

Webpage Technologies

— Connecting Possibilities, Powering Growth —



www.techweb.africa



Preface

The ICT, Telecommunications, and Energy industries in Africa are undergoing rapid transformation. As the continent continues to embrace digitalization, the demand for reliable, high-speed connectivity, innovative technology solutions, and sustainable infrastructure has grown exponentially.

Despite these opportunities, Africa still faces significant challenges. Connectivity gaps persist, especially in rural areas, leaving millions without access to the digital economy. Cybersecurity threats are rising as more businesses and governments shift operations online, creating an urgent need for robust, secure networks.

Against this backdrop, Webpage Technologies Limited has positioned itself as a leader and catalyst for change in Africa's ICT and telecommunications landscape. As a Pan-African turnkey service provider, we deliver solutions that address both current needs and future demands.

As the world moves further into the Fourth Industrial Revolution, Africa's role in the global digital economy will only increase. For this transformation to be successful, infrastructure must be resilient, secure, and future-ready. At Webpage Technologies, we see ourselves not only as service providers but as partners in Africa's journey toward a more inclusive and connected future. Our vision is to ensure that every African business, individual, and community can access the tools and technologies needed to compete on the global stage.

As we move forward, Webpage Technologies remains committed to being a driving force for progress, helping shape a more connected, secure, and prosperous Africa.



Our Purpose

To lead ICT Business Innovation Initiatives in Africa



Core Pillars

1. Innovations:

We believe in staying ahead of the curve by continuously integrating the latest technological advancements.

2. Operational Excellence:

A commitment to high-quality delivery, ensuring all projects meet the strictest industry standards.

3. Customer Centric approach

We place our clients at the heart of everything we do, delivering tailored solutions that meet their unique needs.

4. Sustainability

We ensure our services are aligned with environmentally sustainable practices for a greener future.

About Webpage Technologies Limited

Webpage Technologies Limited is a leading Pan-African turnkey service provider, specializing in ICT, Telecommunications, and Energy solutions. Established with a vision to transform Africa's digital landscape, we are committed to delivering innovative, high-quality services that drive connectivity, efficiency, and sustainability. Our solutions are designed to address the unique challenges faced by African businesses, governments, and communities, helping them unlock their full potential in today's digital economy.

With extensive expertise in telecommunication tower construction, GSM network optimization, transmission services, and fiber optic installations, we provide end-to-end solutions that enhance telecommunication infrastructure across the continent. Our services extend beyond physical infrastructure to include a comprehensive range of ICT solutions, such as digital infrastructure, cybersecurity, data analytics, and secure networking, ensuring that our clients remain competitive and secure in an evolving technological environment.

At Webpage Technologies, we pride ourselves on our customer-centric approach, delivering tailor-made solutions that meet the highest international standards, including ISO 9001 principles. Our team of experts is dedicated to ensuring that every project is completed with precision, efficiency, and long-term value, from initial design to final implementation and maintenance.

By leveraging state-of-the-art technology and deep industry knowledge, we empower our clients to optimize their operations, reduce costs, and achieve sustainable growth. Whether it's through infrastructure development, IT consulting, or hardware and software procurement, Webpage Technologies is committed to helping Africa build a connected future where technology drives progress and prosperity.

As we continue to expand our reach across the continent, Webpage Technologies Limited remains focused on being a trusted partner in Africa's digital transformation journey—creating opportunities, delivering solutions, and making a lasting impact in the ICT and telecommunications sectors.

Our Vision

The premier Pan-African leader in ICT, Telecommunications, and Energy services, driving technological innovation and sustainable development across the continent.

Our Mission

We are committed to delivering world-class turnkey solutions that empower businesses through cutting-edge technology, unmatched expertise, and operational excellence.

Our mission is to continuously innovate, optimize, and scale infrastructure for our clients while ensuring cost-effectiveness and sustainability.





Our Service Listing

1. Telecom infrastructure
2. GSM Network Optimization:
3. Transmission
4. Fibre Optic Deployment
5. ICT Solutions



1 Telecommunications Infrastructure

“Our purpose is to drive the growth of mobile communications across Africa”



Civil Engineering

From design & detailing, through architectural site layout, to concrete foundations and complete site construction.



Site Optimisation

Planning and implementation of hybrid sites, incorporating solar energy and electricity for cost effective energy consumption



Site Management & Controls

Ongoing monitoring that reduces maintenance costs and improves services to end-users



Telecom Network Services

Network planning and design, optimization, management, operational support and installation services, for effective implementation and maximal coverage

Masts and Towers are a specialized type of structure commonly used for Telecommunications to support equipment at substantial heights.

Masts / Towers are utilized to achieve the maximum in elevation and loading at an economical cost. The addition of heavy braced sections and arm guyed wire points allow a mast or self-support tower to be engineered custom to its loading specifications.

Masts and Towers fabrication and galvanizing and installation offered by Webpage Technologies are designed to withstand the harshest environmental conditions. The primed and painted steel elements and the reinforced base plates of these masts ensure stability. One of the advantages of the our masts is the increased rigidity of the section and their greater stability in cases of buckling.

Webpage Technologies provides turn-key wireless communication site installations. We self-perform all aspects of site development: site civil construction, foundations, tower erection, site grounding, antenna mounting and installation, microwave path alignment, coax and waveguide installation and sweep testing and site electricals.

We also provide on-call emergency repair and maintenance services as well as fully documented site audits and inspections. Our company offers virtually an unlimited list of capabilities because of our vast experience and industry knowledge



2 GSM Network Optimization

“ We deliver tailored solutions to meet the evolving needs of the telecommunications industry.”

At Webpage Technologies Limited, we specialize in the installation and commissioning of diverse network elements, ensuring robust and efficient telecom infrastructure. Our services cover a wide range of systems, including:

- RF Network Systems
- Microwave Transmission Systems
- VSAT Systems
- Fiber Systems

Our team of highly trained professionals is skilled in handling equipment from multiple vendors, ensuring seamless integration and deployment. With extensive experience across all network subsystems, from Radio Access Networks (RAN) to Core Networks, our expertise spans the installation of small microwave antennas to larger, more complex systems.

We adhere to stringent safety protocols, particularly in hoisting large antennas to significant heights, ensuring both operational efficiency and the safety of our workforce.

In addition to installation, we offer comprehensive optimization services for these systems, which include:

1. **Drive Test Services:** Optimizing performance for various mobile technologies by evaluating network coverage, quality, and capacity.
2. **Antenna Tuning:** Fine-tuning antenna configurations to ensure optimal signal strength and coverage.
3. **Microwave Link Alignments:** Precise alignment of microwave links to guarantee efficient data transmission.
4. **Equipment Recovery and Redeployment:** Safely decommissioning and redeploying equipment to maximize resources and reduce costs.

With our expertise and commitment to quality, Webpage Technologies Limited ensures that your network infrastructure performs at its best, delivering reliable and optimized connectivity solutions.



3 Transmission Services

At Webpage Technologies Limited, we provide industry-leading transmission services that ensure seamless communication across both Radio and Optical transmission systems. Our comprehensive approach covers the installation, commissioning, and optimization of transmission networks, designed to deliver reliable, high-capacity connectivity solutions for businesses and operators.

Our transmission services encompass the following:

1. Installation and Commissioning of Transmission Systems

We deploy fully resourced and trained teams of riggers and technicians who specialize in installing and commissioning transmission equipment from all major suppliers. Our teams are equipped to handle:

- Radio Transmission Systems
- Optical Fiber Transmission Systems

2. Advanced Transmission Planning

What sets us apart is our meticulous approach to transmission network planning. We offer:

- Compression and Timeslot Grooming
- Cross-Connection Management
- Frequency and Tributary Management

3. Innovative Approach to Installation

Our unique methodology prioritizes not just efficient installation, but also minimal disruption to existing infrastructure and the environment. Key differentiators include:

- Trenching Standards
- Cable Installation

4. Maintenance and Optimization

We go beyond installation by providing ongoing maintenance and optimization services to ensure the longevity and peak performance of transmission networks. Our proactive approach includes:

- Periodic Testing and Monitoring
- Link Alignment and Optimization

5. End-to-End Documentation and Compliance


We ensure that all projects are delivered with complete, warranty-compliant documentation in line with ISO 9001 principles. Our clients receive thorough records for every transmission element installed, ensuring full transparency, accountability, and compliance with industry standards.

How Webpage Technologies Does It Differently

What sets Webpage Technologies Limited apart is our commitment to tailored solutions and customer-centric approach. Unlike many service providers, we:

- Customize Every Project
- Focus on Long-Term Reliability
- Adopt the Latest Technologies
- Commitment to Safety and Environmental Standards

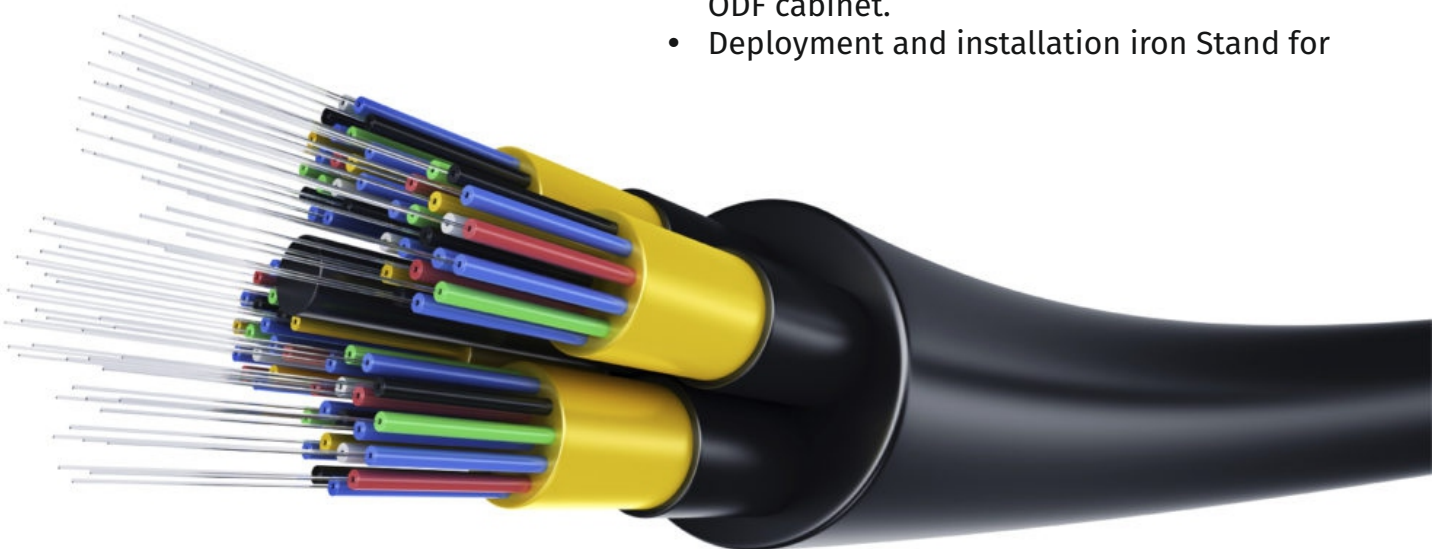
With Webpage Technologies Limited, you get a transmission partner dedicated to delivering high-performance, cost-effective, and future-proof solutions that help you stay connected in an ever-evolving digital world.

A close-up photograph of a worker in a trench, wearing a high-visibility vest and gloves, handling several fiber optic cables. The cables are bundled together and are being installed into a metal duct. The trench is filled with soil and gravel.

4 Fibre Optic Deployment

Webpage Technologies Limited provides turnkey services for the provisioning of Aerial and Underground fiber optic network construction projects. The scope of work in Optical Fiber deployment and maintenance projects is given below.

- Civil works including excavation of trench.
- Manual Bore for road crossing.
- HDD Bore (Machine Bore) for road crossing.
- Supply and deployment of UPVC pipe, PVC Flexible pipe, channel duct pipe or GI pipe as per design.
- OFC Pulling in GI/HDPE/UPVC Pipes Open/Closed Cable Trays or Runways (Internal/External Routes).
- Supply and deployment of cable runway with complete accessories.
- Excavation and backfilling with tiles reinstatement.
- OFC duct buried complete splicing of xxx core joint enclosure including splicing material.
- Concrete Filling with necessary arrangements of shattering if required.
- 1X xxx Core ODF complete Installation with accessories and complete tagging material including xxX SC-LC Patch Cord SM Duplex.
- Provisioning and deployment of Hand Hole. Excavation and refilling work.
- Supply and deployment PVC coated Iron Flexible pipe with complete accessories.
- Deployment and installation of outdoor ODF cabinet.
- Deployment and installation iron Stand for





5 ICT Solutions & Supplies

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CRM & Workplace

Data & AI

Cyber Security

Cloud & Managed Services

Software Engineering

IT Hardware Supplies



for an innovative **DIGITAL JOURNEY**

At Webpage Technologies Limited, we are on a mission to build integrated platforms that connect people and organizations to unlock infinite possibilities in Africa & beyond. Our group focuses on research & development (R&D), business development & management, and strategy & consulting to enable our clients and partners to make a mark in their industries.

— Connecting Possibilities, Powering Growth —



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CRM & WORKPLACE



1. Digitalize Your Sales, Marketing And Services

Webpage Technologies delivers Digital Transformation to industries to grow their business sustainably. Disruptive times have increased the need for a 360° transformation of the customer journey and experience with the power of Artificial Intelligence (AI) as the central building block.

The constant changes in the way we work and the digitalization of workplaces require business models and cultures to change as well. Be closer to your customers and give them more flexibility, which megatrends like Direct-to-Consumer models as well as subscription models already allow you to do.

With AI-based customer intelligence and cloud-based technologies, we offer you Customer Relationship Management (CRM) both as a platform and a strategic concept for a better understanding of customer-centric processes and communication.

2. CRM & Customer Journey

Today's businesses can only thrive if they deliver outstanding customer experiences. With AI-driven personalized customer journeys for marketing, sales & service you can reach your customers at the right time, with the right message and through the right channel. We offer you industry-specific solutions and help you create a seamless 360° experience across all channels.

- Industry-specific solutions for sales, marketing, commerce & service
- Customer journey management based on leading CRM solutions
- 360° customer journey & experience
- AI-driven personalized customer journeys
- Direct-to-Consumer (D2C) strategies and solutions
- Customer loyalty programs
- Omni-channel management
- Lead generation & management



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CRM & WORKPLACE

3. Workplace

Empower your employees with the right tools, platforms and information to work effectively and reach their goals. With fully digital workplaces, intelligent process automation, cloud-based solutions and the use of AI, you can meet the demands of New Work models, help your teams collaborate and customize dashboards for the individual needs and goals of your employees.

- Employee efficiency through digital workplace & process automation
- Fully managed digital workplaces
- Collaboration solutions
- Portals & communities
- Workplace security

4. ERP

Modern ERP solutions take your business growth to the next level. Our solutions are not a one-size-fits-all approach. They are carefully curated and tailored to the unique needs of your organization. This enables the complete optimization of your operations and finance.

An ERP solution provides users and equips managers with the tools they need to create more accurate forecasts. Reporting is made more customizable and data security is based on the highest level of compliance standards.

- Operations optimization
- Product transformation
- Customer engagement
- Employee empowerment

5. Integration & Data

With our data platform services, you can unlock your customer data and identify business potential. We support you with the integration and operation of your data in your systems and processes for transparent reporting, personalized customer journeys and smart forecasts. Realize the highest business value by using AI-driven data analytics and innovative BI solutions for marketing, sales, service and commerce.

- Unlock your customer data potential with data platforms
- Empower your customer journey with data & system integration
- 360° customer insights
- Customer analytics & BI strategy
- Design & implementation
- Data storage and integration
- Visualization & self-service

4. Cloud & Operations

Cloud-based technology helps you bring more flexibility to your employees, reduce data silos, and create opportunities for connecting systems and services for 360° operations.

Increase operational efficiency by using customizable managed services to optimize effort and investments. Standardize operations across office locations and benefit from collaborative tools and applications.

- Operations & management for Customer Experience Cloud
- Office 365 operations & support
- Data intelligence & BI managed services
- Customer Experience DevOps



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CYBER SECURITY



Secure Your Business With Focus on Data and People

Our Cyber Security portfolio is designed to secure business data, communication, collaboration, employees, and customers and to enable all of you to achieve that in an easy and effective way.

Adopt a pro-active approach, raise your security maturity and provide your business with the protection it needs to operate and grow while complying with customer expectations and government regulations.

Increasing visibility is key, not only amongst IT systems and platforms but also in people's minds and behavior. That's why we offer a portfolio of products, solutions, operations and support services and consulting expertise, to help customers address all these challenges.

Webpage Technologies Cyber Security Solutions includes:

a) Collaboration Security

- Collaboration protection
- Email security & management
- Content-driven security
- Easy & strong encryption
- GDPR process management

b) Security Knowledge & Awareness

- Security awareness trainings
- Phishing simulation
- Continuous security education & assessments
- Machine learning security analytics based on user behavior

c) Managed Security Services & Operations

- Security Operation Center - SOC
- SOC as-a-Service
- SOAR as-a-Service

d) Security Consulting & Services

- Posture assessment
- Penetration testing
- Security maturity check
- Security consulting

DATA & AI



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1. Boost Your Data-driven Organization

Webpage Technologies offer a comprehensive end-to-end solution for industry-specific Business Intelligence (BI) as well as enterprise architecture and end-to-end integration including operations and support. Our data experts are trained, certified and experienced in delivering consistent and comprehensive solutions.

We create the framework for you to implement data governance, agile DevOps and data quality management.

2. Data Analytics

AI-driven data analytics and innovative BI solutions help you to build decision intelligence and realize the highest business value. Furthermore, you can visualize data for your stakeholders and individualize dashboards for different uses.

- Dashboards
- Data analytics & business intelligence
- Customer data platform
- Data personalization
- Graph analytics

additional
AI & DATA
solutions

- i. Data Analytics
- ii. Data Management Platform
- iii. Data Governance & Operations
- iv. Data & Ai Ideation Workshop



CLOUD & MANAGED SERVICES

ADVANCE YOUR CLOUD-BASED TECHNOLOGY WITH EASE

at Webpage Technologies, we believe in the Smart Cloud approach - analyzing, planning and adopting cloud technologies in a way that fits our customer's individual needs and use cases.

The proper approach can help you leverage cloud technologies to improve and optimize your business results. This includes everything from evaluation to the adoption and spanning operations and support, which differs from traditional IT operations and support services. With the Smart Cloud we deliver added value to our clients and enable them to benefit from new business opportunities and to achieve sustainable growth.

Cloud Transition

With our cloud transition portfolio of services, we support our customers on their cloud journey, whether they choose public, private or hybrid cloud technologies. We know that transforming a company's IT, applications, business model and processes for the cloud is anything but a simple task

- Enterprise cloud strategy
- Cloud migration services
- Cloud experts & architects

Cloud Operations

Our services are designed to help you run your workloads in the cloud in a secure and optimized way. To build an SLA-oriented service, we combine our technical expertise with the right set of tools and processes.

- CloudOps as-a-Service
- DevOps as-a-Service
- Multi-cloud management and orchestration

IT Managed Services

With our IT Managed Services you can improve service quality and user satisfaction, reduce risk for your organization, achieve business growth, accelerate adoption through flexibility, and optimize costs through a consumption-based model.

- Unified communications as a Managed Service
- Microsoft 365 services
- Infrastructure as-a-Service
- Cloud-in-a-box

Support Services

Are you overwhelmed with solving support incidents or customer enquiries?

Webpage Technologies support services allow you to outsource tasks and non-core activities to experienced specialists. Our support is available in different languages, 24/7 and with delivery models based on your requirements

- 24/7 customer care and L1 support services
- 24/7 XpertIT support services
- Back-office services
- Data services



Software IOT & Web

—Connecting Possibilities, Powering Growth—



At Webpage technologies, we are on a mission to build integrated platforms that connect people and organizations to unlock infinite possibilities in Africa & beyond. We focus on research & development (R&D), business development & management, and strategy & consulting to enable our clients and partners to make a mark in their industries.



Web Foundry | Building Scalable Businesses DEDICATED DEVELOPMENT & OPERATIONS CENTER

The Dedicated Development and Operations Center is an excellent opportunity to enhance your business with a team of highly skilled professionals from different responsibility models to meet your requirements and needs, whether in external or internal project management.



WebLAB | Innovate for Africa CONNECT. UPSKILL. CREATE

The purpose is to empower connected learners by nurturing their thinking, supporting their professional development and facilitating meaningful connections with corporates, thus fostering a mutual beneficial relationship that drives innovation and success in the corporate world.



Web Code | Where Hybrid Marketing Makes a Difference HYBRID MEDIA . PR, GOVERNANCE & SUSTAINABILITY

We collaborate with brands to bring them close to consumers. We are a trusted partner dedicated to driving change and making a lasting impact in our clients' industries.

Products & Services

1. Digital Platform (Mobile and Web solutions).
2. Website design, development, and maintenance.
3. Digital data collection, research, monitoring, and reporting.
4. Digital platform management.
5. Gaming and Raffle tools (Digital draws).
6. Customer engagement and experience (Chatbots).
7. Bulk SMS platform.
8. Payment Integration

IT Hardware Supplies

IT hardware supply for business - whatever technology you require, we can help. Your business can benefit from the fast delivery, competitive prices and expert advice that Webpage technologies will provide. Ensure that you are purchasing the correct hardware for your business in the short and long term and avoid costly mistakes.



