Makobore High School	Uganda Certificate of Education (UCE)

SKILLS

Computer Proficiency

- ✓ I am familiar with most Microsoft office packages (Ms Word, Excel, Power point, Access) and analysis packages like SPSS

STRENGTHS

- Strong conceptual and analytical ability
- Skilled at working in multi-cultural teams

- Practices, integrated pest management.
 - Good in communication, field work and supervision skills.
-
-

REFEREES

Referees:

Mr. Mwebesa Beda

Head of Production and Marketing

Kabale District Local Government

P.O.Box 5

Kabale, Mob Tel: +256 772 358052

Dr. Connie Kyarisiima

Senior lecturer

Animal science Department

College of Agriculture and Environmental Sciences

Makerere University

Tel: +256 772 418 366 E-mail: cgita@yahoo.com

Mr. Agaba Giles

Chief Executive Officer

Reign Group Limited

Tel: +256 772 666449

E-mail: agagile2001@yahoo.com

CURRICULUM VITAE (C.V.)

COLLINE ATALA

BIO DATA		
NAME	: COLLINE ATALA	
SEX	: FEMALE	
MARITAL STATUS	: MARRIED	
CONTACT ADDRESS	: TALA MEDIA UGANDA LIMIED; P.O BOX 72958, CLOCK TOWER KAMPALA	
MOBILE	: +256773069744/+256701914484	
EMAIL	: collineatala@yahoo.com / collineatala@gmail.com	
DATE OF BIRTH	: 10 TH MAY 1987	
SUB-COUNTY	: NGAI SUB COUNTY	
DISTRICT	: OYAM	
NATIONALITY	: UGANDAN	
EDUCATION BACKGROUND		
Year	Institution	Award
2008-2012	ISLAMIC UNIVERSITY IN UGANDA (IUIU)	Bachelors Degree in Mass Communication
2006-2007	Kyambogo College School	Uganda Advanced Certificate of Education
2002-2005	Concerted College School	Uganda Certificate of Education
2005-2001	Ntinda Primary school	Primary Leaving Examination (P.L.E)
EMPLOYMENT RECORD		
Consultancy Work/ Year	Company	Responsibilities
Translations to Acholi/Lango	CDFU	Translations of drama scripts, documentary and Adverts
Review of of the translated Scripts	Tala Media	Quality control of translated scripts to 21 local languages in Uganda
Transcribing and audio documentary production	Tala Media	Supervision of production of a documentary about better methods of agriculture in four local languages of Eastern and Northern Uganda.

Year	Organization	Post and Responsibilities
2008 July to September 2014	Straight Talk Foundation	Radio Journalist (Communicator) (Collect interviews and information regarding audience issues to Straight Talk radio programs, Write and translate scripts, Voice and edit radio programs, Support and form Straight Talk listening Clubs, Attend and enable the young journalists to attend live talk show, Support and encourage the children and youth make good use of the other media like the SMS line and social media Radio presentations, Carrying out radio interviews from in and out of school adolescents, conducting focus group discussions, quarterly and monthly club visits (field Trips), Any other duties assigned by the supervisor)
2011 Oct- May 2012	Mvule Trust Fund	Research Assistant (Carried out a tracer study research on some of the students who were sponsored by Mvule Trust fund)
2010 June	Uganda Broadcasting Corporation (UBC Radio)	Intern (Presenter, Preparing two different Live programs weekly namely the Youth program and the Political program, write and edit news stories.)
2008 Jan-July	YEAH-(Rock point Drama)	Actress (Acted in the Rock point drama carried out by YEAH (Young Empowered and Healthy, acted various characters that played significant roles)
2006 March	BBC (British Broadcasting corporation)	Young journalist (Carried out interviews around Bwaise, Kawempe, and Ntinda on the effect on population on the impact of population in the Generation next program)

RESPONSIBILITIES/POSITIONS HELD WHILE AT SCHOOL

Year	School/Institution	Positions
2010-2011	Islamic University in Uganda (IUIU)	Treasurer and Advisor of Mass communication students Association
2006-2007	Kyambogo College School	Straight Talk Club- Drama leader Debating Club – Representative Female/ Member