COMPUTER HARDWARE & ACCESSORIES

LAPTOPS, DESKTOPS, PRINTERS, CAMERAS, UPS
SPEAKERS, PROJECTORS, KEYBOARDS & MOUSE,
HARDISKS (EXTERNAL & INTERNAL), MOUSEPADS,



NETWORKING EQUIPMENT

DATA CENTRE, SERVERS, SWITCHES, CABLES,
ROUTERS, FIREWALLS, CONNECTORS,
NETWORK & DATA CABINET, SERVER RACKS,
ACCESS POINTS



PRINTER INKS, CARTRIDGES, SPARES & OTHER CONSUMABLES



IP TELEPHONY & VOIP SYSTEMS FOR YOUR BUSINESS

UNIFIED TELEPHONY INFRASTRUCTURE & SYSTEM,
VIRTUAL CONFERENCE SOLUTIONS



IT REPAIRS & MAINTENANCE

LAPTOPS, PRINTERS, UPS, SCANNERS,
DESKTOP COMPUTERS



ELECTRONIC SECURITY & CONTROLS

CCTV SURVEILLANCE SYSTEM, CONTROL ROOMS,
ACCESS CONTROL SYSTEMS, AUTOMATED GATES AND
BARRIERS, BIOMETRIC AND TIME ATTENDANCE,
INTRUDER BURGLAR ALARM SYSTEM, ELECTRIC
FENCE SECURITY, FIRE ALARMS AND ACCESSORIES

Meet Our Team



DIANA NKIROTE
CEO & FOUNDER

Diana Nkirote is the visionary founder and CEO of Webpage Technologies Limited, a leading Pan-African turnkey service provider in the ICT, Telecommunications, and Energy sectors. With over 11 years of industry experience, Diana has established herself as a dynamic leader passionate about driving digital transformation across Africa.

Her academic background, combined with her relentless drive to innovate, has been instrumental in shaping Webpage Technologies into a key player in the continent's evolving technological landscape.



JOY W. MWANGI
MANAGING DIRECTOR

Joy Mwangi is a dynamic and experienced leader in the ICT and Telecommunications sector, serving as the Managing Director at Webpage Technologies Limited. A graduate of Nairobi University with a degree in Information Technology, Joy has accumulated over 7 years of hands-on experience in the industry.

Joy's expertise spans IT consulting, network optimization, cybersecurity, and infrastructure development, with a focus on transforming digital environments for enterprises and governments.

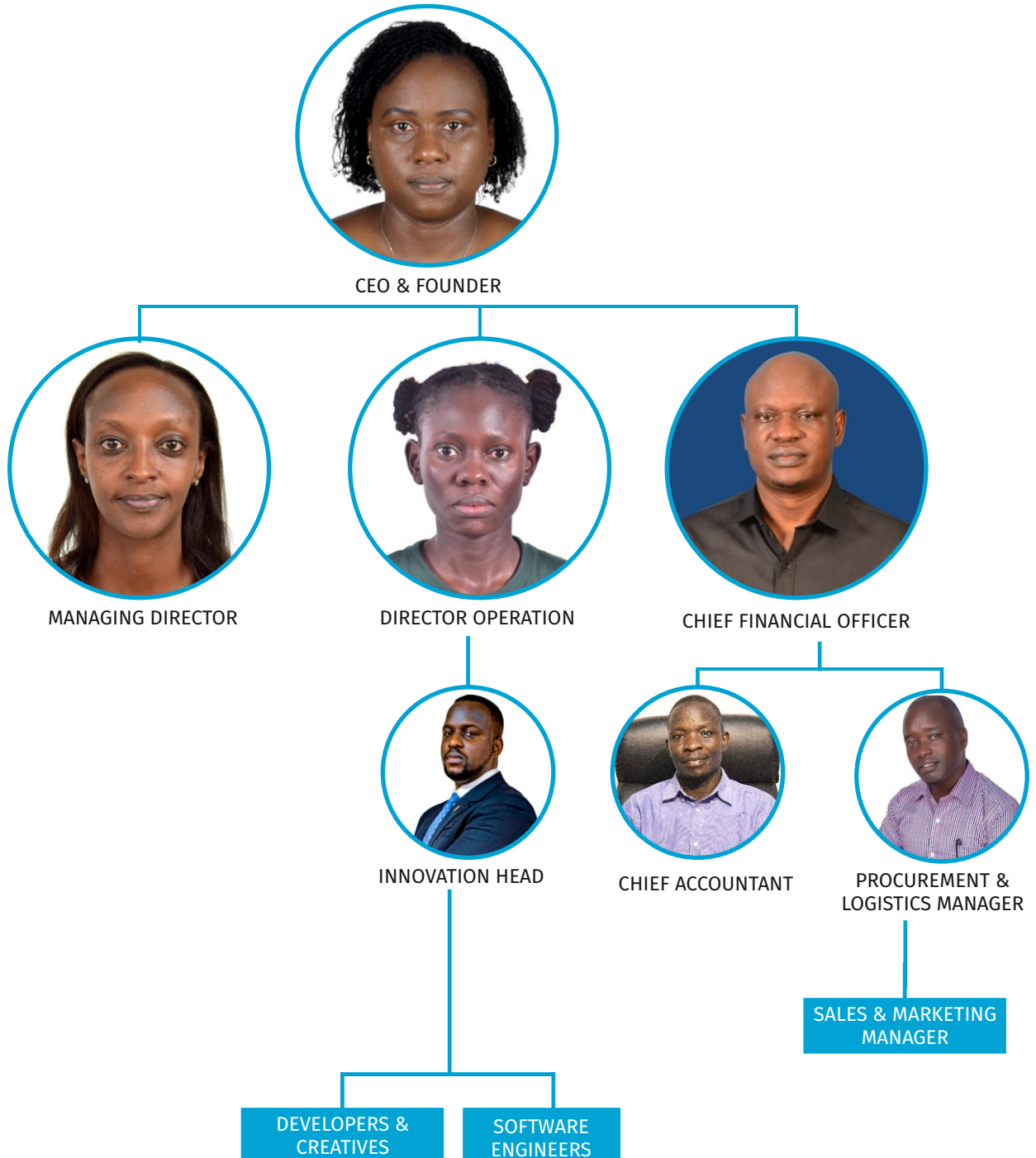


ROSE A. OTUNGE
DIRECTOR- OPERATIONS

Rose Otunge is a highly skilled and dedicated professional, serving as the Operations Director at Webpage Technologies Limited. With a Bachelor's degree in Business Administration, Rose brings a unique blend of technical expertise and business acumen to her role.

Rose's role encompasses overseeing daily operations, coordinating cross-functional teams, and ensuring the seamless execution of Webpage Technologies' diverse service offerings.

Organization Structure





No. **PVT-ZQUXLEM9**

CERTIFICATE OF INCORPORATION

I hereby **CERTIFY** that,

WEBPAGE TECHNOLOGIES LIMITED

is on this date 13 Feb 2024 Incorporated under the Companies Act, 2015 and that the Company is a **PRIVATE LIMITED COMPANY.**



.....
Registrar Of Companies

This is a system generated certificate. To validate this document send the word **BRS** to **21546**

Certificate Date : 13/02/2024

Personal Identification Number

P052298735Z

This is to certify that taxpayer shown herein has been registered with Kenya Revenue Authority

Taxpayer Information

Taxpayer Name	WEBPAGE TECHNOLOGIES LIMITED
Email Address	limitedhyperlink@gmail.com

Registered Address

L.R. Number : NA	Building : UTALII HOUSE
Street/Road : UTALII LANE	City/Town : NA
County : Nairobi	District : Starehe District
Tax Area : CBD	Station : North of Nairobi
P. O. Box : 14266	Postal Code : 00100

Tax Obligation(s) Registration

Sr.	Tax Obligation(s)	Effective Date
1	Income Tax - Company	13/02/2024

The above PIN must appear on all your tax invoices and correspondences with Kenya Revenue Authority. Your accounting end month is June unless a change has been approved by the Commissioner-Domestic Taxes Department. The status of Tax Obligation(s) with 'Dormant' status will automatically change to 'Active' on date mentioned in "Effective Till Date" or any transaction done during the period. This certificate shall remain in force till further updated.

www.kra.go.ke**Taxpayer PIN :** P052298735Z**Certificate Date:** 10/04/2024**Name and Address :****Webpage Technologies Limited**NA, UTALII HOUSE, NA, Starehe District,
PO Box:14266,
Postal Code:00100**Certificate Number:**

KRANON1391579024



**This is to confirm that Webpage Technologies Limited,
Personal Identification Number P052298735Z
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 09/04/2025.**

Caveat: This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.



BUSINESS REGISTRATION SERVICE
P. O. BOX 30031
NAIROBI
12 SEP 2024

To
DERICK AENDE OCHIENG
P.O. Box 14266
00100 - G.P.O NAIROBI

THE COMPANIES ACT, 2015

Records relating to the below company held by the Companies Registry as at 12 Sep 2024

COMPANY	WEBPAGE TECHNOLOGIES LIMITED
COMPANY NUMBER	PVT-ZQUXLEM9
NOMINAL SHARE CAPITAL	100,000.00
NUMBER AND TYPE OF SHARES (VALUE PER SHARE)	ORDINARY: 1000 (KES 100.00 EACH)
DATE OF REGISTRATION	13TH FEB, 2024
REGISTERED OFFICE	P.O BOX 14266 G.P.O NAIROBI TELEPHONE: +254721348608, EMAIL: LIMITEDHYPERLINK@GMAIL.COM COUNTY: NAIROBI, DISTRICT: STAREHE DISTRICT , LOCALITY: CBD STREET: UTALII LANE, BUILDING: UTALII HOUSE
POSTAL ADDRESS	P.O BOX 14266 G.P.O NAIROBI
ENCUMBRANCES	

Name of Directors and Shareholders of the above company with their particular are as follows

NAME	DESCRIPTION	ADDRESS	NATIONALITY	SHARES
DIANA NKIROTE MERUH	DIRECTOR/SHAREHOLDER	P.O BOX 49708 G.P.O NAIROBI	KENYAN	ORDINARY: 100
JOY WANJIRU MWANGI	DIRECTOR/SHAREHOLDER	P.O BOX 13816 WESTLANDS	KENYAN	ORDINARY: 100
ROSE ACHIENG OTUNGE	DIRECTOR/SHAREHOLDER	P.O BOX 67508 CITY SQUARE	KENYAN	ORDINARY: 100
			TOTAL	300

Yours Faithfully,
REGISTRAR OF COMPANIES



REF NO: OS-ERFQ6P5K

DISCLAIMER: THIS IS A SYSTEM GENERATED CERTIFICATE AND DOES NOT REQUIRE A SIGNATURE

NT/PPD/2024/DGW/10680

VALID UNTIL: 16/09/2026



REPUBLIC OF KENYA

ACCESS TO GOVERNMENT PROCUREMENT OPPORTUNITIES (AGPO)

CERTIFICATE OF REGISTRATION

(WOMEN)

M/s WEBPAGE TECHNOLOGIES LIMITED

Reg. No. **PVT-ZQUXLEM9**

P. O. Box **14266 00100 NAI** has on this **16TH** day of **SEPTEMBER**, **2024**,

been duly registered under The Public Procurement and Asset Disposal Act 2015 for a period of two years.



Disclaimer: You may confirm validity of this certificate on the AGPO Portal at www.agpo.go.ke or by scanning the QR Code provided.

Caveat: This certificate is issued on the basis of information available with the National Treasury as at the certificate date mentioned above. The National Treasury reserves the right to withdraw the certificate if new evidence materially alters the compliance status of the recipient.



NAIROBI CITY COUNTY

City Hall Building,
City Hall Way,
Nairobi, Kenya

P.O. Box 30075-00100
Nairobi, Kenya
info@nairobi.go.ke

UNIFIED BUSINESS PERMIT TRADE LICENCE

LICENSE NO.: **TLA007684**
VALIDITY: **ANNUAL**

EFFECTIVE DATE: **28 MAR, 2024**
EXPIRY DATE: **27 MAR, 2025**

Nairobi City County grants this Trade License to

BUSINESS NAME: **WEBPAGE TECHNOLOGIES LIMITED - NAIROBI**

Registration details:

Registration No.: -

KRA PIN: **P052298735Z**

Postal address: **14266-00100 Nairobi**

Physical address:

Unit: , Floor: -, **REHEMA HOUSE, 1st flr**

Plot: **209/4041, Starehe, Nairobi**

To engage in the following activities/businesses/occupations:

600 PROFESSIONAL, TECHNICAL AND FINANCIAL SERVICES

Small professional services firm with 6-20 employees/professionals/technicians/guards etc.

CONSULTANCY ICT RELATED SERVICES

Having paid a license fee of **KES.26,000.00 (TWENTY SIX THOUSAND SHILLINGS ONLY)**

100	SBP	KES. 20,000.00
200	FIRE	KES. 5,000.00
400	PEST CONTROL	KES. 1,000.00

Business under this permit shall be conducted at the address as indicated

DISCLAIMER

Issuance of this permit does not exempt the permit holder from compliance checks, inspections, top-ups or adherence to applicable laws. The Nairobi City County Trade Licensing Act 2019 Section 17(1) gives the Director the powers to suspend or cancel a permit in case of false information or non-compliance with the applicable laws.

Date of Issue: **28 MAR, 2024**

POWERED BY

By Order of:



TLA007684



Scan this QR Code to verify the authenticity of this document

Alternatively visit nairobiservices.go.ke/everify and type in the document number



NAIROBI CITY COUNTY

City Hall Building,
City Hall Way,
Nairobi, Kenya

P.O. Box 30075-00100
Nairobi, Kenya
info@nairobi.go.ke

TERMS & CONDITIONS

This licence is issued under section 12 of the Act subject to the following terms and conditions: -

1. Compliance with the provisions of the Nairobi City County Trade Licensing Act and any other legislation relevant to the trade.
2. This licence is not transferable.
3. Where a business is carried on in or from more than one premise, the business carried on in or from each premise is deemed to be separated business and as such a separate license is required;
4. The licence holder must notify the Director of any changes in the nature of trade, directorship or ownership of the business, location of business or cessation of trade.
5. The licence is a Nairobi City County Government property and must be displayed in a conspicuous place within the business premises and the licence holder must produce the licence whenever an authorized officer requires him or her.
6. The owner of the business should not sell/display their goods outside their licensed premises.
7. A person who forges or alters a licence without authority commits an offence and shall be liable on conviction to a fine not exceeding Kenya shillings fifty thousand or to imprisonment for a term not exceeding three months, or both.
8. A person who fails or neglects to renew a licence as required and continues to operate the business or trade commits an offence and shall be liable on conviction to a fine not exceeding Kenya shillings fifty thousand or to imprisonment for a term not exceeding three months, or both.
9. Granting of this License does not legitimise any illegal activity including occupation of a county road reserve or any prohibited area.
10. Under this license, it shall be the duty of every occupier, or owner or agent of a house, or other premise to clean or cause to be cleaned ten meters radius around his or her house or other premises or any area otherwise in his or her control
11. The licence holder shall ensure that appropriate safety measures are in place to mitigate fire and other hazards.
12. The licensed business shall only be conducted in full compliance with National and County health and safety laws and regulations.
13. The licensed business shall submit to periodic inspections for compliance with applicable standards, regulations and laws.
14. The licence holder shall comply with any other condition or directive as shall be necessary for purposes of health, hygiene and safety.
15. Subject to compliance to provided signage dimensions, siting & location requirements as per Outdoor Advertising & Signages policy (2015), NCG Advertising Act (2018) & PLUPA (2019).

POWERED BY



REPUBLIC OF KENYA

COMPLIANCE CERTIFICATE

This is to certify that

WEBPAGE TECHNOLOGIES LIMITED

of Post Office Box 14266 Nairobi 00100

TELECOMMUNICATIONS CONTRACTOR

*has been licensed as a
in the Republic of Kenya in accordance with the Kenya Information & Communications Act,
the Kenya Information & Communications Regulations and the Terms & Conditions of the
referenced license.*

This certificate is valid up to30TH JUNE 2025.....after which it **MUST** be renewed

Signed
Victor Maina

.....17th October...../.....2024.....

For: Director General

Date (day/month/year)

Please note that this is not a licence but proof of compliance

Serial No: 07-001653-00-00-00131

Hon. Sammy Arthur Weya

P.O. Box 21286-00505 Nairobi, Kenya,

P.O. Box 1131 - 40600 Siaya, Kenya.

Telephone: Mobile: +254(0)722710812

Email: sammy.weya@gmail.com

I am an Electrical Engineer by profession with seven years experience in design and installation of low and medium voltage lines. However, my main interest has been, and remains, in marketing, business developments and helping companies find ways to maximize profits. Therefore, the core of my work has been as a Director of various companies, with over 18 years experience in bringing new technologies to consumers in various ways. This includes providing Fax machines, PABX systems, computers and mobile phones; and after service for these technologies. In the last 8 years, I have acted as an agent for various international companies that need a local partner. I have developed my skills in Project Management, negotiation and ensuring their projects are brought to fruition in a profitable way.

Personal

Date of Birth: 5 February 1966

Nationality: Kenyan

Marital Status: Married

Areas of Expertise

- Business Development
- Sales and Marketing
- Consumer and Market Identification
- Materials Co-ordination Planning/Scheduling
- Logistics Planning
- Team Leadership
- Client Liaison



Education Background

- Jan. 1990 – Dec. 1990: Higher National Diploma; Kenya Polytechnic Part 1 Electrical Engineering.
- Jan. 1987 – Dec. 1989: Electrical Installation at Kenya Power and Lighting Company (KPLC) and the Kenya Polytechnic Technician Parts 1, 2 and 3.
- Apr. 1984 – Dec. 1986: Apprenticeship Electrical Fitter at Kenya Power and Lighting Company (KPLC) Training School Grades 1, 2 and 3.
- Jan 1979 – Dec.1983: Kenya Certificate of Education (KCE) 'O' Levels, Saint Mary's High School
- May 1976 – Dec. 1978: Certificate of Primary Education (CPE), Saint Mary's Primary School, Nairobi
- Sept. 1972 – Apr. 1976: Hillcrest Preparatory School, Nairobi

Professional Experience



Mar.2008 – Vic Chairman Kenya Forest Growers Association (KEFGA)

Mar. 2008 –Managing Director, Rakman Engineering Limited

This company is involved in road construction and installation of Kenya Power meters mostly in rural areas.

Mar. 2008 –Managing Director, Swila Resort Limited

This company is involved in agro business, agro-forestry, Chicken Rearing and Fish farming in Siaya County.

Jan. 2008 – June 2017: Managing Director, Four winds Communications Limited

I am a Dealer with Safaricom Ltd, which involves managing the distribution of Safaricom products within Kenya. This also involves identifying markets for expansion. We also supply other electrical items to power utility companies and identify new opportunities and products. The company also acts as an agency for international companies who want to do business within East Africa and Ethiopia. We help them source for tenders, application of the tenders, negotiating contracts with governments and other government parastatal.

Jan. 2003 – Dec. 2007: Member of Parliament, Alego - Usonga Constituency, Kenya National Assembly

My main job was to develop Laws for Kenyans in the national assembly and to represent my constituency in the District Development Committees (DDC). I was involved in the implementation of public funds from the exchequer to the constituency under the Constituency Development Fund (CDF) which transformed many lives. Fundraising for

community projects. In the Kenyan Parliament, I was a member of the following parliamentary committees: Public Investments Committee, Speaker's Committee, Health Committee and Information Communications Committee. I represented the Kenya National Assembly in various international meetings.

Mar. 2000 – Dec. 2002: Director, Fourwinds Communications Limited

This involved establishment of a new company that was to partner with the new Safaricom company, which later became the biggest mobile phone company in Kenya. It also involved creating sub-dealer networks around Kenya and promoting mobile telephony in Kenya. The company was involved in the importation of mobile phone equipment and distribution of Sim cards and phones.

Jan. 1991 – Mar. 2000: Director, Weyco Limited

Managing a family business involved in supplying stationary, office furniture and office equipment to NGOs and private companies. We also supplied promotional materials to multinational companies including Oxfam, ITDG, Lonrho East Africa, Toyota, Coca-Cola, Tamarind Limited, Sarova Hotels, PJ Products and International Distillers.

Club Memberships

Muthaiga Country Club, Nairobi

Nairobi Club, Nairobi

Vet Golf Club, Nairobi

Kisumu Yacht Club, Kisumu

Limuru Gun Club, Ruiru

Extracurricular Activities and Hobbies

Travelling, Horse riding, Squash, Tennis, Golf, jogging, Music and Water Sports in general.



ODERA OBAR KENNEDY
ADVOCATE
P O Box 4288 - 00100, NAIROBI



THE KENYA NATIONAL EXAMINATIONS COUNCIL
TECHNICAL EDUCATION EXAMINATIONS RESULT SLIP

T.E.E.

41001/385	SAMUEL ARTHUR WEYA	NOV/DEC 1990	SERIES
41001	KENYA POLYTECHNIC I	RESULT:	SINGLE SBJ
2021/3	ELECTRICAL INSTALLATION TECHNICIAN	PART III	GRADE
301	ESTIMATING & TENDERING (WRITTEN)		8F (EIGHT)

NOTES

Result in the examination as a whole is classified as: Pass with Distinction; Pass with Credit; Pass; Referred; Course not Complete and Fail. Performance in each part of an examination is given in eight grades (grade 1 being the highest, and 8 being the lowest). R following the grade for a paper means that the candidate is permitted to repeat the paper. Candidate's names, as printed above, will appear on any certificate issued, and in the council's records. If it is incorrect, contact the examination centre immediately.

NOTE:

This result slip is not a certificate. The Kenya National Examinations Council reserves the right to correct the information given on results slips which will be confirmed by the issue of certificates.



REPUBLIC OF KENYA

MINISTRY OF LABOUR

NATIONAL INDUSTRIAL TRAINING SCHEME

Certificate of Apprenticeship

Issued Under the Authority of the National Industrial Training Council

This is to certify that SAMUEL ARTHUR WEYA

has successfully completed a Technician Apprenticeship in: ELECTRICAL INSTALLATION WITH THE KENYA POWER AND LIGHTING COMPANY LIMITED

comprising practical training and an approved course of instruction from: January 7, 1987 to January 6, 1991

During apprenticeship he attended the KENYA POLYTECHNIC AND THE KENYA POWER AND LIGHTING COMPANY, TRAINING SCHOOL

and was awarded the Electrical Installation Part III Technicians Certificate and Preliminary Proficiency Test Electrical Fitter Certificate.

His industrial training included Design and Construction of Electrical Supply Systems. Operations and Maintenance of Electrical Supply Systems. Maintenance of Electrical Plant. Commercial and Development undertaking.

Issued on this 22ND day of NOVEMBER, 1990

THE KENYA POWER & LIGHTING CO. LTD.
EMPLOYEE
EMPLOYEE (NAIROBI)

[Signature]
Director of Industrial Training

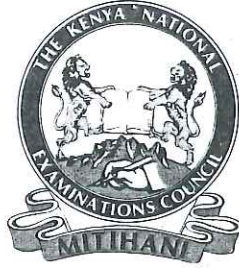
Reg. No. TEC. 269 TA/03694

(*Names of Institutions)

ODERA OBAR KENNEDY
ADVOCATE
P O Box 4288 - 00100, NAIROBI



THE KENYA NATIONAL EXAMINATIONS COUNCIL



ODERA OBAR KENNEDY
ADVOCATE
P O Box 4288 - 00100, NAIROBI

This is to certify that

41001/245

SAMUEL ARTHUR WEYA

KENYA POLYTECHNIC I

*having satisfactorily completed a recognised
course of study and passed the prescribed
examination in Technical Education*



is awarded this certificate in

ELECTRICAL INSTALLATION TECHNICIAN PART III

(CREDIT)

302 ESTIMATING & TENDERING (PROJECT)

41001/245

NOVEMBER/DECEMBER SERIES 1989

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

C 034838

(See overleaf)

THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that

41001/245

SAMUEL ARTHUR WEYA

KENYA POLYTECHNIC I

having satisfactorily completed a recognised course of study and passed the prescribed examination in Technical Education



is awarded this certificate in

ELECTRICAL INSTALLATION TECHNICIAN PART III

(PASS)

303. ENGINEERING SERVICES CONTRACT

41001/245

NOVEMBER/DECEMBER, SERIES: 1939

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

C 034839

(See overleaf)

THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that

41001/245

SAMUEL ARTHUR WEYA

KENYA POLYTECHNIC I

having satisfactorily completed a recognised course of study and passed the prescribed examination in Technical Education



is awarded this certificate in

ELECTRICAL INSTALLATION TECHNICIAN PART III

(PASS)

304 ELECTRICAL POWER SUPPLY & UTILISATION

41001/245

NOVEMBER/DECEMBER SERIES 1989

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

C 034840

(See overleaf)

THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that

41001/258

SAMUEL ARTHUR MEYA

KENYA POLYTECHNIC I

having satisfactorily completed a recognised course of study and passed the prescribed examination in Technical Education



is awarded this certificate in

ELECTRICAL INSTALLATION TECHNICIAN PART II

(PASS)

41001/258

NOVEMBER/DECEMBER SERIES 1988

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

C 023161

(See overleaf)

THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that

41003/259

SAMUEL ARTHUR WEYA

NAIROBI PRIVATE I

*having satisfactorily completed a recognised
course of study and passed the prescribed
examination in Technical Education*

is awarded this certificate in

ELECTRICAL INSTALLATION TECHNICIAN PART I

(PASS)



41003/259

JULY

SERIES 1987

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

C 0017682

(See overleaf)



REPUBLIC OF KENYA
 MINISTRY OF LABOUR

ODERA OBAR KENNEDY
 ADVOCATE
 P O Box 4288 - 00100, NAIROBI

NATIONAL INDUSTRIAL TRAINING SCHEME

Certificate of Proficiency

This is to certify that

SAMUEL A. WEYA

FIRST Year Apprentice ELECTRICAL FITTER

under a contract of apprenticeship with
 KENYA POWER & LIGHTING COMPANY LIMITED

obtained a n ORDINARY Pass in his
 Proficiency Test at Preliminary Level

conducted at the

KENYA POWER & LIGHTING TRAINING SCHOOL

on 30TH NOV. , 19 84



[Signature]

Apprentice's Signature

[Signature]

Director of
 Industrial Training

Reg. No. 1882 (CA/4582)



REPUBLIC OF KENYA

MINISTRY OF LABOUR

NATIONAL INDUSTRIAL TRAINING SCHEME

ODERA OBAR KENNEDY
ADVOCATE
P O Box 4288 - 00100, NAIROBI

Certificate of Proficiency

This is to certify that

SAMUEL A. WEYA

SECOND Year Apprentice ELECTRICAL FITTER

under a contract of apprenticeship with

KENYA POWER & LIGHTING COMPANY LIMITED

obtained a ⁿ ORDINARY Pass in his

Proficiency Test at Intermediate Level

conducted at the

KENYA POWER & LIGHTING TRAINING SCHOOL

on 2ND AUGUST, 19 85



[Signature]

Apprentice's Signature

[Signature]

Director of Industrial Training

Reg. No. E.273 (CA/4582)



REPUBLIC OF KENYA
MINISTRY OF LABOUR

ODERA OBAR KENNEDY
ADVOCATE
P.O. Box 4288 - 00100, NAIROBI

Certificate of Apprenticeship

Issued under the Authority of
The National Industrial Training Council

This is to certify that

SAMUEL ARTHUR WEYA

has successfully completed an apprenticeship
comprising practical training and related theory
in the trade of

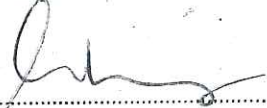



ELECTRICAL FITTER

from 14.5.1984 to 13.5.1988
and obtained an ORDINARY Pass in his
Proficiency Test at Final Level.

His training included INSTRUCTIONS AND PRACTICAL EXPERIENCE IN
THE CONSTRUCTION AND MAINTENANCE OF H.V. AND L.V. OVERHEAD
LINES INCLUDING SERVICE LINES, ENERGY METERS, TRANSFORMER,
AIR AND OIL CIRCUIT BREAKERS, FIRST AID AND FIRE FIGHTING,
STUDIES IN LINE THEORY, TRADE SCIENCE AND CALCULATIONS.

Issued on this 2ND day of FEBRUARY, 1989


Employer
THE KENYA POWER & LIGHTING CO. LTD.


Director of
Industrial Training

Reg. No. F:59 CA/004582
NAIROBI

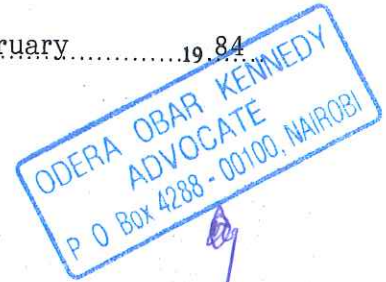


Tel. 60328, 60329, 60320.

ST. MARY'S SCHOOL

P.O. Box 40580, Nairobi, Kenya

...7 February.....19 84



TO WHOM IT MAY CONCERN

SAMUEL ARTHUR WEYA has been a student at St. Mary's School since May 1977. During his time at the school he has proved himself to be a person of considerable ability. In the **Certificate of Primary Education** [an examination taken after seven years of primary school], he was placed in the top twenty percent in the country. In the **Kenyan Certificate of Education** ('O' level), [an examination taken after four years of secondary school - Grade 11/12], he gained credits in Mathematics and Christian Religious Education and passed in English Language, English Literature, Physics and Biology.

Samuel has been very involved in other aspects of the life of the school. He played Rugby, Soccer, Cricket, Hockey, Tennis and Table Tennis and also took part in Swimming and Cross-country. He represented the school in Rugby (Second XV) and Soccer (Second XI). Samuel was a member of the Choir, the School Operatic Society (took part in three operas), Wildlife Club, Chess Club and the Debating Club and held the post of Class Prefect [posts of responsibility are given, based on a consultative vote by the students].

Samuel has always been a respected member of the school. He is, in my opinion, both capable, honest and trustworthy. I have no hesitation in recommending Samuel.

Fr Cormac O'Brolchain
HEADMASTER



M.B. This is not a certificate
(See reverse)

SAMUEL A WEYA
ST. MARY'S SCHOOL

EXAMINATION FOR THE KENYA CERTIFICATE OF EDUCATION

41025/083

M-1

YEAR 1983

KCE

1	ENGLISH LANGUAGE	7	(SEVEN)
2	LITERATURE IN ENGLISH	8	(EIGHT)
2	CHRISTIAN REL. EDUCATION	5	(FIVE)
2	GEOGRAPHY	9	(NINE)
4	MATHEMATICS	6	(SIX)
5	PHYSICS	7	(SEVEN)
5	BIOLOGY	8	(EIGHT)

GRADE

SUBJECTS NAMED **SEVEN**
AGGREGATE *41**

SUBJECTS PASSED **SIX**
RESULT*3 (THREE)

ODERA OBAR KENNEDY
ADVOCATE
P.O. Box 4288 - 00100, NAIROBI



ODERA OBAR KENNEDY
ADVOCATE
P.O. Box 4288 - 00100, NAIROBI

REPUBLIC OF KENYA
MINISTRY OF EDUCATION (BASIC)



Certificate of Primary Education

This is to certify that the candidate named below sat the Examination for C.P.E. in the year 1979 and reached the Grades shown in the Subjects named :-

ST MARYS

41107044 WEYA SAMUEL ARTHUR

ENGLISH A-

MATHEMATICS B+

GENERAL SUBJECTS B-

(History, Civics, Geography,
Natural Science, Agriculture)

A=Very Good B=Good C=Satisfactory D=Weak E=Very Weak

Date DEC. 1979

Isa. J. Omondi

Director of Education (BASIC)

This Certificate was issued without any alteration whatsoever.





United States Department of State

This is to certify that

Samuel Arthur Weya



*participated in the
International Visitor Program
of the
United States Department of State*

“Accountability in Government and Business”

September 2 - 23, 2004

Washington, D.C.

W. Charles Moore

Director

Office of International Visitors
Bureau of Educational
and Cultural Affairs

Aende Derrick

Date of Birth: 22nd August 1979 **Nationality:** Kenyan

Years of professional experience

10 years: Facilitating teambuilding, leadership, change management and strategic development programmes (The Dan Eldon Place of Tomorrow - The DEPOT).

1 year: Africa Canada Eco Leadership Program (ACELP) project supervisor in Kenya and Tanzania

6 years: Developing and implementing fundraising strategy (Institute of Performing Artists Limited - IPAL).

10 years: Monitoring and evaluating projects (Tang' a Project of Care Kenya, IPAL, SOS youth Centre).

2 year: Facilitating Strategic Leadership Development Programme (SLDP-in Kenya School of Government Nairobi campus).

1 year: Sales, marketing and clients account management (The DEPOT).

Experience with The DEPOT

Through The DEPOT, I have designed programmes, led teams of facilitators and have also co-facilitated programmes (both pre and post programme activities included) for teams from various organisations. These include:

Kenya Institute of Administration (now Kenya School of Government, KSG), Strategic Leadership Development Programmes: Member of the team that facilitates two modules of the Strategic Leadership Development Programme (SLDP) from 2006 to date, comprising 75 programmes. SLDP involves a team of top government officials (often over 100) going through 6 weeks of training, where the DEPOT facilitates the module on **strategic leadership** and the one on **change management and culture transformation**. The feedback from participants has been uniformly positive, ranking the sessions run by the team from The DEPOT above all others. I have also co-facilitated **teambuilding programmes for the entire Nairobi campus staff of KSG** (in 2013).

Leading In A Multicultural Environment (LIAME) programme: Facilitated a series of Leadership Programmes that brings together groups of managers from Denmark & from Kenya, and sending them into the Kenyan countryside to undertake activities that build on Corporate Social Responsibility while enabling them to develop their leadership skills in preparation for the changes they will make at work.

World Bank Ethiopia Co-facilitated two consecutive staff retreats for the World Bank Ethiopia Country Office which brought together the entire country office team working in the various units at the Bank; the events were run at the Hale Lodge, Hawassa in Nov 2012.

World Bank Kenya Co-facilitated two consecutive staff retreats for the World Bank Kenya Country Office which brought together the entire country office team working in the various units at the Bank; the events were run at the Great Rift Valley Lodge, Naivasha in May 2009 and Serena Mombasa, in June 2010 and November 2013 at the Great Rift Valley Lodge, Naivasha.

World Bank Rwanda Co-facilitated two consecutive staff retreats for the World Bank Rwanda Country Office which brought together the entire country office team working in the various units at the Bank; the events were run at the Southern Comfort Lodge, Mombasa in Nov 2012.

World Bank Sudan Co-facilitated two consecutive staff retreats for the World Bank Sudan Country Office which brought together the entire country office team working in the various units at the Bank; the events were run at The Tribe, Nairobi in May 2013.

World Bank South Sudan Co-facilitated two consecutive staff retreats for the World Bank South Sudan Country Office which brought together the entire country office team working in the various units at the Bank; the events were run at The Tribe, Nairobi in May 2013.

UNDP Southern Sudan Co-facilitated staff retreat in Juba City in Nov 2010 and an earlier one in July 2009. The second retreat brought together 300 staff members of UNDP Southern Sudan for two days, to develop and align their sense of purpose going into and after the referendum period in South Sudan. The theme was 'The day after'.

UNDP Southern Sudan Co-facilitated an internal staff retreat in Juba which brought together all the staff members of UNDP Southern Sudan for two days to develop and align their sense of purpose (vision and mission) and improve the office future planning, quality service delivery and coordination.

Tetra Pak EA Designed and co-facilitated 'healing and reconciliation in the workplace' sessions for the staff of Tetra Pak EA; aimed at fostering appreciation of diversity following Kenya's post-election violence. The sessions were half a day each and involved 250 staff over 5 days.

Nairobi Hospital Designed and co-facilitated a series of programmes covering 800 staff: clinical, administration and support personnel, and later co-facilitated an Emotional Intelligence programme for the top management team of the hospital.

Central Bank of Kenya Co-facilitated the first phase of regular monthly teambuilding retreats held at the coast for two days (for 1300 staff), eventually covering the whole bank.

Kenya Wildlife Service Co-facilitated a teambuilding programme that integrated international veterinarians with local park rangers and others, resulting in dramatically increased productivity in their elephant translocation exercise. I have also co-facilitated other sessions for the senior management team and the board.

Kenya Investment Authority Co-facilitated a series of staff retreats for the whole organization, supporting change management and developing a new culture of high performance.

Hilton Hotel Co-facilitated programmes for the whole staff, starting with top management, to improve teamwork and customer focus. Standard Hilton International designed surveys showed consistent improvements in resolution of customer problems, from 80% to 100%.

University of Nairobi Co-facilitated a programme for the University of Nairobi ICT department a programme designed enable the team embrace their vision, inspire and motivate the team. The team reviewed and strengthened their core values.

Nairobi Bottlers Limited Designed and co-facilitated an on-going series of teambuilding programmes for the South African Bottling Company, Nairobi Plant. The programme incorporated the organisation's values and 'winning spirit' theme.

WorldCom/UUNET Kenya Ltd Co-facilitated an event to get the sales and technical teams to work together effectively, followed by programmes for the whole organization, helping them identify their five most relevant values and how to live them. A subsequent programme focused on culture transformation.

DHL Express Kenya Ltd Co-facilitated teambuilding programmes to continuously develop and integrate the team.

RYLA Uganda, Ssesse Islands Worked with a team of DEPOT facilitators during a Rotary Youth Leadership Awards conference in Uganda, bringing together 200 Rotaractors from all over Eastern Africa.

Uongozi Bora I – VII Co-facilitated the East African Youth Leadership Programme run by The DEPOT and funded by the Ford Foundation. The programme ran for 21 days targeting young East Africans between the ages of 14 and 18.

Other organizations for whom I have facilitated/co-facilitated programs

GOAL Kenya (Sep and Oct 2012)

WFP Kenya (Nov 2012)

UNHCR (Oct and Nov 2012)

DT Dobie (Sep 2008)

PriceWaterhouseCoopers (PWC)

Haco Industries (Aug 2008)

Ministry of Planning (Various 2008)

Ministry of Trade (Various, 2008)

Aggreko (Dec 2013)

Kenyatta National Hospital (Aug 2013)

USAID – KAVES (Aug 2013)

De La Rue Security and Currency Print Ltd (Various, 2008)

Safarilink (Mar 2009 and April 2010)

Karen Country Club (Sep 2009)

CFC Stanbic Bank, Customer Care Centre (Sep 2009)

Symphony (Nov 2009)

Ministry of EA Community(Various 2013)

ALS Limited (Oct 2012)

Ministry of Justice and Constitutional Affairs (Feb 2008)

Education

Higher Diploma, Project Planning and Management

Kenya Institute of management

Jan 2002- December 2003

Higher Diploma, Project Planning and Management.

Kenya Institute of Social Work and Community Development.

Jan 2001- December 2002

Higher Diploma, Psychological Counseling.

Kenya Institute of Professional Counseling

Jan 2001- December 2002

Bachelor of Education Fine Arts

Maseno University

Jan 1997 – June 2001

Other training attended

Ongoing facilitator and consultant training at The DEPOT in: strategy, culture, leadership, change management and performance management.

LYDIAH BOCHERE OBARA

P.O Box 30650 – 00100, Nairobi – Kenya

Tel: +254 720 007528

E-mail: lydiko@yahoo.com/lydiah.obraya@gmail.com

Professional Summary:

I am a competent Human Resource Professional with an extensive practical knowledge around the key HR practices. I have over 14 years of rich experience in Talent Acquisition and Retention, Training and Development, Business Information and Change Management, Organizational Development, Performance Management, Occupational Health and Safety Management, Employee Welfare, Conflict Resolution, Management and Administration among other aspects of Human Resource Management. I undertake my duties with due diligence, commitment, loyalty and hard work while observing professionalism and the virtues of an organization in a bid to meet the objectives and vision set by the organization.

Key Skills and Competencies

General Skills and Personal Attributes

- ❖ Excellent analytical, interpersonal, problem-solving and organizational skills.
- ❖ Excellent communication, leadership and presentation skills.
- ❖ Strong planning and coordination skills.
- ❖ Ability to maintain confidentiality and integrity.
- ❖ Resolution of complaints and conflicts.
- ❖ Highly adaptable, versatile and full of initiative, energy and drive.
- ❖ Team player, diligent, disciplined, time-conscious, result-oriented, tolerant, initiative and innovative

Technical skills

- ❖ Excellent knowledge of computer application.
- ❖ Human Resource Management Information Systems Knowledge.
- ❖ General Finance knowledge.

Work Experience:

The Nairobi Hospital

March 2022 to date

Human Resources Manager, Talent and Culture- Reporting to the Director-Human Resources and Operations.

Employer Description:

Opened in 1954, The Nairobi Hospital has excelled in medical expertise and services provision and has deservedly earned recognition throughout East Africa and beyond as an advanced diagnostic treatment and referral center. Expansive investment in latest technology and medical equipment has enabled the Hospital establish leadership in medical procedures both in Kenya and outside.

Roles and Responsibilities:

- a) Contributing to the development of human resource plans and strategies aligned to the Hospital's overall business strategy;
- b) Participating in the development of Human Resource Management policies and procedures;
- c) Managing effective and consistent interpretation and application of Human Resource policies across all Hospital's business units;
- d) Carrying out demand and supply forecast of manpower requirements for business units and designing of human resource action plans to bridge staffing gaps and deal with surpluses;
- e) Ensuring all elements of the human resources cycle i.e. manpower planning & establishment, recruitment & selection, employee & industrial relations, staff welfare, training & development, career and performance management, compensation & reward, and exit management are effectively implemented across all business units;
- f) Reviewing of job descriptions, job specifications and job grading in line with the job scope and dynamics in liaison with user divisions;
- g) Reviewing and screening resumes, conducting initial screening interviews, establishing interview processes and panels, facilitating and moderating interviews for key talent as needed;
- h) Ensuring new employee data is correctly entered into HRIMS and payroll;
- i) Ensuring new hires have set probationary performance objectives within two weeks of assumption of duty and end of probation confirmations are done in a timely manner and overseeing contract renewals;
- j) Facilitating implementation of performance management system and preparing appropriate monitoring tools to sustain continuous performance measurement across all business units;
- k) Ensuring collection and compilation of training needs arising from appraisals for all business units and put together a training calendar for business units; Identify training programs that expose staff to

opportunities that develop their skills and competencies in preparation for further growth, development and taking up new responsibilities in liaison with the business unit leaders;

- l) Ensuring below performance staff go through their Performance improvement plans and follow-up of the same with business units;
- m) Online performance management – key leader of the module – providing relevant information with the vendors and user acceptance testing;
- n) Providing advisory and support services to line managers in administering Hospital’s policies in disciplinary issues, conflict resolution, grievance handling, and other people management matters;
- o) Participating in organization development activities in the Hospital to ensure that business units are optimally structured to deliver the overall corporate strategy;
- p) Analyzing work processes in the Hospital’s business units and recommending improvements where necessary to ensure efficiency and optimal productivity;
- q) Championing culture and change management programs across all business units in the Hospital and providing support structures for employees during change processes;
- r) Managing end to end disciplinary process including documentation; reporting to management and implementation of the approval outcome;
- s) Advising divisional heads and line managers on how to handle disciplinary matters to ensure compliance to Hospital policies and the Employment act;
- t) Liaising with the legal team representing the hospital in court matters and supporting them in writing statements on the case;
- u) Monitoring and providing monthly updates and/or reports on staff on Performance Improvement Plans;
- v) Ensuring staff are provided with the necessary support needed after annual performance review process;
- w) Reviewing of all staff contracts on a need basis and ensure they are aligned with the Hospital’s policies and Employment act;
- x) Ensuring compliance with quality, environmental, occupational health and safety standards across all business units in the Hospital;
- y) Coordinating the process of achieving and maintaining all accreditations and re-accreditations;
- z) Planning and conducting recruitment and selection process (interviews, screening calls, etc.) including coordinating internally with recruitment teams for key positions;
- aa) Ensuring implementation of policies, procedures and standards in Employee Relations in line with best practice and in compliance with Labour laws;
- bb) Supporting line managers and building managers’ capacity in handling employee relations matters in keeping with the relevant Labour laws including the Employment Act and Labour Relations Act among others;
- cc) Continually engaging line managers to understand employee issues and address them in a proactive and timely manner;

- dd) Reporting on turnover analysis, disciplinary cases analysis and other pertinent employee relations trends across all business units;
- ee) Managing roll out of the performance management cycle across all business units and ensuring timely goal setting objectives for the year, and ensuring mid-year reviews and end of year appraisals as well as end of year performance reviews have been have been correctly filled and rated;
- ff) Keeping track of in-between performance – one on one performance tracking;
- gg) Mentoring and motivating the HR team;
- hh) In charge of shared services-Medical, payroll, staff uniforms among others

Kenya Industrial Research and Development Institute (KIRDI) May 2018 to March 2022

Chief Human Resources Officer - Reporting to the Assistant Director-Human Resources and Administration.