		Scripture Union- Usher, Secretary Drama Club- Chair person Wild life club- Member
2002-2005	Concerted College School	Head of English class department Scripture union- Prayer leader Interact Club – Member Prefect- Sanitation
TRAININGS ATTENDED		
Year	Organization	Area of capacity
2012 Dec	Plan Uganda	Training on advocacy
2012 March	Enterprise Uganda	Capacity building and entrepreneurial skills, How to start a business without capital, Taking advantage of opportunities and exploiting them.
2011 Oct	Plan Uganda	Training of trainers (TOT) in children's Rights, and youth participation.
2011 July	SRHR (Sexual and Reproductive Health and Rights)	Masters training on Sexual and Reproductive Health and Rights.
LANGUAGE PROFICIENCY		
Language	Spoken	Written
Langi (Native)	Fluent	Very Good
Acholi	Fluent	Very Good
English	Fluent	Very Good
Luo	Good	Good
Japhadhola	Fair	Fair
Luganda	Good	Fair
SKILLS		
✚ Communication and facilitation skills		
✚ Research /field work practical skills		
✚ Interpersonal relations and administration		
✚ Computer skills with excellence in Microsoft word ,excel ,power point and SPSS		

REFEREES

Mr. Lukaye Apollo Kyambogo College School P.O Box Tel:+256772974667	Mr. Bosco Onyik Uganda Broadcasting Corporation P.O Box 2038 Kampla <u>Tel: +256772539396</u>	Mrs. Irene Kituyi Supervisor, Straight Talk Foundation Kampala District Tel:+256772687336
---	--	---

I Colline Atala declare that, the information given above is true about me.

TWINAMASIKO KENNETH CURRICULUM VITAE

PERSONAL INFORMATION:

Surname : Twinamasiko
Others : Kenneth
Date of Birth : 29th January, 1980
Nationality : Ugandan
Gender : Male
Languages Spoken : English, Rukiga – Runyankole, Luganda
Marital Status : Married.

CAREER OBJECTIVE:

I seek an opportunity to fully engage my skills, knowledge and abilities in the Information Communication Technology and literature; as I contribute to organizational development and enhance its partnerships for sustainable growth while being resourceful, self motivated, innovative; result oriented, vibrant and dedicated team player

ACADEMIC QUALIFICATIONS:

Year	Institution	Award	Grade
2006 -2009	Uganda Christian University	Bsc.IT	Second Division upper.

2000-2002	Makerere University	Diploma in Dramatic Literature.	Second Upper Division
1998-1999	Kigezi College Butobere	UACE	Principals.
1994 – 1997	Lake Bunyonyi Secondary School	UCE	Second Division

OTHER CERTIFICATIONS AND SKILLS ATTAINED:

- Certificate in Counseling (Uganda Christian University)
- Certificate in Pedagogical and Entrepreneurship.(GTZ, PPTP)
- Certificate in First Aid and Care giving (Uganda Christian University)
- Certificate in Labor Relations and Negotiations (Federation of Uganda Employers)
- Certificate Administration (Kigezi College Butobere)
- Certificate in programming for results in complex and fragile contexts

WORK EXPERIENCE:

Year	Organization	Position	Duties
2002	NAADS	Research Assistant	-Impact Assesment
	AAMP	Base line survey Assistant	-Data Collection -Data collection
	Omni consult/AICM	Research Assistant	Data Collection
2003	African International Christian Ministry	Field Coordinator	Oversee implementation of development

			programs in pygmies' communities.
2004	Roots FM.	Production Manager	<ul style="list-style-type: none"> -Managing radio programs. -Radio Productions -Announcements and News casting. -Developing station reports to Directors.
2005-2006	African College of Commerce	Academic Registrar	<ul style="list-style-type: none"> -Design, oversee and implement Academic programs. -Conduct& supervise lectures & exams -Design Time table
2009.	Concern in Development	Field Officer.	<ul style="list-style-type: none"> -Implementing community development Programs. - Conducting field trips. -Writing, Proposals & reports.

2009-2010	Posta Uganda	Communication Officer.	<ul style="list-style-type: none"> -Run and maintain IT equipment. -In charge of electronic communications. -Helpdesk support services -Incorporating and fostering IT function.
2011 – To-date	Kigezi Diocese Water and Sanitation Programme	Advocacy and Communication Officer	<ul style="list-style-type: none"> -Foster Partners, Collaborations, Linkages and Networking with Development Partners and Stakeholders -Charged with Documentation, Learning and Sharing with in WAHS sector -Developing and Implementing Fundraising Strategies -Designing and managing programs and platforms for interchange of resources between the