Senior Human Resources Officer - Reporting to the Assistant Director-Human Resources and Administration.

November 2008-April 2018

Employer Description: *KIRDI is a national research institute established in 1979 under the Ministry of Trade and Industry and mandated to undertake multidisciplinary research and development in industrial and allied technologies. The R&D and Technology Transfer departments handle the institute's core objectives. The major R&D departments are: Engineering, Energy and Environment, ICT, Leather and Textiles, and Food Technology Divisions. KIRDI has developed over 40 technologies in these fields.*

Roles and Responsibilities:

- ❖ Review of Human Resource Policies and Procedures
- ❖ In charge of Resolution of Public Complaints-Reporting on a quarterly basis to Ombudsman office.
- ❖ In charge of Health and Safety Unit
- ❖ Overseeing work environment activities
- ❖ Training and development (learning management)
- ❖ Employee motivation and morale-building (employee retention and loyalty)
- ❖ Recruitment, selection, and on boarding (resourcing)
- ❖ Employee record-keeping and confidentiality
- ❖ Business transformation and change management
- ❖ Performance, conduct and behavior management
- ❖ Industrial and employee relations
- ❖ Administrative duties
- ❖ Career progression Implementation among others

Skills Acquired:

- ❖ Project management skills
- ❖ Communication skills
- ❖ Interpersonal skills
- ❖ Problem solving techniques
- ❖ Organizing of seminars
- ❖ Public relations skills
- ❖ Networking skills
- ❖ Teamwork

Business Development Officer.

Employer Description: *K-Rep was established in 1984 as a project that supported the development of Small and Micro Enterprises through NGO managed programs. In 1987, the project was incorporated as local NGO. It changed its original strategy of supporting NGOs with grants and technical assistance to that of advancing loans to the NGOs in 1989. In the same year, it established a micro-credit lending program and established this as the core business and growth area.*

Role and Responsibilities:

- ❖ Served as a direct sales representative;
- ❖ Offering financial advice to self-help groups;
- ❖ Following up new business opportunities and setting up meetings;
- ❖ Planning and preparing presentations for self-help groups;
- ❖ Communicating new product developments to prospective clients;
- ❖ Overseeing the development of marketing literature;
- ❖ Doing market trend analysis and writing reports for necessary actions;
- ❖ Providing management with feedback from microfinance groups under my team;
- ❖ Informing Management on revenue generation opportunities

Mt. Elgon Seed Company Limited (Kampala-Uganda)

May-August 2007

Intern (Reporting to the Senior Accountant).

Employer Description: *Mt. Elgon Seed Company is a subsidiary of Kenya Seed Company-a state Corporation that produces and markets top quality seeds for the country's farming community with an overall objective of adding value to the farming business and contributing to food sufficiency in Kenya and beyond.*

Roles and Responsibilities:

- ❖ Preparation of Staff payroll;
- ❖ Preparation of bank reconciliation statements;
- ❖ Maintaining an up to date database for the company;
- ❖ Filing, storing and keeping staff custody of records;
- ❖ Updating and managing employee database;

- ❖ Assisting Human Resource staff in managing employee welfare issues.

Academic Qualifications:

- ❖ **Master of Business Administration (MBA) Strategic Management Major** Catholic University of East Africa, Nairobi, Kenya
2011
Thesis topic: *The Role of Competitive Strategies in Bottled Water Companies*
- ❖ **Higher Diploma in Human Resource Management (HDHRM),** College of Human Resource Management
2014
- ❖ **Diploma in Human Resource Management (DHRM),** Makerere University-Kampala, Uganda.
2008
- ❖ **Bachelor of Business Administration - Management Information Systems (BBA-MIS),** Bugema University (Kampala, Uganda).
2007
- ❖ **Kenya Certificate of Secondary Education (KCSE)** 2002

Professional Qualifications

College of Human Resource Management (CHRM)

Certified Human Resource Professional of Kenya (CHRP-K)-Gazetted 2019

Other Training

Computer Software Packages Jiqstech Computer College. 2003

Packages Done

- ❖ Introduction to Computer and Operating Systems.
- ❖ Windows 95/98/2000/XP
- ❖ Ms-Dos, Ms-Word, Access, Excel, Power Point, Internet

Papers, Publications and Presentations

- ❖ **2021:** Compiled a manuscript on '*The Contours of the Kenyan Career Development Path*' which I plan to publish soon.

- ❖ **2019:** Authored a paper on *'How to resolve Internal and External Complaints to enhance Industrial Relations'* and I presented it to heads of divisions at the Kenya Industrial Research and Development Institute in June 2018
- ❖ **2018:** Authored a paper entitled *'Modern Human Resource Practice in the Global Arena: Focus on Total Quality'* which I presented in a major Organizational Development event.
- ❖ **2016:** *'The Sure Route to Your Dream Job: Job Interview Tips for Today's Young Professional'* – a paper presented to the graduation class of East African Media Institute (EAMI) Nairobi in July 2016.
- ❖ **2015:** *'A Winning CV, Winning Application Letter: a Perfect Combination for Modern Global Competition'* - I wrote and presented this paper to the 2015 St. Mary's Catholic Church-Ongata Rongai Annual Training Program class comprising young upcoming professionals entering the Kenyan job market.
- ❖ **2013:** *'Manpower Planning in the Third World: Is this the Magic Bullet for Organizational Development?'* – I wrote this paper, which I presented in an Organizational Development Workshop organized by Bugema University, Uganda.
- ❖ **2010:** *'Smart Ways to Set Yourself Up For Career Growth'*- I wrote this article and it was published in the Catholic University Quarterly Magazine on 9th November 2010.

Membership to Professional Bodies

Full member-IHRM No.7668

Hobbies and Interests:

- ❖ Strong interest in current affairs
- ❖ Reading inspirational books, Newspapers, Business Journals, and Magazines
- ❖ Traveling
- ❖ Playing Table Tennis
- ❖ Doing charity work
- ❖ Watching political talk shows

Referees

- 1. Dr. Mary Amuyunzu**
Founding Director-Africa
Institute for Health and
Development (AIHD)
P.O Box 5043-00100
Nairobi, Kenya
Tel: 0733366229
Cell: 0722850401
Email:
manyamongo@gmail.com
- 2. Dr. Josephine M. Akama**
Deputy Director-Finance, Human
Resource Management and
Administration,
Kenya Industrial Research and
Development Institute (KIRDI)
P.O Box 30650-00100, Nairobi,
Kenya.
Cell: 0721881034
Email: ddfincehira2020@gmail.com/
jsphnakama@yahoo.com
- 3. Eng. James Odongo-**
Director, Quality
Assurance, Everret
Aviation Limited,
P.O. Box 21394-00505,
Nairobi, Kenya.
Cell: 0727933324
Email:
odongojames@yahoo.com

Commission for Higher Education

Redhill Rd., off Limuru Rd., Gigiri, P. O. Box 54999 00200, Nairobi, Kenya
Tel: 254 (020) 7205000, 2021150, 2021154, 2021156, Fax: 254 (020) 2021172, 7205602/3

Assuring Quality
Higher Education

Recognition and Equation of Qualifications

CUE/10/9/1/Vol.165

2nd August, 2013

Obara B. Lydia
P O Box 30650 - 00100
NAIROBI

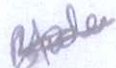


**RE: RECOGNITION OF QUALIFICATIONS:
OBARA B. LYDIAH**

Thank you for your application dated 1st August 2013, requesting for the recognition of the Degree of Bachelor of Business Administration Second Class Lower awarded by Bugema University in Uganda.

We confirm that Bugema University is a recognized institution in Uganda. The Degree of Bachelor of Business Administration awarded by the said institution is recognized in Uganda and by convention in Kenya.

Do note nonetheless, that in addition, you may be called upon to meet other requirements set by Kenyan professional organizations.


**DR. BEATRICE A. ODERA-KWACH
FOR: COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER**


BAOK/mm.

N/B

- *The Commission is not accountable for the authenticity of the certificate or the identity of the certificate holder presented for recognition or equation.*
- *The Commission retains the right to revoke recognition of the award in the event it establishes any reason that makes the award in question ineligible for recognition.*

SERIAL NO3493

E-mail: documentation@che.or.ke, Website: www.che.or.ke

I Certify This As A True
Copy Of The Original
SIGN: 
ADVOCATE
FIBY N: MWAURA
P.O. Box 12779 - 00400, NAIROBI



Institute of
Human
Resource
Management

College of Human Resource Management

Certificate of Course Completion

This is to certify that:

Obara Lydiah Bochere

Attended and Successfully Completed:

July 2013 - July 2014

A Counselling Certificate Course

Areas Covered:

- Theories of Counselling
- Counselling Process - Exploration, Understanding & Action
- Counselling Skills and Techniques
- Counselling and Special Issues
- Employment Separation
- Communication Skills
- Interviewing skills



[Signature]

25-07-2014
006526
2013 H

Granted:

I Certify This As A True
Copy Of The Original
SIGN:.....
ADVOCATE
ELBY N. MWAURA
P.O. Box 12779 - 00400, NAIROBI

MAKERERE INSTITUTE FOR SOCIAL DEVELOPMENT



DIPLOMA

This is to certify that

Obara B. Lydia

*has successfully completed a course of study
leading to the award of a Diploma in*

Human Resource Management

*with **Upper Credit***

*of this Institute
at a congregation held on*

16th day of August 2008


Principal

"Recognised by The National Council for Higher Education"


Academic Registrar

I Certify This As A True
Copy Of The Original
SIGN:.....
ADVOCATE
FIBY N. MWAURA
P.O. Box 12779 - 00400, NAIROBI

MAKERERE INSTITUTE FOR SOCIAL DEVELOPMENT

Registered and Classified by The Ministry of Education and Sports

P.O. Box 16074 Kampala-UGANDA Tel: 256-41-542341 / 566292

ACADEMIC



TRANSCRIPT

NAME (Surname First) OBARA B. LYDIA
NATIONALITY KENYAN SEX FEMALE
COURSE DIPLOMA IN HUMAN RESOURCE MANAGEMENT REG No. HRM/06/2912
COURSE DURATION: From MAY 2006 To APRIL 2008

SUBJECT

GRADE

FIRST YEAR EXAMINATIONS

Human Resource Management	B
Labour Economics & Manpower Planning	B ⁺
Financial Accounting	B ⁺
Social Research Methods	B ⁺
Managerial Economics	B
Marketing Practice & Management	A
Statistics	B
Computer Practicals	B ⁺

SECOND YEAR EXAMINATIONS

Labour Law	B
Industrial Relations	A
Organisational Psychology	B
Organisational Principles and Management	B ⁺
Project Planning and Management	C
Materials Management	C
Financial Management	B
Research Paper	B ⁺

DATE OF GRADUATION... 16TH AUGUST 2008 CLASS OF AWARD... UPPER CREDIT

KEY TO GRADES:

80+ = A - Distinction
70-79 = B⁺ - Upper Credit
60-69 = B - Credit
50-59 = C - Pass
Below 49 = F - Fail


PRINCIPAL




ACADEMIC REGISTRAR

"Recognised by The National Council for Higher Education"

I Certify This As A True
Copy Of The Original
SIGN: 
ADVOCATE
FIBY N. MWAURA
P.O. Box 12779 - 00400, NAIROBI

JIQSTECH COMPUTER COLLEGE.
P.O BOX 71524 - 00622, NAIROBI



**CERTIFICATE
IN
INFORMATION TECHNOLOGY.**

THIS IS TO CERTIFY THAT

OBARA LYDIAH BOCHERE

HAS COMPLETED THE PRESCRIBED

MODULES FOR THE AWARD OF A

CERTIFICATE IN INFORMATION TECHNOLOGY

**Introduction to computers and operating System,
Windows 95/98/2000, Ms - Dos ,Ms - Word.**

Conducted from: 14th July 2003 To: 29th July 2003

Average Score 85% Grade: A

**WITH ORDER OF MERIT
Distinction**

ON THIS Fourth DAY OF August IN THE YEAR

TWO THOUSAND AND THREE



C/No. 1009


.....
TUTORIAL MANAGER


.....
PRINCIPAL



This certificate has been issued without any erasure or alteration.

**I Certify This As A True
Copy Of The Original**
SIGN:.....
ADVOCATE
FIBY N. MWAURA
P.O. Box 12 00400, NAIROBI

The Kenya National Examinations Council



This is to certify that the candidate named below sat for the Kenya Certificate of Secondary Education examination in the subjects named below and qualified for the award of a

Kenya Certificate of Secondary Education

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

DBARA B LYDIAH

F

703704/017

GESABAKWA SECONDARY SCHOOL

	GRADE
101 ENGLISH	C+(PLUS)
102 KISWAHILI	C (PLAIN)
121 MATHEMATICS	C-(MINUS)
231 BIOLOGY	C+(PLUS)
233 CHEMISTRY	C-(MINUS)
311 HISTORY AND GOVERNMENT	C+(PLUS)
313 CHRISTIAN RELIGIOUS EDUCATION	B-(MINUS)
441 HOME SCIENCE	B (PLAIN)
562 COMMERCE	B (PLAIN)

SUBJECTS NAMED NINE MEAN GRADE C+(PLUS)

EXAMINATION OF NOVEMBER/DECEMBER 2002

Secretary

Kenya National Examinations Council

This is a secure document using special paper. Please hold it up to the light to verify that the word MITIHANI can be seen through the paper.



Chairman

Kenya National Examinations Council

KCSE 2181882

Not valid without a hologram

(See overleaf)

I Certify This As A True
Copy Of The Original
SIGN:.....
ADVOCATE
FIBY N. MWAURA
P.O. Box 12779 - 00400, NAIROBI

THE KENYA NATIONAL EXAMINATIONS COUNCIL




KENYA CERTIFICATE OF PRIMARY EDUCATION
K C P E

This is to certify that the candidate named below sat the Examination for Kenya Certificate of Primary Education and reached the Grades shown in the subjects named:-

NAME : * DJAKA B LYDIAH 7034 32 / 016
SCHOOL : ICHINI GIRLS 7034 32

	GRADE
ENGLISH LANGUAGE	B+
KISWAHILI	B
MATHEMATICS	B-
SCIENCE AND AGRICULTURE	C-
GEOGRAPHY / HISTORY & CIVICS AND RELIGIOUS EDUCATION	B-
ART & CRAFT AND MUSIC	C
HOME SCIENCE AND BUSINESS EDUCATION	C

EXAMINATION OF 1997


Secretary
Kenya National Examinations Council


Chairman
Kenya National Examinations Council

This certificate was issued without any alteration whatsoever. See overleaf for grades and mark intervals.

KCPE 4963029

I Certify This As A True
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SIGN:
ADVOCATE
FIBY N. MWAURA
P.O. Box 12779 - 00400, NAIROBI

THE KENYA NATIONAL EXAMINATIONS COUNCIL



KENYA CERTIFICATE OF PRIMARY EDUCATION
KCPE

This is to certify that the candidate named below sat the Examination for Kenya Certificate of Primary Education and reached the Grades shown in the subjects named:-

NAME : * OJARA B LYDIAH 703432/016
SCHOOL : ICHUNI GIRLS 703432

	GRADE
ENGLISH LANGUAGE	B+
KISWAHILI	B
MATHEMATICS	B-
SCIENCE AND AGRICULTURE	C-
GEOGRAPHY, HISTORY & CIVICS AND RELIGIOUS EDUCATION	B-
ART & CRAFT AND MUSIC	C
HOME SCIENCE AND BUSINESS EDUCATION	C

EXAMINATION OF 1997

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

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DBARA B LYDIAH

F

703704/017

GESABAKWA SECONDARY SCHOOL

	GRADE
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102 KISWAHILI	C (PLAIN)
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231 BIOLOGY	C+(PLUS)
233 CHEMISTRY	C-(MINUS)
311 HISTORY AND GOVERNMENT	C+(PLUS)
313 CHRISTIAN RELIGIOUS EDUCATION	B-(MINUS)
441 HOME SCIENCE	B (PLAIN)
562 COMMERCE	B (PLAIN)

SUBJECTS NAMED NINE MEAN GRADE C+(PLUS)

EXAMINATION OF NOVEMBER/DECEMBER 2002

Secretary

Kenya National Examinations Council

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MITIHANI can be seen through the paper.



Chairman

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TUTORIAL MANAGER

PRINCIPAL

C/No. 1009

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MAKERERE INSTITUTE FOR SOCIAL DEVELOPMENT

Registered and Classified by The Ministry of Education and Sports

P.O. Box 16074 Kampala-UGANDA Tel: 256-41-542341 / 566292

ACADEMIC



TRANSCRIPT

NAME (Surname First) OBARA B. LYDIA
NATIONALITY KENYAN SEX FEMALE
COURSE: DIPLOMA IN HUMAN RESOURCE MANAGEMENT REG No. HRM/06/2912
COURSE DURATION: From MAY 2006 To APRIL 2008

SUBJECT

GRADE

FIRST YEAR EXAMINATIONS

Human Resource Management	B
Labour Economics & Manpower Planning	B+
Financial Accounting	B+
Social Research Methods	B+
Managerial Economics	B
Marketing Practice & Management	A
Statistics	B
Computer Practicals	B+

SECOND YEAR EXAMINATIONS

Labour Law	B
Industrial Relations	A
Organisational Psychology	B
Organisational Principles and Management	B+
Project Planning and Management	C
Materials Management	C
Financial Management	B
Research Paper	B+

DATE OF GRADUATION... 16TH AUGUST 2008... CLASS OF AWARD... UPPER CREDIT...

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60-69 = B - Credit
50-59 = C - Pass
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.....
PRINCIPAL




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ACADEMIC REGISTRAR

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ADVOCATE
FIBY N. MWAURA
P.O. Box 17 - 00400, NAIROBI

MAKERERE INSTITUTE FOR SOCIAL DEVELOPMENT



DIPLOMA

This is to certify that

Obara B. Lydia

*has successfully completed a course of study
leading to the award of a Diploma in*

Human Resource Management

*with **Upper Credit***

*of this Institute
at a congregation held on*

16th day of August 2008


Principal

"Recognised by The National Council for Higher Education"


Academic Registrar

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SIGN:.....
ADVOCATE
FIBY N. MWANGI
P.O. Box 12779 - 00400, NAIROBI

ANDREW OBADA

PO BOX 77449 – 0061100, Nairobi.
Tel No. 2853213, Cell No. 0722275135
e-mail: Andrew.oduory@revtech.co.ke

Professional Summary

Visionary and goal-oriented person with demonstrated experience in planning, developing and implementing cutting edge solutions to address business opportunities and develop strategic plans for implementation through innovative ways. Adept at crisis management, problem solving, and negotiating and Experienced in capacity planning, project and resource management.

Areas of Expertise

System development & Implementation	Entrepreneurship
Security/Disaster Recovery	Service delivery
Electronic data interchange/e-commerce.	Innovations

Personal Qualities

Result orientated & self-motivator	Innovative & good planner
Leadership & analytical skills	Good knowledge of security concepts.

Experience

Founder - Western Institute of professionals – 2010 to Date

Western Institute of professionals is a tertiary Institution focusing developing techie skills and cottage industry

Technology Head – Levetot Ltd.

Levetot Ltd is a software development company focusing bespoke and market driven software's. Key areas of focus are:-

E- Revenue, Digitization, robotic automation and workflows, Biometric, Transport and school Management, Mobile based apps, API and analytics.

Director - Rev Tech Innovations Ltd

Rev Tech Innovations Ltd is a fintech company focusing on Counties OSR (Own Source Revenue) Collection and Management, Health Management and Automation.

Employment Details

Head of Operations – Payment/Pesapoint Group – Feb 2006 to Sept 2009

IS Manager - Kenya Airways Ltd - December 2000 to Jan 2006

Systems Re-Engineering Manager East Africa - Standard Chartered Bank – Sept 1998 to November 2000.