			<p>Benefactor and Beneficiaries</p> <p>-Hosting joint and collaboration projects with development partners, hosting Programme visitors, trainees, volunteers, transform teams and development partners</p>
--	--	--	--

SKILLS AND COMPETENCES:

- I am a good listener which makes me a good communicator with good interpersonal and communication skills.
- I am good at situation analysis, project proposals writing, proof reading and analytical skills.
- I have got knowledge on Platforms like Windows Xp/98/95, 2000,NT, Open Suse(Linux).
- Design Data bases
- Design Websites and content management
- Both preventative and regular maintenance of all IT equipment
- Troubleshooting and updating antivirus programs and cleaning computers
- Monitoring and Evaluation.
- Networking.
- Proper Documentation and reporting.

HOBBIES:

- Reading EBooks
- Learning New Things
- Writing

Exploring nature

REFEREES

Rev. Can. Reuben Byomuhangi

Coordinator

Kigezi Diocese Water and Sanitation
704391529

Tel: (+256) 772524139

reubenbyomuhangi2@gmail.com

Mrs. Queen Immaculate

Executive Director Concern in Development

Tel: (+256) 783472141 /

Rev. Can Amos Turyahabwe

Chaplain St. Francis Chapel

Makerere University

Tel: + (256) 702401779

KAKIGA RAYMOND CURRICULUM VITAE

A. BASIC INFORMATION

NAME	KAKIGA RAYMOND
Qualification	BACHELOR OF STATISTICS
SEX	MALE
MARITAL STATUS	MARRIED
PROFESSION	STATISTICIAN
DATE OF BIRTH	21st OCT 1984
PLACE OF BIRTH	KABALE HOSPITAL, KABALE
NATIONALITY	UGANDAN
CONTACT ADDRESS	STATWORLD CONSULT UGANDA LTD,
	P. O. BOX 72958 Clock Tower,
	KAMPALA
	TEL 256-702264922
	E-MAIL : byonakiga@yahoo.com/byonakiga@gmail.com
PERSONAL PROFILE	Raymond Kakiga currently holds a bachelor's degree in statistics from Makerere University and has got profound experience Monitoring and Evaluation, Data analysis, report compiling, database management, Computer programming, business planning, and project proposal development.
B. EDUCATION	
<u>YEAR</u>	<u>INSTITUTION</u> <u>AWARD</u>

2004-2007	Makerere University	Bachelor of Statistics
2006-2007	Makerere University	Oracle DBMS certificate
1998-2001	Kigezi High School	A' Level Certificate
2002-2003	Kigezi High School	O' Level Certificate
1990-1998	Nyakibale lower P/s	PLE

C. SOCIAL RESPONSIBILITIES

<u>DATE</u>	<u>ORGANISATION</u>	<u>RESPONSIBILITY</u>
2005/2006	Makerere University Kigezi High School	General Secretary
	School Association	Students
2004/ 2007	Uganda Statistical Society	Member
2002/2004	Village council association	Football chairperson

D. EXPERIENCE RECORD

(a) Formal Employment

<u>DATE</u>	<u>ORGANIZATION</u>	<u>TITLE/POSITION</u>
<u>2014-2016</u>	<u>Statworld Consult Uganda</u>	<u>Research Consultant</u>
	-Assessment of regional structures of ministry health under the Capacity Strengthening project implemented by Belgium Technical cooperation	<u>Statistician</u>
	End term evaluation of TSUPU project under Ministry of Lands by	Lead consultant

	Cities Alliance
	End term Evaluation of Safe Motherhood Project in Mubende and Mityana Districts – by Mild May Uganda Lead consultant
Dec 2011- Nov 2014	Uganda Bureau of statistics Zonal Supervisor
Roles and achievements	<p>Raymond is was a Zonal Supervisor at Uganda Bureau of Statistics and responsible for monitoring field operational research materials in a coverage of over 15 districts and supervise the teams involved in census related research activities.</p> <ul style="list-style-type: none"> • Headed a team of 1920 research assistants in Kabale district to execute census data collection with 100% coverage achieved • Compiled preliminary results for census 2014 • Drafted the census data collection tools (Household Questionnaire, Institution Questionnaire, and Hotel Questionnaire) • Headed Sixth Piloting of the Data collection tools in West Nile Sub region in Nebbi District • Analysis of the Uganda national Labour force survey and report compiling • Compiling child labour force survey report • Analysis of the district census material assessment report for census material distribution planning • Draft budget for the National population census 2013 • Examining the weaknesses in population census housing material distribution in selected districts in Uganda
Dec 2007 –2011	STATWORLD Consult Research and IT consultant (www.statworldug.com)
Roles and achievements	<p>(b) RESEARCH EXPERIENCE</p> <p>Raymond has been a Research and IT consultant at Statworld consult Uganda Limited for a period of five years. The type of research consultancy he has provided to clients ranges from carrying out feasibility studies, baseline assessment surveys, mid and end term evaluation surveys, writing inception reports, and final report development.</p>