Key projects participated in

Development of Counties E- Revenue platform

Development Pay TV Billing and subscriber Management platform

Development of Tier 2 SMS Gateways

Development and automation of Government Data entry activities – Robot named John.John

Automation of sales and customer activation workflows for internet service providers.

Customization of KQ Revenue and settlement platform.

Project lead in development of Sacco mobile apps.

Design, develop, prepay provisioning platform.

Education

Bachelor of science (Statistics & Computer science)

Masters (MBA) Strategic Management

Professional Development

- Diploma in Data Processing and Management
- Diploma in Application packages
- Oracle Administration (8i – 9i)
- Microsoft certified service engineer (MCSE)
- Windows NT certified Administrator
- Certified UNIX Administration.
- Certificate in Applications programming
- Pervasive SQL server administration

Professional Affiliations

Associate member, Institute of Management & Information systems

End



Institute for the Management of Information Systems

This is to Certify that

Odoury Andrew Obada

Has been Awarded the

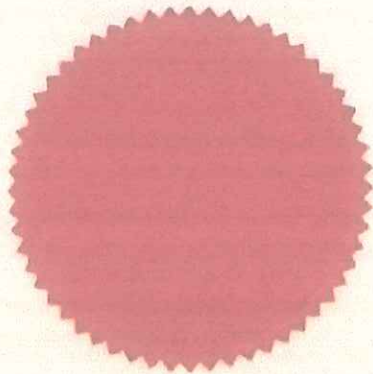
Applications Programming Certificate

and has achieved the following grades in each module

D01	Data Processing I	Pass
D04	Data Processing II	Pass
D05	Programming Project DBASE	Pass

Awarded 31st March 1997

Reference S18347



Stuart Ganda

Chairman of Council

W. M. Mwangura

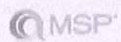
Chief Executive

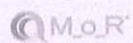
Given under the Common Seal of The Institute of Data Processing Management

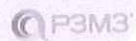
I Certify This As A True Copy Of The Original
SIGN:.....
ADVOCATE
F. H. N. MWAWURA
P. O. Box 52779 - 00400, NAIROBI

 ITIL®

 PRINCE2®

 MSP®

 M_o_R®

 P3M3®

 P30®

 MoP®

 MoV®

This is to certify that
Andrew Obada Oduory

Has achieved the
**ITIL® Foundation Certificate
in IT Service Management**

Effective from
26 June 2014

Registration number
5088691.20290661

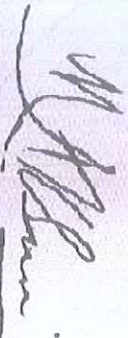


drs. Bernd W.E. Taselaar
Chief Executive Officer

EXIN
The global independent certification institute for ICT Professionals

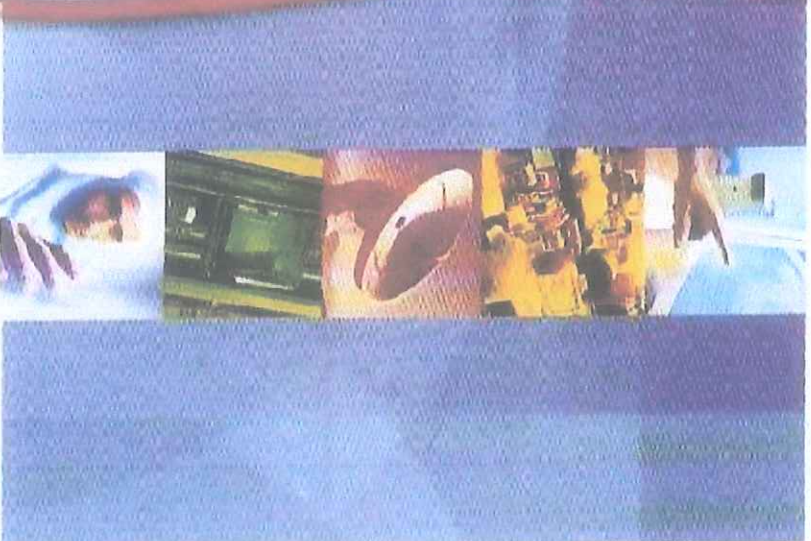


This is to certify that
Andrew Oduory
of Kenya Airways
has successfully attended
"MGE UPS SYSTEMS - Introduction to single phase UPSs"
held in Nairobi, Kenya in February 2005



Mohammad Suri
General Manager
ME, EA and South CIS

Valid till 2005-01-31



MGE
UPS SYSTEMS

THE UNINTERRUPTIBLE POWER PROVIDER

I Certify This As A True
Copy Of The Original
SIGN:.....
ASSOCIATE
ELLY N. MWaura
P.O. Box 12779-00400, NAIROBI

Who

Certifies

Andrew O. Oduoyi

that

has successfully completed a course on

Course 2207: Updating Systems Administrator Skills and Systems Engineer Skills

This 25th Day of Feb 2005

I Certify This As A True Copy Of The Original
SIGN: ADVOCATE
FRED M. MWAURA
P.O. Box 32773-00400, NAIROBI.



DevData

A Member of the Fntech Group

Signature

Training Consultant

Signature

Managing Director

Certificate of Achievement

This Certificate accredits that

Andrew Obada Oduoy

has successfully completed the

Microsoft Approved Course:

**922 Supporting Microsoft Windows
NT 4.0 -Core Technologies**

Microsoft Certified

**Technical
Education
Center**

As prescribed by Microsoft Corporation

Sa Tejeda

Vice President, Organization Customer Unit

[Signature]

Microsoft Certified Trainer

04-Feb-2000

Date

Institute of Advanced Technology

Issuing Microsoft Certified Technical Education Center

I Certify This As A True
Copy Of The Original
SIGN:
APPROPRIATE
EABY IN MANAWAURA
P.O. Box 11277779 - 000000, MANAWAURA



JOMO KENYATTA UNIVERSITY
OF
AGRICULTURE AND TECHNOLOGY

This is to certify that

Andrew Odunoy Obada

*having satisfied all the requirements
for the award of the degree of*

BACHELOR OF SCIENCE

*Second Class Honours (Lower Division)
was admitted to the degree at a congregation
held at this University
on the Second Day of April
in the year
One Thousand Nine Hundred and Ninety Eight*

[Signature]

Vice-Chancellor

I Certify This As A True
Copy Of The Original
SIGN: ADVOKATE
FRIYOKI MWAWURA
P.O. BOX 12779 - 00400, NAIROBI

[Signature]
Deputy Vice-Chancellor
(Academic Affairs)



ORACLE[®]

Europe Middle East and Africa

Certificate

We certify that

Andrew O. Oduory

Has attended the following courses:

Oracle 9i: DBA Fundamentals I

10-14 February 2003

in Kenya

Oracle Approved
Education Provider

E. Murira
Software Technologies Ltd

Oracle Africa (Geneva)

[Signature]
Oracle University

I Certify This As A True
Copy Of The Original
SIGN: *[Signature]*
ADVOCATE
EST N. WAURA
P.O. Box 12779 - 00400, NAIROBI



Institute for the Management of Information Systems

This is to Certify that

Odoury Andrew Obada

Has been Awarded the

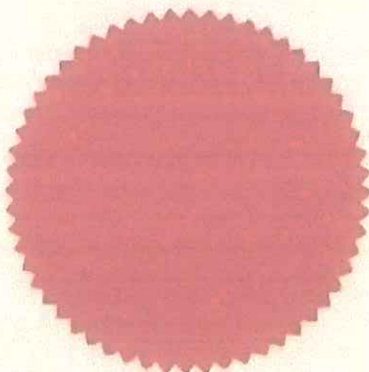
Diploma

and has achieved the following grades in each module

D01	Data Processing I	Pass
D02	Business Communications	Pass
D03	Accounting Methods	Pass
D04	Data Processing II	Pass
D05	Programming Project DBASE	Pass
D08	Microcomputer and Network Systems	Pass

Awarded 31st March 1997

Reference S18347



Stewart Banda

Chairman of Council

John M. ...

Chief Executive

Given under the Common Seal of The Institute of Data Processing Management

I Certify This As A True Copy Of The Original
SIGN: ...
ADVOCATE
FIBY N. MWAIWA
P.O. Box 12779 - 00400, NAIROBI

Certificate of Attendance

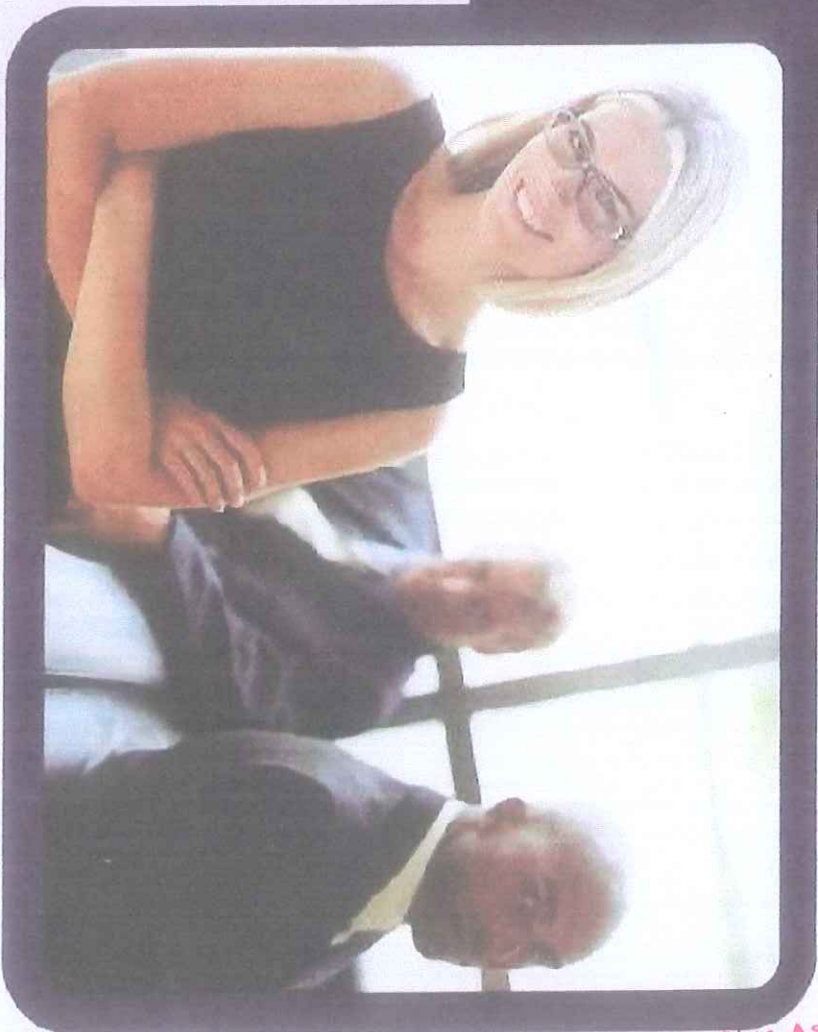
This is to certify that

ANDREW ODUORY

has successfully
completed the Fox IT course

IT Service Management

Awareness for Managers



Signed



I Certify This As A True
Copy Of The Original
SIGN:
DATE:
ADVOCATE
FIBY N. MWAURA
P.O. Box 12779 - 00400, NAIROBI



ORACLE[®]

Europe Middle East and Africa

Certificate

We certify that

Andrew O. Oduory

Has attended the following course:

Introduction to Oracle 9i: SQL

30 September – 4 October 2002

in Kenya

Oracle Approved
Education Provider

E. Murira
Software Technologies Ltd.

Oracle Africa (Geneva)

[Signature]
Oracle University

I Certify This As A True
COPY Of The Original
SIGN: *[Signature]*
ADVOCATE
FIBY M. MWAWURA
P.O. Box 127779 - 00400, NAIROBI

Professional CURRICULUM VITAE (CV)

1. **Name:** Alex Wafula Wanjala
 2. **Date of Birth:** 1992 **Nationality:** Kenyan
 3. **Contacts:** +254704722837 **Email:** wanjalaalex25@gmail.com

3. Education

1. 2014-2017 BACHELOR OF BUSINESS: Information Technology. Strathmore University
2. Certification: IT Essentials Cisco Networking Academy.

4. Other Training and Skills

1. Mobile Software Development and Entrepreneurship program (MIT)
2. Hypertext Preprocessor, HTML and Cascading style Sheets
3. Database and MySQL
4. Android Program
5. Unstructured Supplementary Services Data program (USSD)
6. Java, Vue Js, Laravel, C#
7. WhatsApp Integrations
8. Mobile Money and Banks integrations(Mpesa, Airtel, Visa, MasterCard, KCB, NBK)
9. API Security, Consuming APIs, Designing APIs, Implementing APIs.

5. Countries of Work Experience

Kenya , DRC & Uganda

6. Languages

	<i>Speaking</i>	<i>Reading</i>	<i>Writing</i>
a) English	<i>Good</i>	<i>Good</i>	<i>Good</i>
b) Kiswahili	<i>Good</i>	<i>Good</i>	<i>Good</i>

7. Employment Record

No	Period	Company	Position
1	2015-2016	Tenacle Systems	Developer
2	2016-2017	Coretec System and Solution	Mobile Developer
3	2017-2021	Nouveta Limited	Head of Software Development
4	2022	ReveTech consultum (Levetot)	Director and Lead tech

8. Projects:

No	Date	Project	Description
1	2014: 2016	MCSK Agent Application.	Registration, billing, receipting and license issuance
2	2017	Payment Gateway	Banks, Mpesa, Airtel, Visa and MasterCard, Cash
3	2019: 2020	K CHIC	K-Chic Kitui County Health Insurance Cover
4	2019: 2020	DRC SMART DL	Nord Kivu Province Smart DL Application and issuance. (RFID technology)
5	2020: 2021	Nairobi County Revenue	Automation of over 800 revenue streams in Nairobi county (Parking, SBP, Markets, health, landrates etc)
6	2020: 2022	Blink Wallet	Digital Pocket money for students
7	2020: 2022	Sacco Benki	Mobile Banking for Saccos and Microfinances
8	2020: 2020	Bulk communication	Bulk messaging (Emails, sms, whatsapp, telegram)
9	2021: 2021	Narok County Revenue	Automation of revenue collection in Narok County.
10	2022	Nandi County Revenue	Automation of revenue collection in Nandi county
11	2022	Property management	Realtors and Property Management
12	2022	Wananchi Group Channels	Building customized mobile channels

Certification:

I, the undersigned, certify that these data correctly describe me, and my qualifications and my experience.

Full Name: _____ Alex Wafula Wanjala _____



Certificate Of Completion

This Certificate is Presented to

Wanjala Alex Wafula

01/0114/1227

in recognition of successful completion of the

Android Program

Awarded On: 30th July 2014

Training Director

[Signature]

Course Registrar

[Signature]



Certificate Of Completion

This Certificate is Presented to

Wanjala Alex Wafula

01/0114/1227

in recognition of successful completion of the

Unstructured Supplementary Services Data
Program (USSD)

Awarded On: 30th July 2014

Training Director

[Signature]

Course Registrar

[Signature]

I Certify This As A True
Copy Of The Original
SIGN: *[Signature]*
ADVOCATE
FIBY MWAURA
P.O. Box 12779 - 00400, NAIROBI



Certificate Of Completion

This Certificate is Presented to

Wanjala Alex Wafula

01/0114/1227

in recognition of successful completion of the

Mobile Software Development
and Entrepreneurship Program (MIT)

Awarded On: 30th July 2014

Training Director

Course Registrar

I Certify This As A True
Copy Of The Original
SIGN:
ADVOCATE
KENNY N. MWANGI
P.O. BOX 12277/9 - 00100, NAIROBI

KELVIN NJUGUNA

UI/UX Designer
Nairobi, Kenya
kelvinnjuguna99@gmail.com
+254704549859

PROFILE

Creative and experienced UI/UX Designer with over 5 years of experience with a demonstrated history of working in the information technology and software development industry. Skilled in Mobile and Web Application Design, HTML, CSS, jQuery, JavaScript, English, Adobe XD, Adobe Illustrator, and Adobe Photoshop. Strong artistic and design enthusiast with a Bachelor's Science degree in computer technology-focused in software development and design from Meru University of Science and Technology (MUST).

Making people smile gets me out of bed every morning. Through thoughtful design, I create delightful digital experiences that make life simpler and more enjoyable. As a passionate designer, I love building products that are easy to use, accessible, engaging, and delightful.

EMPLOYMENT HISTORY

Head of Product Design, Levetot, Nairobi

MAY 2022 – PRESENT

- Oversaw all aspects of design and development, and offered design solutions when necessary.
- Utilized my skills and knowledge of user design and User Experience tools to design and build applications.
- Responsible for conducting user research, and developing the UI/UX prototypes for applications

Head of design, Noveta LTD, Nairobi

FEBRUARY 2021 – JULY 2022

- Oversaw all aspects of design and development, and offered design solutions when necessary.
- Utilized crucial design software skills to assist with projects.
- Worked as a productive and positive team member to design, code, test, report, and debug operations.
- designing and prototyping user interfaces
- Gathering user requirements and carrying out research on new projects as well as new features
- Assigning and supervising of tasks within the design team
- Worked to ensure a positive and hassle-free customer experience.

Graphic and web designer, Noveta LTD, Nairobi

APRIL 2019 – JANUARY 2021

- Planned, developed, tested, deployed, and maintained web applications.
- Delivered visually compelling animations and graphic elements.
- Designing of product logos, icons, illustrations, and other graphical elements for our software products.
- Prototyping and designing of both App and web applications.
- Developing HTML templates for dashboards and Web portals

During my time in this role, I managed to design a variety of both mobile and web applications efficiently and within strict timelines. My designs were positively received and appreciated. As a result, I was promoted to be the head of designs. Besides the designs being liked, I was always a team player as I worked closely with the front-end developers in writing code for these applications that even greatly helped reduce the time taken during development.

Graphic and web designer, Royal Cornerstone Capacity Building, Nakuru

AUGUST 2018 – MARCH 2019

- Helped to achieve a consistent look and visual theme across the website by promoting uniform fonts, formatting, images, and layout.
- Created and executed graphics in After Effects and Illustrator.
- Continually worked to enhance personal skills.

EDUCATION

Computer Technology, Meru University of Science and Technology, Meru

SEPTEMBER 2013 – DECEMBER 2017

Graduated with second class upper division honors

KCSE , Kegongee Boys Highschool, Embu

FEBRUARY 2009 – MARCH 2013

Pursued my high school studies and attained an overall B+ grade

LINKS

[Portfolio](#) [LinkedIn](#) [Inatagram](#) [Github](#)

SKILLS

Adobe XD



CSS



HTML



Adobe After Effects



Microsoft Office



Adobe Photoshop



Adobe Illustrator



JavaScript



React



INTERNSHIPS

IT Support and maintenance, Postal Corporation of Kenya (PCK), Nakuru

JULY 2016 – SEPTEMBER 2016

IT Support and maintenance, Kenya Medical Training College (KMTTC), Nakuru

JUNE 2015 – AUGUST 2015

REFERENCES

Alex Wanjala Wafulafromnouveta LTD

alex@nouveta.tech | +254 719 401837

Dr. Mary MwadulofromMeru University of Science and technology

mwadulom@gmail.com | +254 724 789102

Andrew MwangifromNouveta LTD

mwangi@nouveta.tech | +254 728 592629

LANGUAGES

English



Swahili



HOBBIES

Swimming, drawing, painting, watching animations, playing football, and watching football

EXTRA-CURRICULAR ACTIVITIES



Certificate Number

3191

**MERU UNIVERSITY OF
SCIENCE & TECHNOLOGY**

This is to certify that
Ndung'u Kelvin Njuguna

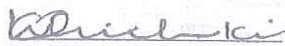
having satisfied all the requirements
for the award of the Degree of

**BACHELOR OF SCIENCE IN
COMPUTER TECHNOLOGY
SECOND CLASS HONOURS
(UPPER DIVISION)**

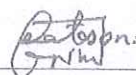
was admitted to the Degree at a congregation
held at this University

on the **15th** Day of **December**
in the Year **2017**

I Certify This As A True
Copy Of The Original
SIGN: 
ADVOCATE
FIDY N. MWAURA
P.O. Box 12779 - 00400, NAIROBI


Vice Chancellor




Deputy Vice-Chancellor
(Academic Affairs)

* This certificate is issued without alteration

Daniel Muli

📞 0725465570 · ✉ dmulih@gmail.com

PERSONAL PROFILE

Flexible, Sharp, fast learner and self-driven individual who uses his quest for results to meet the organization's goals and targets, a team player who prioritizes workload and able to work under minimum supervision.

EXPERIENCE

Jan 2020 -
Dec 2021

System Developer

Levetot Limited

- Continuous system development to improve system performance and resolve existing bugs.
- Developed Inuka Africa SMS application to enable clients' requests loans, request statement, request loan balances and check loans status.
- Developed Inuka Africa client app for loan request, viewing loan status, sending client referrals and viewing statements.
- Developed loan officer's app to enable field staff submit client's business appraisal and tracking portfolio at risk
- Developed client credit scoring algorithm to determine client score and loan limit.
- Integrated open data kit system to core Sacco system to incorporate clients' chattels and geotagging information.
- Integrated spin mobile API for M-Pesa statement data crunching
- Setting up of daily backups for data recovery
- Database administration -MySQL & PostgreSQL
- Upgrading of core Sacco software -Fineract to the latest version as well as upgrading ubuntu to ubuntu 20 LTS
- System health monitoring to ensure optimum performance

Aug 2017 -
Dec 2019

IT programmer

Challa Communications Limited

- Short Message Peer-to-peer and Service Delivery platform API integration for clients.
- KNEC shortcodes administration for KCPE & KCSE results disbursement.
- Provide technical user support to users.
- Developed SMS betting functionality for Bungabet Kenya (SMS Shortcode 29488)
- Developed USSD betting functionality for Bungabet Kenya (USSD shortcode *946#)
- Integrated M-Pesa C2B and B2C on both SMS and USSD functions for Bungabet Kenya.
- Integrated Betconstruct gaming API to both SMS & USSD betting to offer users with games and betting functionalities.

Jan 2016 -
Apr 2017

IT Programmer

Raia Multimedia Limited

- System administration of the betting platform to ensure system availability.
- Lead integrator and developer for M-pesa Customer to Business API integration.

- Lead integrator and developer for M-pesa Business to customer API integration via MFS dispatcher API.
- Developed bulk payment functionality for mass customer payment via M-Pesa.
- Server administration and set up running on Centos platform and also involved in setting up AWS
- test environment for development.
- Developed bash monitoring scripts for monitoring PHP scripts pulling data from Betradar API to ensure services are always available.
- Developed distributed SMS handling services to offer quick response time.
- Developed Justbet administration back-end for bets processing, match monitoring, and results handling using content pulled from Betradar API.
- MySQL performance tuning with large user base.
- Developed Justbet front-end for matches displays and markets display for Betradar API content.
- Re-worked Justbet Virtual betting platform based on Kiron API to enhance system performance and enrich user betting experience.

Nov 2014 -
Dec 2015

Web Developer

Masterclass Solutions Limited

- Web application design and development
- Implementing mention statistics using Twitter API on our existing web traffic monitoring app
- Web application deployment and client training
- Developing Zend 2 Framework backend's for android applications.
- API integration –Twitter API, Google API, Facebook API, Edmunds API, Infusionsoft CRM API

May 2014 -
Aug 2014

IT Intern

Spenco International Limited

- Perform system upgrades as necessary for software and hardware components.
- Perform administrative duties on network servers.
- Assist with end user system updates and monitoring. Including: Patch management, spyware removal, virus checking, and data backup.
- User management in Active Directory.
- Network administration and security management within IT infrastructure.
- Assist with intranet development & maintenance.
- Liaising on behalf of IT department.
- Performing System software review and IT equipment housekeeping.
- Provide support on access and use of ERP and Q-pulse Information systems.
- Projects progress tracking through photo slideshow module embedded on Spenco's Intranet.
- Plan for IT equipment's maintenance and repair with providers as articulated on Service Level Agreements (SLA).
- Perform network wireless routers configuration and set up.
- Network printers' configuration and installations.

Apr 2012 -
Dec 2012

IT Intern

Spenco International Limited

- End user training on new technologies implemented within Spenco.
- Assist in procurement of IT equipment's and implementation of new technologies.
- Perform software installations, repairs, backup and preventive maintenance on staff computers.
- Provide user level technical support for end users

Apr 2011 -
Aug 2011

IT Intern
Spenco Kenya Limited

- Providing software and hardware support.
- Ensuring IT policy compliance
- Switching users to the Google Apps for Business Platform.
- IT documentation.
- Development and management of the company intranet on Google Apps Platform.

EDUCATION

2015

Bsc. Computer Science
Kenyatta University

2008

KCSE
Kyangala Boys High School

2004

KCPE
Kyangala Township Primary School

SKILLS

- PHP/PHP Frameworks (Yii, Zend 2, CodeIgniter), Ajax/JavaScript/jQuery, HTML, CSS, Twitter Bootstrap, MySQL, PostgreSQL, Linux, Payment Gateway Integration (Paypal, Pesapal, Mpesa C2B and B2C), SMS development (Infobip API & Safaricom SDP), Wordpress & Joomla CMS, AWS (Basic), Magento, API integrations, System administration, Open Data Kit, Flutter.
EXPERT

PROJECTS

- Suraimages website - <https://suraimages.com>
- **Grace Clinic Management system** – My fourth year Java Project for managing daily operations of a clinic.
- **All Time Research Online Order management system for writers (www.alltimeresearch.com)** –Based on PHP Yii framework this project encompasses on managing online article writing jobs. This project covers order creation, bidding for orders, assigning orders, user management and payments.
- **Prime Quality Papers Online writing jobs management portal for clients (<http://primequalitypapers.com/>)** –Developed a WordPress portal for managing client order for tasks they need done for them.

REFERENCES

Collins Mwange,
Director,
Geoeng Systems Limited,
P.o Box 20107-00106
Tel: +254 722 594540
Email:cmwange@geoengsystems.com

Derrick Musembi,
System Administrator,
Kimisitu Sacco.
Tel: + 254 718 043 631
Email: derrick.musembi0@gmail.com



KENYATTA UNIVERSITY

This is to certify that

Daniel Mutiso Muli

having satisfied all the requirements was

awarded the Degree of

**BACHELOR OF SCIENCE
(COMPUTER SCIENCE)**

SECOND CLASS HONOURS (UPPER DIVISION)

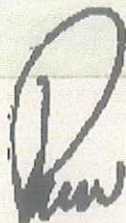
at a congregation held at this University

on the Fifteenth Day of December

in the Year

Two Thousand and Fifteen

I Certify this As A True
Copy Of The Original
SIGN: 
ADVOCATE
FIDY N. MWAURA
P.O. Box 12775 - 00400, NAIROBI

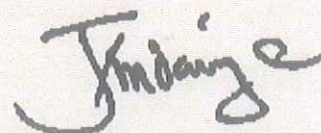


Vice Chancellor



Certificate Number

20151600098



Registrar (Academic)

JOHN HUTCHINGS MBA PMP

Tel: +44 7939 191 868

E-mail: john@cusptech.io

PERSONAL PROFILE

Results-driven and highly accomplished Chief Executive Officer and Telecoms Business Consultant with over 30 years of global experience in the Telecoms and Broadcast sectors. Proven success in Somalia, Iraq, Afghanistan, Sub-Saharan Africa, the EU, UK, and the USA. Successful board member for Globesat Communications Ltd, Somcast Networks LLC, and current CEO of Cusp Technologies Ltd. Known for transformational leadership, strategic thinking, and a growth mindset, I lead transformational change, foster a culture of continuous learning, and drive organizational success through continuous improvement. Skilled in strategic planning, I excel at analysing trends, identifying opportunities, and developing long-term strategies for sustained success. An effective communicator, I engage with stakeholders, convey complex ideas clearly, and respond appropriately to needs. Combining extensive international experience with a track record of success, I bring strategic vision, operational expertise, and leadership acumen to drive Cusp Technologies Ltd to new heights.

EXPERTISE

Consulting Strategic Leadership & Project Management:

Proven ability to guide and mentor managers of complex projects from conception to completion, ensuring alignment with strategic goals. Expertise in utilizing PMBOK guidelines and best practices for project lifecycles and stakeholder management.

Skilled in guiding of mitigating risks (RAIDO) and resource allocation for optimal project execution.

Business Acumen & Shareholder Value Consultancy:

Extensive experience in shaping the execution of efficient, profitable operations, and accurate financial reporting by guiding senior management teams.

Committed to maximizing shareholder value through strategic decision-making and initiatives.

Communication & Team Building:

Excellent communication skills, fostering collaboration and clear direction for team members.

Expertise in helping businesses build and motivate high-performing teams, set challenging goals, and lead by example.

Technical Expertise Consultant:

Broad knowledge of communication engineering, including Satellite Networks, Radio Systems, IT infrastructure, and Broadcast Technology.

Proven ability to steer management teams to enable engineers to maintain complex communication systems, ensuring uptime and efficient operations.

Risk Management & Stakeholder Engagement:

Experienced in helping management teams develop risk management policies and mitigate potential financial, security, and legal threats.

Skilled in engaging with stakeholders, understanding their needs, and fostering strong relationships.

PROFESSIONAL EXPERIENCE

CEO Cusp Technologies

2022-2024

As CEO of Cusp Technologies providing strategic leadership and vision to drive the company's growth and success. With a proven track record of innovation and execution, I spearhead initiatives across all aspects of the business, from product development and market expansion to team building and building strong client relationships.

Developed and implemented a long-term vision for Cusp Technologies, aligning it with market trends and opportunities. Led the creation and execution of strategic roadmaps that drive innovation and guide business development. Fostered a culture of collaboration and continuous improvement within the company.

Through innovation & growth championed a culture of innovation, driving the development of new products and services that address evolving customer needs.

Identified and pursued strategic partnerships and market opportunities to accelerate growth.

Led the expansion of Cusp Technologies' presence in new markets and customer segments.

Fostering team building & talent management I assembled a talented and diverse team of professionals with the skills and expertise required for success.

Created a motivating and engaging work environment that fosters creativity and ownership.

Implemented effective talent management strategies to attract, retain, and develop top talent.

Commercial Officer & Project Consultant Maritime Projects

2022-2024

Guided Project Staff at the pre-sales stage leading cross-functional project teams Ensuring all client requirements are met for deliverable solutions with budget frameworks.

Steered PM staff Initiating, Planning, Executing, monitoring, controlling, and closing Projects. Managing budgets, resources, and risks of projects with attention to schedule, costs third party vendors, communications, and stakeholders.

Mentored project team for large scale maritime network system on several Superyachts Container ships and special projects including largest Square-rigged ship in the world. Projects worth over \$1 Million individually.

Board Member and Director Somcast Networks LLC -Mogadishu, Somalia

2022-2024

Board member and founder of an independent telecoms company in Somalia, now the fourth largest ISP in the country, providing services for the US and British Embassies, the African Union, and the United Nations. Company now valued at over \$20 Million.

Consulted and mentored the \$500,000 Project for a new build camp on the Mogadishu International Airport in and upon completion of build and commissioning, oversaw hand over to a Somali Telecommunications company for Fiber and VSAT operations.

Consultant for Processes and Project system implementation advisor for new CRM tool.

Director Globesat Communications LTD & Project Manager Technical Consultant – UNSOM

2011-2018

Led all UN Information Support Team (IST) Technical projects in Somalia on behalf of UN Communications Information Technology Services (CITS). Implemented ISO 9001 and ITIL for all Radio, ICT and VSAT operations.

Managed the full lifecycle of several high-profile Strategic communication technical solution ICT projects worth over \$3 Million annually.

Managed third party contractors and payroll for project staff as well administration, leave and medical cover.

Managed communications teams including shift rosters and leave schedules for the technical staff of the Information Support Team in Somalia on behalf of UN CITS.

Implemented a stores accountancy system for UN CITS IST operations in Mogadishu.

Consulted the management team for the project for the live streaming of 2016 Somali presidential elections on behalf of the African Union / United Nations.

Produced documents for Project contracts including RFI's, RFP's and Business Cases.

Senior Telecommunications Consulting Engineer- UNOPS

2009-2011

Advised and mentored the African Union Signals troop and AU/UN CITS for the maintenance and installation of all Barrett HF and Motorola UHF/VHF radios systems.

Senior consultant for the installation and transmission planning of Aprisa XE digital microwave links for the United Nations in support of the African Union mission in Somalia. Providing secure ground communications for all personnel involved in the mission.

Oversaw the operational processes and managed the finances for the installation and operation of the Comtech C band VSAT plus 3.9m dish (Vehicle mounted with dish trailer) linked to the United Nations secure telephone systems.

Satellite and Broadcast Engineer - Freelance

2001-2009

Delivered a wide range of telecoms and broadcast projects for major clients across a breadth of sectors in line with core aims /objectives. Managed News Broadcasting operations in hostile environments including Iraq, Afghanistan, and other hostile environments. Managed broadcast needs including bureau news studios, satellite systems, Master Control Rooms, small networks, CCTV, security systems, UHF and VHF radios, data, as well as CATV and AV transmission in Iraq, Afghanistan, Palestine, and Syria.

Provided ICRC Mission in Niger with live broadcasting to the US, Canada, UK and Japan for the Polio and Mosquito Nets project. Managed the set-up of the satellite broadcast facilities for the Saddam Hussein trial as sole provider to the world's media in Iraq.

<u>Satellite Uplink Engineer – NTL Media Solutions</u>	<u>1999 -2001</u>
<u>Satellite Uplink Engineer – SIS Link</u>	<u>1998 -1999</u>
<u>Telecoms Commissioning Engineer – Nokia</u>	<u>1997 -1998</u>
<u>Telecoms Technician – British Army, Royal Signal</u>	<u>1985 -1997</u>

PROFESSIONAL TRAINING AND QUALIFICATIONS

- Masters (MBA) with Merit in Business Administration – University of Cumbria
- BTEC National Diploma Electronic Engineering & Professional Development Course in Data Communications
- PMP Certified (qualified above standard required)
- Chartered Manager and Member of CMI
- PRINCE2 Practitioner Certification
- AgilePM Practitioner Certification
- Managing Successful Programmes Practitioner Certification (MSP)
- Scrum Master Certification
- ITIL Foundation Certification
- ISO 9001 Competency Training
- Fortinet Cyber Security Training
- G&G in Construction
- C&G in Health and Safety on a Construction Site

STUDENT TRANSCRIPT/CERTIFICATE OF ACHIEVEMENT

Full name:	John Hutchings	Date of birth:	7 February 1965
Programme:	Master Of Business Administration	Result:	Pass With Merit
Award Title:	Business Administration		
Awarded by:	University of Cumbria	Award Date:	11 March 2021
Site of study:	Distance Learning	Start date:	11 February 2019
Languages of Instruction:	English	FHEQ level:	Masters
Reference:	1553824/1	HESA no:	1910385538241

			Credit	Level	Mark	Grade	Attempt
CRKC7001	18/S2	Organisational Behaviour	20	B7	65	P	1
CRKC7003	18/SEM2E	Financial Management	20	B7	53	P	1
CRKC7002	19/S1	Marketing Management	20	B7	63	P	1
CRKC7005	19/S1	Corporate Strategy And Competitiveness	20	B7	67	P	1
CRKC7020	19/S2	Strategic Management	20	B7	67	P	1
CRKC7025	19/S1	Tackling Global-Local Challenges In Ethics, Responsibility And Sustainability	20	B7	73	P	1
CRKC7030	19/SEM2E	Dissertation	60	B7	60	P	1

ECTS: 90

Total pass credits gained: 180



Amanda Lane

Head of Student and Academic Administration Service

Key to Module Grades

Mark	Grade		Grade
50%+	P	Pass	MP Major Malpractice investigation pending
<50%	F	Fail	MM Minor Malpractice investigation pending
<50%	CF	Confirmed failure on reassessment	EC Extenuating Circumstances
<50%	RF	Failure recouped on reassessment (capped mark)	
45-49%	CD	Condoned (credit awarded)	
45-49%	CP	Compensation (credit awarded)	

Project Management Institute

THIS IS TO CERTIFY THAT

john Hutchings

HAS BEEN FORMALLY EVALUATED FOR DEMONSTRATED EXPERIENCE, KNOWLEDGE AND PERFORMANCE IN ACHIEVING AN ORGANIZATIONAL OBJECTIVE THROUGH DEFINING AND OVERSEEING PROJECTS AND RESOURCES AND IS HEREBY BESTOWED THE GLOBAL CREDENTIAL

Project Management Professional (PMP)[®]

IN TESTIMONY WHEREOF, WE HAVE SUBSCRIBED OUR SIGNATURES UNDER THE SEAL OF THE INSTITUTE



Tony Appleby
Chair, Board of Directors



Sunil Prashara
President and Chief Executive Officer



PMP[®] Number: 3128013

PMP[®] Original Grant Date: 09 August 2021

PMP[®] Expiration Date: 08 August 2024



This is to certify that

John Reginald Hutchings

Has achieved the

**MSP[®] Practitioner Certificate in
Programme Management**

Effective from **17 Jun 2020**

Expiry date **17 Jun 2025**

Certificate number **GR637011169JH**

Candidate number **9980073981921714**



Mark Basham, CEO, AXELOS



Panoraia Theleriti, Certification Qualifier, PeopleCert

Printed on 19 June 2020

This certificate remains the property of the issuing Examination Institute and shall be returned immediately upon request.

CERTIFICATE

OF ACHIEVEMENT

THIS CERTIFICATE IS PROUDLY PRESENTED TO

John Hutchings

FOR SUCCESSFULLY PASSING

Scrum Master

CERTIFICATE NUMBER

16551656



BARINDER HOTHY, CEO,
The Knowledge Academy

April 17, 2020

DATE



CERTIFICATE

OF ACHIEVEMENT

THIS CERTIFICATE IS PROUDLY PRESENTED TO

John Hutchings

FOR SUCCESSFULLY PASSING

Scrum Master

CERTIFICATE NUMBER

16551656



BARINDER HOTHY, CEO,
The Knowledge Academy

April 17, 2020

DATE





APMG-International

THIS IS TO CERTIFY THAT

John Hutchings

IS A

**PRINCE2[®]
Registered Practitioner**

MEETING STANDARDS to APMG/QMS/Registered Practitioner Certification as stated in the APMG Quality Management System.

EFFECTIVE DATE

11 December 2011

REGISTRATION NUMBER

P2R/855749

CERTIFICATE NUMBER

02554407-01-2286

Alan Harpham
APMG Chairman

This certificate is valid for 5 Calendar years from the Effective Date.

This certificate remains the property of The APM Group Ltd and shall be returned immediately on request.
The APM Group Limited, Sword House, Totteridge Road, High Wycombe, Buckinghamshire, HP13 6DG, England
Telephone = + 44 (0) 1494 452 450. Fax = + 44 (0) 1494 459 559. www.apmgroup.co.uk.
Registered in England No 2861902.

This examination was based on the 2009 edition.

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00635809



**MIHLOTI NANCY
MALULEKE :
ENGINEERING
MANAGER &
CONSULTANT**

PROFILE

Consultant Engineering and Projects Professional African female. Born in South-Africa in Limpopo, Giyani.

Nancy has over 20 Years Corporate experience in the Engineering (Built Environment) within the Power Utility (Energy) sector, in State Owned and Private Sector Companies. She has over 10 years Executive experience and managed Operating Units of 2000 employees work force.

- ✓ Generation, Transmission and Distribution
- ✓ Construction and Consulting Engineering
- ✓ Project Management

Other Engineering Sectors experience

- ✓ Energy Management in Mining
- ✓ Telecommunications

CONTACTS

PHONE:
+27 82 902 3264

EMAIL:
nancy@cusptech.io

PERSONAL INFORMATION

Date of birth: 1977/July/11
ID Number: 7707110362087
Nationality: South African
Gender: Female
Race: African
Driver's License: Code 8

Residential Area:
South Africa
Johannesburg Midrand
1685

EDUCATION

Wits University
2012

Master's in engineering management (Industrial) GDE
Engineering - 2008

Institution: Wits University

Principles of Management, Industrial & Commercial Law, Quality Management, Accounting and financial statements, Industrial Marketing, Lean Manufacturing, Human Resources, Engineering Managers Mathematical Topics, Enterprise Engineering and Investigational projects.

Wits University
2012

Senior Managers Program Institution:
Henley Business School

Theme: Leadership with a heart of a servant Systems Thinking

Wits University
2010

GDE Project Management (Civil Engineering)

Project Management in Developing Areas, Project Management I & II (PMBOK), Value Engineering,

Human Resources (Organizational behavior), Environmental Management and SHEQ and Systems thinking.

University of Johannesburg
B-Tech. Electrical/Electronic Engineering - 2006

ND Electrical Engineering – 2000
***(Sponsored by Nelson Mandela/ Multi-choice bursary)**

Technikon Witwatersrand 1995
Certificate in Commercial Accounting -
Completed Courses:

Working Capital Management, Communication skills, Business Information Systems

Matriculated 1994
Giyani High School

WORK EXPERIENCE

Company: Cusp Technologies
Position: Senior Engineering & Business Development Consultant
May 2024 – Present day

- Spearheaded and mentored leadership teams on complex, high-impact projects from inception to completion, ensuring alignment with strategic organizational goals.
- Established and enforced best practices for project lifecycles and stakeholder management, utilizing advanced processes and guidelines.
- Implemented risk mitigation strategies and optimized resource allocation for superior project execution and delivery.
- Directed the development of efficient, profitable operations and ensured precise financial reporting, guiding senior management to maximize shareholder value through informed strategic decision-making and initiatives.
- Executed identified tasks with a focus on achieving the desired outputs and outcomes for the assignment.
- Conducted monthly feedback sessions with clients and relevant stakeholders to update the team on progress and address any challenges encountered by the consultant teams.
- Managed costs associated with pre-planning activities, including attending consultancy contract negotiation meetings.
- Facilitated knowledge transfer and capacity building for the adoption of CTM across client operations.
- Prepared comprehensive RFP documents and Expressions of Interest (EOI), demonstrating in-depth knowledge of procurement procedures to secure new business opportunities.

Company: City Power
Position: Chief Operations Officer 01
May 2021 – 31 October 2023

- The Chief Operating Officer (COO) has the responsibility to coordinate mission critical functions while focusing on the more operational needs of City Power by pulling together the Integrated operations value chain i.e. build, operate, maintain, restore and service customers. To ensure ROI and enable spend for;
- Revenue generation that also leads to satisfied customers. The COO has the responsibility and authority for the effective leadership to achieve a performance level in line with agreed objectives, with particular emphasis on;
- Improving the availability and performance of the engineering core/ strategic assets of City Power;

- Reducing the cost of operating the engineering core/ strategic assets of City Power; and
- Increasing collections and providing the highest levels of customer service.
- Responsible for Strategic Leadership and Direction of the mission Critical Groups (the Core Business Functions) of City Power
- Responsible for Functional Leadership and Direction of the mission Critical Groups of City Power.
- Overseeing the management of the Operations and Maintenance function.
- Overseeing the management of the Engineering Services function. Overseeing the management of the Retail function. Influences operational excellence, which includes directing a step change in performance
- Manage of all of the Mission Critical Groups of City Power resources to achieve the desired business performance. · Responsible for Safety, Health and Environmental
- Management of the Mission Critical Groups of City Power.
- Leads the business by enabling stakeholder relationship management.