Raymond has drafted Performance Monitoring Plans, Strategic Frameworks, Logical frameworks for small and mid sized organisations meant to help monitor their respective project progress. Organisations include CBOs, NGOs, and FBOs.

Within the research surveys, Raymond prepares databases for the surveys using different software like, Access, SQL, Oracle, STATA, SPSS, EPINFO, among others. Projects handled include;

- **Evaluation of data quality assurance for the Young Empowered and Health (YEAH) Uganda programme in 2008,**
- **Data entry and analysis for the Irish Potatoes project by Africa Highlands Initiative in Kabale District;**
- **Analysis for the evaluation and performance of construction of Kampala Northern Bypass,**
- **Data Analysis for Pineapple project under Sub Saharan Africa Challenge program (2010),**
- **Developing the Farmer Ownership Model for Africa Rural Support Initiative (Tanzania) meant to mainstreaming rural farmers into rich income earners using farmer groups (2008),**
- **Data analysis consultant for Sub Saharan African Challenge program end term evaluation in southwest Uganda (2010),**
- **Data analysis Consultant for the Uganda Microfinance institutions Training Needs Assesment survey at DEMIS Consult Uganda Limited (2010),**
- **National Market Assessment survey for OIKO credit Uganda branch (2010/2011).**

(c) BUSINESS CONSULTANCY EXPERIENCE

Raymond has developed various business ideas for clients into tangible businesses Raymond offers people who want to start business, or want to improve with professional advice coupled with documented reports to guide our clients. Here Raymond drafts tools for carrying out feasibility studies, business assessment studies together with a team of business consultants.

Projects handled include:

- **Water packaging and processing plant business plan**
- **Primary School business plan**
- **Bakery Business plan**
- **Modern Farm recycling agricultural processing plant business plan**

(d) INFORMATION TECHNOLOGY EXPERIENCE

Raymond has headed various teams under contracts made with statworld consult Uganda limited the include software development contracts and they include, customized inventory management systems, customised financial management systems, monitoring and evaluation online based systems software, and website based content management systems. In these assignments, Raymond conducts software tests with the clients and ensures that they are in line with clients needs.

The project supervised include:

- Hospital management systems executing a workflow right from reception to issuing of drugs and keeping patients history currently implemented in Kabwohe health centre, Ntinda kampala, Kamwokya clinics
- Comprehensive School Management system called chalk performer now used in many schools in Uganda and Kenya
- Comprehensive Hotel Cost of production monitoring software for INSCOR Uganda (Nandos and Mateos)
- Web portal at www.servicesadisory.com
- Library Management system
- Human Resource Management System (Workplace HRS)
- Security Deployment Workflow system (Under development)

Training
expertise

Raymond heads the Statworld consult Uganda limited IT capacity building team that goes to different organisations in need of services to boost their human resource with IT knowledge.

Raymond has a 8 year experience in using Database

driven software for Data entry, Database design, and Statistical analysis of data among these are STATA, EPI DATA, EPINFO, SPSS, SAS, PASTEL, TALLY, QUICK BOOKS, NA VISION etc.

Raymond has trained various companies on how to use latest software like Microsoft office 2007, windows 7, under STATWORLD consult Uganda limited led contracts. Among these companies is INNSCOR Uganda limited, mojja investments limited, and Africa Rural Development Initiative (Tanzania).

Computer Skills

Computer Programming Languages well known include, C, C++, VISUAL.NET, PHP, HTML, CSS, C#

Application packages include;, SAS, STATA, SPSS/PC+, EPINFO 2004 AND EPINFO 6, MS-EXCELL,MS ACCESS, ORACLE 10g, mySQL and SQL.

Other computer Skills

— Networking and configuring , LANs, WANs

(e)
LANGUAGES

Language	Speaking	Reading	Writing
English	Excellent	Excellent	Excellent
French	Good	Good	Good
Kiswahili	Good	very good	Good