Company: City Power

Position: Chief Executive Officer (Acting)

26 October 2020 – 30 May 2021

01 September 2021 – 30 November 2021

- Strategic Leadership and Direction of City Power. Functional Leadership and Direction of City Power.
- Overseeing the management of the Mission Critical Groups (the Core Business Functions) of City Power.
- Overseeing the management of the Legal, Compliance and Risk Management Group of City Power.
- Overseeing the management of the IT and Digital Group of City Power.
- Overseeing the management of the Finance Group of City Power.

- Overseeing the management of the HR Group of City Power.
- Manage all of City Power resources to achieve the desired business performance.
- Influences operational excellence, which includes directing a step change in performance and securing the current and future mandate to operate of City Power.
- Manage all of City Power resources to achieve the desired business performance, the Safety, Health and Environmental (SHE) Management of City Power.
- Lead the business by enabling stakeholder relationship management.

Company: City Power

Position: Metering Services Group Executive

01 July 2018 – 25 October 2020

- Strategically lead and direct the Metering Services Infrastructure to ensure the correct reading of meters, for the billing process to be accurate from the well-maintained meters by the competent technicians.
- Leading a professional team to install, test, read and maintain LPU, Domestic & Prepaid Meter inventory.
- Fast tracking the process of smart meter installations within the City of Joburg.
- Integration of latest metering technologies within City Power
- Designing Implementation Plan/s and oversee the successful implementation of the Metering System within City Power.
- Developing a combined Assurance Framework for the Company and set City of Joburg wide Metering targets in collaboration with City Power's corporate directive, strategy and the implementation thereof.
- Develop, advise and facilitate the implementation and communication of City Power's Metering Services Frameworks, Strategies, Methodologies, Systems and processes in partnership with the City of Joburg expectation.
- Being responsible for managing resource planning through the setting of manpower targets and managing staff levels in support of the Group Strategy.
- Developing the Operating Budget for the Group inclusive of staff cost, overtime, general expenses, repairs and maintenance.

Trans-Africa- Projects (Pty) Ltd. (TAP)

Position: Executive Manager Operations 2015/09/15 – 2018/06/30

- Accountable for the delivery of capital projects (Local and International), Site Resources (High Voltage (765kV,

400kV, 132 kV) construction site supervision, Risk Management and Safety, Procurement, Information Technology, Human Resources and Training

- Contribute to the company's strategic objectives, financial performance, client satisfaction and employee satisfaction
- Project and financial input for new projects bids to ensure sound Capital Investments for the business
- Oversee Risk Management initiatives and maintenance of Risk Management Systems
- Facilities Management
- Approval and implementation strategic operations' objectives

Eskom Distribution (Northern Cape),

(Limpopo) Operating Units

Asset Creation Senior Manager (Projects and Engineering Executive)

2012/04/01 – 2015/09/14

- Accountable for the delivery of Distribution Asset Creation programs
- Accountable for Project Portfolio's total expenditure, control, monitoring and reporting of capital performance
- Lead Program Managers in optimizing and improving budgeted costs
- Implementation and monitoring of policies, standards and procedures on Asset Creation
- Guiding the Asset Creation process in the operating unit and ensure compliance to the standards
- Provide direction for the management of operations within the Asset Creation value chain and monitoring
- Developing and monitoring budgets for asset Creation projects and programs
- Ensuring sound capital investments decisions for the operating unit
- Providing guidance on the implementation of Provincial Universal Access to Electricity

Anglo American Platinum

Position: Snr Project Manager/Project Manager

2010/01/01 - 2012/03/31

- Mine Construction and Process plant projects (Engineering, Procurement, Construction Management (EPCM) Model)
- Group Energy Management Projects Deliverables:
- Managing projects within time, cost, quality and
- Scope definition (Detailed work breakdown structure)
- Engineering, Procurement, Construction, Commissioning and Operational Readiness plans
- Managing and monitoring the development of detailed project schedules and project cost estimates
- Project Controls and Change Management plans
- Risk, Quality and S&SD plans
- Stakeholder and Communication plans and Management
- Alignment on roles and responsibilities with senior leadership and client (operations)

Eskom – (Demand Side Management)

2007/04/01 to 2009/12/31

Position: Project Manager

- National Energy Efficiency and Load Management projects for Industrial (Mining), Commercial and Residential sectors
- Manage project execution in terms of the New Engineering Contract
- Project Stakeholder Management
- Contract Negotiations
- Manage the projects' legal documents (Agreement for project delivery)
- Manage project scope, quality, time and costs
- Manage the project full lifecycle from proposal, implementation, handover and measurement and verification
- Establish and manage project risks
- Manage project and procurement costs
- Establish effective management of project integration
- Conduct technical evaluation on DSM project proposals
- Provide effective site contract and risk management

Ekurhuleni Metropolitan Municipality

2006/09/01 – 2007/03/31

(Electricity and Energy Customer Services)

Position: Senior Engineer

- Drafting of technical specifications for various tenders
- Tender evaluations
- Customer Services
- Implement and manage customer education programmes on a wide scope of related subjects
- Manage and expand on the current Key Customer Strategy
- Implement and manage a strategy to address conductor theft
- Manage revenue protection activities in the Electricity Division
- Manage Electricity By-Laws

Eskom Holdings

(2001/11/08 – 2006/08/31)

Position: Senior Technician

Transmission

2003 – 2005

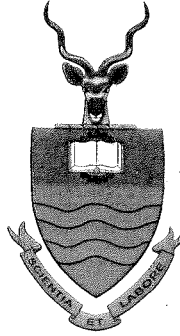
(Direct Current Applications)

Capital and National DC Refurbishment Projects for Transmission's sub-stations

- DC Application Engineering Standards
- DC Applications planning, design, Execution
DC National Audits

REFERENCES

AVAILABLE ON REQUEST



UNIVERSITY OF THE WITWATERSRAND,
JOHANNESBURG

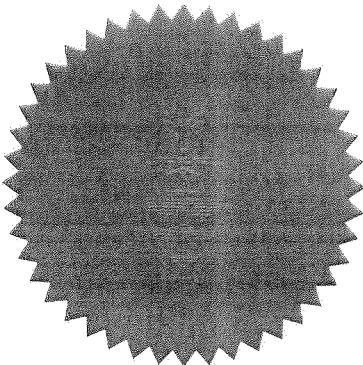
At a congregation of the University

held on 25 June 2013

Mihloti Nancy Maluleke

was admitted to the Degree of

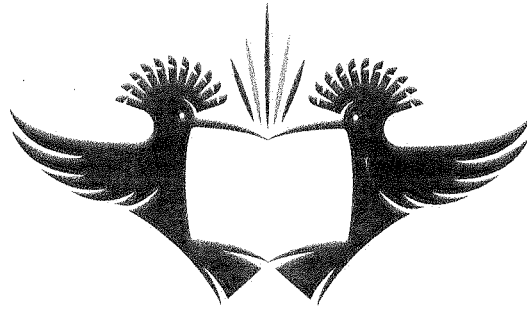
Master of Engineering



Dean: Faculty of Engineering and
the Built Environment

Vice-Chancellor and Principal

Registrar



UNIVERSITY
OF
JOHANNESBURG

The Council and the Senate of the
UNIVERSITY OF JOHANNESBURG
hereby certify that the degree

BACCALAUREUS TECHNOLOGIAE

(Completed in accordance with the curriculum of the former Technikon Witwatersrand)

with field of study

Engineering: Electrical

with all its associated rights and privileges
in accordance with the Statute of the
University has been awarded to

MIHLOTI NANCY MALULEKE

at a congregation of the University

Vice-Chancellor

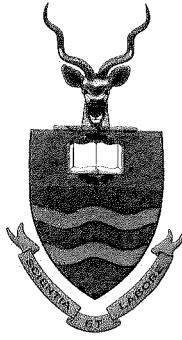
Registrar

27 SEPTEMBER 2006
Johannesburg
ID 7707110362087



(Duplicate issued on 12 June 2008)

28729



UNIVERSITY OF THE WITWATERSRAND,
JOHANNESBURG

This is to Certify that

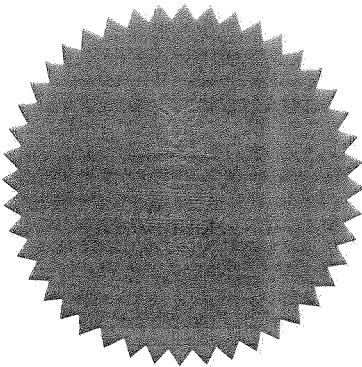
on 24 November 2011

Mihloti Nancy Maluleke

having satisfied the requirements

is hereby granted the

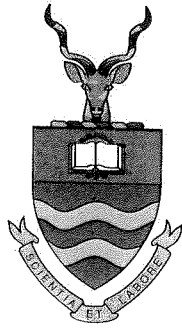
Graduate Diploma in Engineering
(Civil Engineering)



Dean : Faculty of Engineering and the Built Environment

Vice-Chancellor and Principal

Registrar



UNIVERSITY OF THE WITWATERSRAND,
JOHANNESBURG

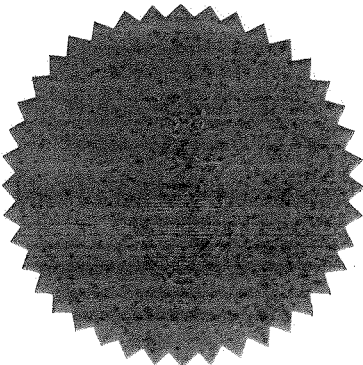
This is to Certify that
on 25 November 2008

Mihloti Nancy Maluleke

having satisfied the requirements

is hereby granted the

Graduate Diploma in Engineering
(Industrial Engineering)



Dean : Faculty of Engineering and the Built Environment

Vice-Chancellor and Principal

Registrar

TECHNIKON WITWATERSRAND



NATIONAL DIPLOMA

ENGINEERING: ELECTRICAL

is awarded to

MIHLOTI NANCY MALULEKE

Date of Birth

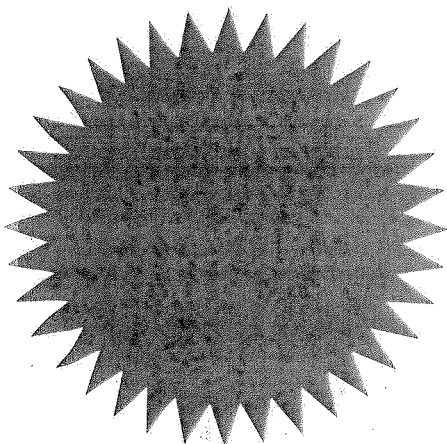
1977-07-11

Student Number

9534692

with effect from

2001-01-01



Principal & Vice-Chancellor

Vice-Principal & Registrar

Issued with the approval of the Certification Council for Technikon Education (Sertec) in terms of section 9 of
The Certification Council for Technikon Education Act 1986 (Act 88 of 1986)

No. ND 1880



ALAN GILES

Telephone: +44 7375 949196

E-Mail: alan@cusptech.io

LinkedIn: www.linkedin.com/pub/alan-giles/1/9b/ba3

PROFILE:

I am a versatile INTERNATIONAL BUSINESS CONSULTANT, experienced in many aspects of Business Growth, Business Development, Major Account Management, Sales and Marketing, Technology Advise, Strategy Creation and Execution, as well as having previous experience in expanding businesses outside of their strength markets into new geographies and verticals.

In recent years I have been most actively engaged with consulting for multiple clients from a business growth and technology standpoint

I have been working in the technology sector for the past 30 years and have experience in fintech/regtech/security/satellite/fixed and mobile telecoms markets

I am now engaged as CEO/Founder of Fractional Execs Ltd. – a Business Growth Agency based in UK, operating globally. Fractional Execs deliver resources, consultation services and solutions to start-up and scale-up companies to assist with their growth ambitions. We have built an ecosystem of 40 senior executives, working fractionally, alongside 30 services and solutions partners.

CAREER HISTORY:

07/22 – date **Founder, Fractional Execs Ltd.**

- Performing in fractional roles as Chief Commercial Officer (Spaceology), Chief Revenue Officer (Demeter) and Strategic Advisor to SyncDog and **Cusp Technologies**.
- Launched a new Business Consultancy, aimed at technology companies, delivering senior resources as well as services and consultation solutions that assist with corporate growth in a sustainable and cost effective manner.
- Partnered with Bain Consulting and Ernst & Young to deliver services to their technology clients
- Attracted 40 fractional executives and 30 services/solutions partners to collaborate within the Fractional Execs ecosystem.

04/20 – 07/22 Chief Commercial Officer, VoxSmart

- Evaluate, augment and execute on a Sales & Marketing Strategy to deliver results that meet the growth aspiration of VoxSmart.
- Proactive build and management of a Global Sales & Marketing team, located across 3 continents.
- Delivered 100% YoY ARR growth in FY21 and FY22, quadrupling the business, ensuring predictability is secured during a funding round, resulting in VoxSmart being named #31 in Sunday Times Top 100 fastest growing companies
- Develop and implement a channel strategy that supports an evolving GTM direction.
- Executive management of Tier 1 customers and opportunities.
- Identify, negotiate and manage external partnership opportunities (technology/business/channel).
- Member of Executive Committee and participant at Board meetings.

05/19 – 04/20 Chief Commercial Officer, iDENprotect

- Create and execute on a Sales and Marketing strategy, targeting regulated industries in key markets of UK/Ireland, Middle East and Africa
- Evaluate, develop and enhance a two-tier channel structure that matches the market priorities of iDENprotect
- Create and execute on a Marketing strategy, including a brand refresh, digital footprint, website redesign, database cleanse and growth etc.
- Added £10m in qualified pipeline in 6 months, including the biggest deal in iDENprotect history (£2.5m) due to close in Q2 2020.
- Proactive management of technology and sales partners.
- Member of the Board

08/16 – 04/19 Vice President, UK/MEA – BlackBerry

- Proactive leadership of 3 Sales teams across multiple markets (UK/Ire & Middle East/Africa)
- Delivered consistently above quota. FY17(half year) – \$9.8m actuals vs \$8.8m quota (110%), FY18 - \$33.5m vs \$31m quota (108%), FY19 - \$43.7m vs \$40.3m (108%)
- Rebuilt the Middle Eastern presence for BlackBerry, resulting in hypergrowth in FY19 - \$7m delivered against a target of \$4.6m, >150% of quota and >60% YoY growth
- Overall regional responsibility for virtual team management outside of sales teams.

06/15 – 08/16 Business Unit Manager, Mobility – Snow Software

- Develop and implement a mobility strategy for a new business unit within Snow
- Identify, recruit, train and incentivise a specialist mobility team to deliver against strategic and revenue targets
- Achieved primary goal of placing Snow on Gartner Magic Quadrant for EMM
- Develop and manage channel relationships, including ongoing incentives and training

02/13 – 04/15 Vice President, EMEA - bigtincan

- Develop and implement a strategy to maximise revenue potential across EMEA
- Hire and manage a team of geographically remote sales and support staff

- Speaker/Evangelist at Industry events.
- Pipeline management, revenue delivery

10/11 – 01/13 Managing Director, EMEA – Fiberlink International

- Creation, development and implementation of an expansion strategy to penetrate multiple markets across EMEA with MaaS360
- Build and management of EMEA Sales & Marketing team in UK and Germany
- Key member of team that achieved placement of Fiberlink on Gartner Magic Quadrant for EMM

05/10 – 10/11 Vice President, Global Business Development, Excitor

06/07 – 05/10 Head of Enterprise, Western Europe, Sony Ericsson

REFERENCES:

Both Character and Professional references are available upon request.

HOBBIES AND INTERESTS:

- Keen participant in many sporting activities, primarily cycling, football and golf.
- FA Level 2 Football Coach
- Charity fundraising:
 - In August 2022, cycled from Lands' End to John O'Groats, raising money for Shine, a cancer charity in UK.
 - I have completed the London Marathon 4 times, in aid of Make-A-Wish foundation.
 - Actively fundraising each year to help get homeless people off the streets and into shelter or accommodation over the Christmas period.
- Travel – I have been lucky enough to travel globally, both professionally and for leisure.
- Community – I am involved with the Royal Air Force Cadets, as Chairman of the Committee at 398 Squadron in Middlesex.

CURRICULUM VITAE

P. O. Box 18872 - 00100, Nairobi

E-Mail: carol@coduoradvocates.co.ke

oduor.caroline@yahoo.com

TEL. +254 722 553 891, +254 756 496 565

Personal Information

Date of Birth:	21st June 1981
Nationality:	Kenyan
Language (Spoken & Written):	English, Swahili and Luo
Profession:	Advocate of the High Court of Kenya

Experience

A. November 2019 – to date

Principal Partner – Caroline Oduor & Associates Advocates

Key Skills:

1. Over 16 years' experience in Civil & Commercial Litigation and Mediation of disputes in Contract & Business Law; Employment & Labour relations; Procurement; Banking, Insurance, Co-operatives and SACCOs; Constitutional and Judicial Review; Land & Property; Family and Succession.
 2. Contract drafting, review, negotiation & International trade law consultancy;
 3. Legal and Governance Audits;
 4. Policy and Legislative drafting;
 5. Trade related & intellectual property protection services e.g Copyright and Trademark/Service Mark registration.
 6. Corporation Secretary services and statutory Compliance legal support.
 7. Law firm management and administration; responsibilities include ensuring delivery of key results to clients', building and maintaining advocate client relationship, client meetings, handling and supervising client assignment with high level of integrity and confidentiality.
- **Adjunct lecturer** (Civil Litigation) at the Kenya School of Law, Advocates Training Programme (ATP) - **February 2020 to date**

Selected key assignments and cases handled

1. Conducted Governance Audit for Kenya Airports Authority, Kenya Post Office Savings Bank, Mwalimu National SACCO, KUSCCO Limited, Liaison (IB) Group and Geonet Technologies Limited.
2. Concluded Litigation cases in Employment, Defamation, Land, Banking, Insurance, Civil debt, Procurement, Constitutional and Matrimonial suits. Some of the cases include representing Kenya Medical Training College in a Constitutional Petition filed at Employment and labour relations court involving revocation of appointment of its Corporation Secretary; representing Kenya National Highways Authority (KENHA) in a suit relating to encroachment of public land; Petitioners' Advocate representing about 2,000 evictees and former residents of Kariobangi North, Nairobi, in Land and Environment Constitutional Petition filed against the Attorney General & Others; Petitioner's Advocate in a suit filed against Kenya Revenue Authority for wrongful public auction of imported goods.
3. Public procurement disputes relating to application and interpretation of Public Procurement and Asset Disposal Act No. 33 of 2015 on various issues including tender evaluation criteria, extension of tender validity period, termination of procurement proceedings, application of margin of preference, tender award notification process, High Court and Court of Appeal proceedings against Public Procurement and Administrative Review Board decision. Some of the clients represented include Liaison (IB) Group, Geonet Technologies Limited, Rentco Africa Limited, Peesam Company Limited, On the Mark Security Company Limited, Gulf Energy Limited, Medionics Healthcare Limited, Agile Business Solutions Limited
4. Family disputes relating to child maintenance & custody, domestic violence protection orders, divorce and division of matrimonial disputes.
5. Perfection of securities for Kenya Bankers SACCO Limited, Tourism Finance Corporation, KUSCCO Housing Co-operative Society and KUSCCO Limited.
6. Drafting and registration of Joint Venture Agreement (JVA) for property development projects including KUSCCO Limited and Patbon Investment Company Limited JVA for development of 680 residential units in Kilifi.
7. Preparation and registration of Tenancy Agreements for Kenya Pipeline Company (KPC).

8. Service Mark Registration for Kenya Medical Training College (KMTC);
9. Copyright registrations for YOTHA Trust
10. Review of the Standards Act for Kenya Bureau of Standards (KEBS) in line with the Technical Barriers to Trade (TBT) and relevant World Trade Organization (WTO) Treaties and East Africa Community (EAC) Acts;
11. Consultancy for legal support in employment internal disciplinary hearing & appeals to Kenyatta International Convention Centre (KICC);
12. Performance Management Review litigation dispute for KCB Kenya Ltd staff;
13. Consultancy on Public Private Partnerships as a member of Embu University College PPP Node and Project Appraisal Team (PAT) in respect of development of student hostels as supported by the World Bank;
14. Drafting Gum and Resins Regulations for Kenya Forest Service;
15. Team leader of the International Economic Law Practicum on drafting of the Continental Free Trade Area (CFTA) Dispute Resolution Chapter, project of George Town University- USA, TRAPCA and Graduate Institute- Geneva;
16. Team Leader of Africa Trade Lawyers Association (ATLA) at the World Trade Organization (WTO) Ministerial conference held in Nairobi;
17. Diagnostic analysis of the Public Private Partnership Act and Policy for DAI, implementing USAID Kenya Financial Inclusion for Rural Microenterprises (FIRM).

B. February 2011 – November 2019

Partner at NOW Advocates LLP - Head of Consultancy, Corporate and Commercial Department.

C. August 2006 – January 2011, Rachier & Amollo Advocates; Associate Advocate.

Key responsibilities were Civil and Commercial Litigation; debt recovery for Banks & SACCO's; Defending Insurance claims; Corporate Advisory to legal persons on legal & Statutory Compliance & Research work including drafting of Pleadings.

D. Public interest litigation for institutions such as FIDA- Kenya, Kenya Ethical and Legal Issues Network (KELIN), International Community of Women living with HIV

(ICW). Some of the cases handled in this respect include forced & coerced sterilization of women on the basis of their HIV status; The presidential decree case of forced compilation of data on children who are HIV infected; the challenge to section 26 of the Sexual Offences Act particularly with respect to discordant couples and breastfeeding women who are HIV positive; Human rights violations during Covid-19 pandemic & Kariobangi residents petition on unlawful eviction by Government.

Educational Background

October 2018

Master of Laws in International Commercial Law from the University of Salford in United Kingdom (UK). Course Coverage entailed International Law on Sale of Goods, International Corporate law and Governance, Intellectual property law, Advance Contract Law and Negotiation. The Research topic was "The Effectiveness of Contractual Devices for Foreign Investment Protection in Investor State Contracts for Petroleum: A Comparative Study of the Legal Framework in Kenya and England".

November 2015

Advanced Postgraduate Diploma in International Trade Law, Policy and Development. Lund University, Sweden in conjunction with Trade Policy Training Centre in Africa (TRAPCA), Arusha. Course coverage included World Trade Organization Law, Bilateral Trade Agreements, Regional Economic Communities (RECs), Sectoral Trade law, Barriers to International Trade, Trade remedies and Trade disputes.

Years 2000-2004 – The University of Nairobi (UoN)

Bachelor of Laws (LLB), 2nd Class Honors (Upper division)

Years 1995-1998 - Mamangina Girls Secondary School, Mombasa.

Kenya Certificate of Secondary Education (K.C.S.E), attained (A-)

Years 1987-1994 - Umoja Primary School, Mombasa

Kenya Certificate of Primary Education (K.C.P.E), attained (540/700)

Licenses, Certification and Professional Qualification

December 2022 – Environment, Social & Governance (ESG) training by the **Institute of Certified Secretaries (ICS)**

July 2022 – Certificate of training in Data Protection by **Lawyers Hub and Africa Digital Policy Institute**.

July 2022 – Executive Certificate in International Finance: Policy, Regulation and Transactions by **Harvard Law School Executive Education**.

January 2022 – Certificate of training, Legal Audit and Compliance; **Kenya School of law**

October 2021 – Certification in Arbitration; **Chartered Institute of Arbitrators**.

May 2020 to June 2021- Executive Certification, Computer Science for Lawyers by **Harvard Law School Executive Education**.

March 2018 - Certified Board Evaluator by **Institute of Certified Secretaries (ICS)**;

June 2016 - Accredited Governance Auditor, **Institute of Certified Secretaries (ICS)**;

2009 – 2011 -Certified Public Secretary (CPS), Kenya Accountants and Secretaries National Examination Board (**KASNEB**)

Years 2004- 2005 -Postgraduate Diploma in law, **Kenya School of Law**

Leadership position & roles

March 2020 to March 2022

Vice-Chairperson of Federation of Women Lawyers (FIDA Kenya)

Responsible for overall policy and strategic leadership, Resource mobilization, review and approval of Federation policies, strategic plans, annual work plans and budget estimates.

September 2018 to August 2021: Machakos County Government Audit Committee

Responsibilities include obtaining assurance that all financial and non-financial internal control and risk management functions are operating effectively and reliably; to provide an independent assessment and governance oversight.

April 2014 to 2020: Chairperson of International Trade Experts Association (ITEA)

ITEA's Vision is to enhance member's technical capacity in International Trade policy and law with a view to championing efforts in poverty alleviation and sustainable development within sub-Saharan Africa through International Trade. Our mission is to

become a one-stop centre for International Trade Consultancy, Research and Technical Assistance.

2012 to 2015: Board member and Audit Committee Chairperson, Kenya Forestry Research Institute (KEFRI), State Corporation. Responsibilities included: Policy formulation and strategic management of the organization; performance Contract negotiation on behalf of Institute; approval and submission of financial estimates for consideration by the Treasury; administration of the property and funds of the institute; review of parliamentary committee reports and recommendations.

Selected Workshops, Conferences & Trainings

1. Appointed session chair in the Annual World Bank Conference on Land and poverty, 2020
2. Workshop for Boards, CEOs and Audit Committees by Institute of Internal Auditors Kenya, October 2019
3. United Nation's Commission on the Status of Women Conference in Newyork, USA; March 2019
4. World Bank Land and Poverty Conference in Washington DC, USA; Presented a paper titled "Women and Land; a conflict of culture and Law".
5. Speaker at East Africa Law Society Conference held in Kigali on the topic titled "EAC Common Market as a building block to the ACFTA"
6. Training on Leadership & Board effectiveness by Solutions Africa; The John Maxwell team, January 2019
7. Professional Mediation Certification training by MTI East Africa, October 2018
8. Board Performance Evaluation Training by Institute of Certified Public Secretaries (ICPSK), March 2018
9. Champions of Governance (COG) Award Assessment Consultant Training by Institute of Certified Public Secretaries (ICPSK), August 2017
10. Governance Auditors Accreditation Course by Institute of Certified Public Secretaries (ICPSK), June 2016
11. Removing Legal Barriers to Treatment: Legal Training on Health and Human Rights, Southern African Litigation Centre, June 2016

12. Legal Agreements in PPPs and Project Finance by the Institute for Public-Private Partnerships (IP3) March 2016
13. Mwongozo Induction Programme for Boards of State Corporations by State Corporations Advisory Committee (SCAC), October 2015
14. Audit and Risk Management Training by Kenya College of Accountancy (KCA) University, June 2015
15. Public Private Partnership Training by Kenya School of Law, December 2013

Academic Awards

1. Best performer in Post Graduate Certificate and Advanced Diploma in International Trade Law & Policy from Lund University, Sweden.
2. Recipient of Lucy Onono Award for best Student in Human Right Studies at University of Nairobi.
3. Best Student in Kenya Certificate of Secondary Education (KCSE) at Mamangina Girls Secondary School.

Research Papers

1. Securing Land Rights for Women under community tenure system in Kenya, paper accepted for presentation at the Annual World Bank Conference on Land and poverty.
2. The Effectiveness of Contractual Devices for Foreign Investment Protection in Investor State Contracts for Petroleum: A Comparative Study of the Legal Framework in Kenya and England.
3. Analysis of World Trade Organization (WTO) 2015 Services Waiver decision on Least Developed Countries (LDCs); on going
4. Making a Case for Geographical Indications Law in Kenya, Lund University Paper, October 2015
5. Whether Liberalization of Trade in Services in the East Africa Community has had an impact on the Partner State's economic growth, Case Study Of East Africa Community Common Market Protocol, Trade Policy Training Centre, 2013
6. The Relationship between Foreign Exchange Rate fluctuations and International trade: A case study of Kenya, Trade Policy Training Centre, 2011

7. Research and Compilation of a Report on management of the Constituency Development Fund, 2007
8. Human Rights violations (Case study of the Internally Displaced Persons) - CERD Publication,2007

Community & Volunteer Service

1. Founding Trustee of ANAA Education Foundation which runs mentorship programs and supports selected needy children in secondary schools and colleges.
2. Member of the Board of Management of St. Paul's Ageng'a Secondary School in Nyatike sub county and Chairman of the Board's Academic Committee.
3. Former Chairman of Board of Management of Nyasita Mixed Secondary School in Alego Usonga sub county.

Professional Membership

1. Law Society of Kenya (LSK)
2. FIDA Kenya
3. East Africa Law Society of Kenya
4. Chartered Institute of Arbitrators
5. Institute of Certified Secretaries of Kenya (ICSK)
6. International Trade Experts Association (ITEA)

Computer Knowledge: Word Processing, Power-point, Excel, Access, Internet Explorer

Personal Attributes: Team player; Self-initiated and motivated person; highly dependable; empathetic; Good Communication & interpersonal skills.

Hobbies: Adventure Excursions and limited socialising

Referees:

Dr. Otiende Amollo, EBS

Member of Parliament, Rarieda Constituency

Immediate former Chairman of the Commission of Administrative Justice,

Partner, Rachier & Amollo Advocates

May Fair Plaza, 5th Floor

P.O Box 55645 – 00200

Nairobi: Tel- +254712650079

Mr. Mumo Matemu,

Advocate & Legal Consultant,

Former Chairman, Ethics and Anti-Corruption Commission (EACC)

P.O Box 61130 00200,

Nairobi

Tel- +254722267350

Ms. Faith Waguthi Waigwa

Chairperson, Public Procurement Administrative Review Board,

Immediate Former Vice President-Law Society of Kenya

Managing Partner,

NOW Advocates LLP

P.O Box 70678 – 00400

Nairobi

Tel- +254721891709

Certification

I, **Caroline Achieng Oduor**, certify that these data correctly describe me, my qualifications and my experience.



CURRICULUM VITAE

P.O BOX 17612-00500

MOBILE: 0728937774

EMAIL: mochiemoelias@yahoo.com.

PERSONAL DETAILS

NAME: **ELIAS AGUTA MOCHIEMO**

DATE OF BIRTH: 18th March 1987

MARITAL STATUS: Single

RELIGION: Christian

PROFESSION: Accountant

ID NO: 25445340

CAREER GOAL:

- To be a fully qualified, registered and competent accountant.

SUMMARY OF SKILLS:

- 5 Year experience in an accountant
- Practical experience in accounting: one month training vision institute
- Computer literate (Ms Word, Excel, Power point, Access, Internet, Sage ,QuickBooks and Pastel)

WORK EXPERIENCE:

1. JAN 2010 TO DATE: EXTERNAL FINANCIAL AUDITOR/ SENIOR ACCOUNTANT

OMINGO MAGARA AND ASSOCIATES:

DUTIES.

- Answerable to audit manager
- Audit of various Companies ,NGOs,
- Preparation of financial statements which comply with IFRS and IAS
- Writing up of clients books of accounts
- Client tax computation and preparation of client tax returns (PAYE,VAT,WITHHOLDING TAX)
- Compilation of tax returns and advising clients on tax issues
- Preparation of final accounts from incomplete records
- Audit of fixed assets, inventories, debtors and creditors
- Control accounts, cash and bank reconciliation
- Credit controlling for the firm.
- Payroll accountant for the firm.
- Accounts for payables and receivables
- Preparation of the budgets
- Preparation of management reports
- Statutory returns (NSSF and NHIF)
- Book keeping for clients who don't have accountants
- Filing all audit documents

3. Worked with ministry of planning and Vision 2030 in 2009 as Enumerator during census.
4. Worked as the polling clerk with IIEC South Mugirango by-election and 2010 referendum.
3. Worked as untrained teacher at Ikoba and Etanda primary school.

PROFESSIONAL QUALIFICATION:

JAN 2011 –DEC 2011:	Vision Institute of professionals Certified Public Accountant Sec 5 and sec 6 Pass
JUNE 2010-DEC 2010:	Vision Institute of professionals Certified Public Accountant Sec 3 and Sec 4 Pass
JUNE 2009-JUNE 2010:	Vision Institute of professionals Certified Public Accountant Sec 1 and Sec 2 Pass
JULY 2008-JUNE 2009:	Gusii Institute of Technology Kenya accounting Technician Certificate Pass
MAY 2006-OCT 2006:	Partners computer training college The computer society of Kenya certificate
2002-2005:	Tabaka High School K.C.S.E certificate c+ (plus)
1993-2001:	Keburunga Primary School K.C.P.E Certificate

LEADERSHIP ROLES AND MEMBERSHIP

Currently:	Member Adventist Youth Society in the church
College:	Chairman and Spiritual leader Vision Institute of Professionals
High school:	Chairman of science and congress club <ul style="list-style-type: none"> • Students Spiritual Leader • Secretary Students peace movement club • Library prefect

SEMINAR/WORKSHOP ATTENDED

- Attended and participated in workshop arranged by Institute of Certified Public Accountant in Malindi Coral Key Hotel
- Attended and participated in Youth congress in Nyachwa Teachers college, Riosiri secondary school.
- Attended and participated in evangelistic campaign in Marakwet and Isinya organized by East African Union of Adventist

- Attended and participated in Youth retreat:
DEC 2006 Nyabikaye boys (isebania)
DEC 2008 Busia
DEC 2009 Kilgoris

COMMUNITY SERVICE ACTIVITIES

- Participated in charity visiting to street families in Nairobi Organized by College Adventist Student organization
- Participated in charity visitation to Jimnacy children home in Donholm Nairobi Organized by Vision Institute S.D.A Group
- Participated a clean up exercise at Pumwani Maternity hospital organized by college student organization

HOBBIES

Travelling, Evangelizing, Listening to gospel music, reading and computers

REFEREES

1 HON. OMINGO MAGARA

MANAGING PARTNER
EQUITY BANK CONTACT CENTRE INBOUND
CELL 0724286270

2. EVANS OBARA

AUDIT MANAGER
OMINGO MAGARA AND ASSOCIATES
CELL 0724373091

3. ANSON MUYA

EXECUTIVE DIRECTOR AND DIRECTOR FOR FINANCE
VISION INSTITUTE OF PROFESSIONALS
CELL 0722519627

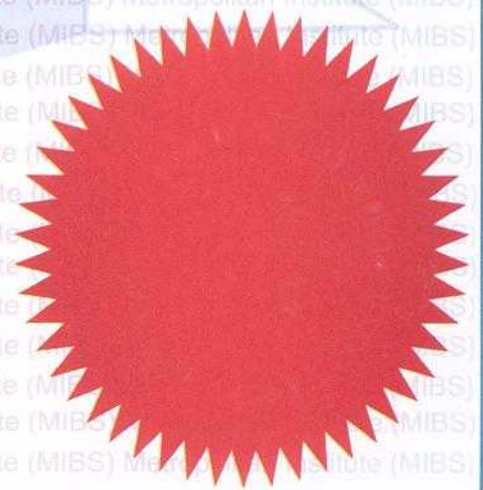
METROPOLITAN INSTITUTE



This is to certify that
Elias Aguta Mochiemo
having satisfied the requirement for the award of
Certificate

in
Computerised Accounting *(i.e. Siegel & Quickbooks)*
was admitted to the college roll of
graduates in the year
2011

DIRECTORS



Witness our hands & Seal

KASNEB

KASNEB Towers, Hospital Road, Upper Hill, P.O. Box 41362 - 00100 Nairobi, Kenya

Telephone: 254(020) 2712640/2712828 Cellphone: 0734 600624/0722 201214

Fax: 254(020) 2712915 Email: info@kasneb.or.ke Website: www.kasneb.or.ke

EXAMINATION RESULT NOTIFICATION

Registration No.

NAC/163281

Name and ID Number

ELIAS AGUTA MOCHIEMO

25445340

Date of Issue

01/02/2012

Examination Sitting

DECEMBER 2011

Examination Centre
Code

197

Reference No.

A3622011/94

EXAMINATION

CPA Part III, Section 6

Paper Title

CA61: ADVANCED TAXATION

Result

Pass

CA62: ADVANCED AUDITING AND ASSURANCE

Previous Credit

CA63: ADVANCED FINANCIAL REPORTING

Previous Credit

RESULT FOR THE SITTING:

PASS

-----END OF RESULT DETAILS-----

Remarks

PASSED SECTION 5 IN JUNE 2011

PART THREE COMPLETE CPA GRADUATE

This is a result notification and NOT a Certificate.

KASNEB will NOT enter into correspondence with the candidate regarding the examination results.

ELIAS AGUTA MOCHIEMO

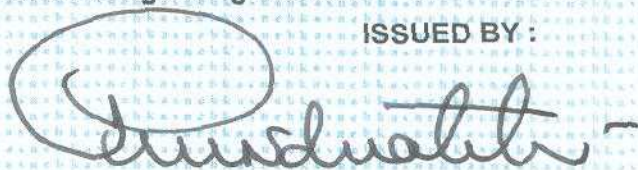
C/O VISION INSTITUTE

P.O. BOX 27651 00506

NAIROBI

KENYA

ISSUED BY:



P.M. NDUATHI

SECRETARY

(SIGNED BY HAND)

KASNEB

KASNEB Towers, Hospital Road, Upper Hill, P. O. Box 41362 - 00100 Nairobi, Kenya
Telephone: 254(020) 2712640/2712828 Cellphone: 0734 600624/0722 201214
Fax: 254(020) 2712915 Email: info@kasneb.or.ke Website: www.kasneb.or.ke

EXAMINATION RESULT NOTIFICATION

Registration No. NAC/163281	Name and ID Number ELIAS AGUTA MOCHIEMO 25445340
---------------------------------------	---

Date of Issue 02/08/2010	Examination Sitting JUNE, 2010	Examination Centre Code 155	Reference No. A1212010/75
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EXAMINATION

CPA Part 1 Section 2

Paper Title	Result
CA21: ECONOMICS	*Pass*
CA22: COST ACCOUNTING	*Previous Credit*
CA23: AUDITING AND ASSURANCE	*Previous Credit*

RESULT FOR THE SITTING: **PASS**

=====END OF RESULT DETAILS=====

Remarks

PASSED SECTION 1 IN DECEMBER 2009
PART ONE COMPLETE. PROCEED TO PART TWO

This is a result notification and NOT a Certificate.

KASNEB will NOT enter into correspondence with the candidate regarding the examination results.

ELIAS AGUTA MOCHIEMO
C/O JOSEPH MOCHIEMBO
P.O. BOX 17612 00500
NAIROBI
KENYA

ISSUED BY :

P.M. NDUATHI
SECRETARY

KASNEB

P. O. Box 41362 - 00100 Nairobi, Telephone 2712640

E-mail: info@kasneb.or.ke

EXAMINATION RESULT NOTIFICATION

Date of Issue

07-01-2009

Examination Sitting

DECEMBER, 2008

Examination Centre
Code

304

Reference No.

T122008/11

Registration No.

ATC/109208

Name

ELIAS AGUTA MOCHIEMO

EXAMINATION

KATC INTERMEDIATE LEVEL

Subject Title

Result

T11 FOUNDATIONS OF ACCOUNTING

Pass

T12 BUSINESS STUDIES

Pass

T13 BUSINESS STATISTICS

Pass

T14 OFFICE ADMINISTRATION

Pass

T15 ELEMENTS OF LAW

Pass

AGGREGATE RESULT FOR THE LEVEL:

PASS

Remarks

INTERMEDIATE LEVEL COMPLETE. PROCEED TO FINAL LEVEL

This is a result notification and NOT a Certificate

THE BOARD WILL NOT ENTER INTO CORRESPONDENCE WITH THE
CANDIDATE REGARDING THE EXAMINATION RESULTS.

ELIAS AGUTA MOCHIEMO

C/O GUSII INSTITUTE

P.O BOX 222

KISII

KENYA

ISSUED BY :

P.M. NDUATHI
SECRETARY

KASNEB

P. O. Box 41362 - 00100 Nairobi, Telephone 2712640

E-mail: info@kasneb.or.ke

EXAMINATION RESULT NOTIFICATION

Date of Issue

08-07-2009

Examination Sitting

JUNE, 2009

Examination Centre
Code

304

Reference No.

T212009/29

Registration No.

ATC/109208

Name

ELIAS AGUTA MOCHIEMO

EXAMINATION

KATC FINAL LEVEL

Subject Title

Result

T21 FINANCIAL ACCOUNTING

Pass

T22 AUDITING

Pass

T23 COST ACCOUNTING

Pass

T24 TAXATION

Pass

T25 INTRODUCTION TO INFORMATION TECHNOLOGY

Pass

AGGREGATE RESULT FOR THE LEVEL:

PASS

Remarks

PASSED INTERMEDIATE LEVEL IN DECEMBER 2008

BOTH LEVELS OF THE EXAMINATION COMPLETE

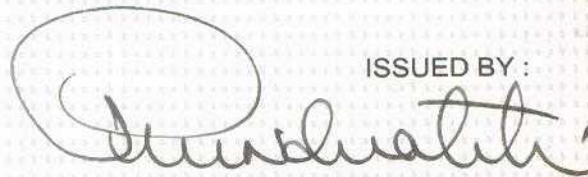
KENYA ACCOUNTING TECHNICIANS CERTIFICATE GRADUATE

This is a result notification and NOT a Certificate

THE BOARD WILL NOT ENTER INTO CORRESPONDENCE WITH THE
CANDIDATE REGARDING THE EXAMINATION RESULTS.

ELIAS AGUTA MOCHIEMO
C/O GUSII INSTITUTE
P.O BOX 222
40200-KISII
KENYA

ISSUED BY:



P.M. NDUATHI
SECRETARY

The Kenya National Examinations Council



This is to certify that the candidate named below sat for the Kenya Certificate of Secondary Education examination in the subjects named below and qualified for the award of a

Kenya Certificate of Secondary Education

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

MOCHIENO AGUTA ELIAS

M

711502/012

TABAKA SEC SCHOOL

101 ENGLISH
102 KISWAHILI
121 MATHEMATICS
231 BIOLOGY
233 CHEMISTRY
311 HISTORY AND GOVERNMENT
312 GEOGRAPHY
562 COMMERCE

GRADE

C-(MINUS)
C (PLAIN)
D+(PLUS)
C+(PLUS)
C (PLAIN)
B (PLAIN)
B (PLAIN)
A-(MINUS)

SUBJECTS NAMED EIGHT MEAN GRADE D+(PLUS)

EXAMINATION OF NOVEMBER/DECEMBER 2005



Secretary

Kenya National Examinations Council



Chairman

Kenya National Examinations Council

This is a secure document using special paper.
Please hold it up to the light to verify that the word
MITIHANI and the "GENUINE" embedded thread
can be seen through the paper.

KCSE 2977392

Not valid without a hologram

(See overleaf)

KASNEB

Telephone: 2712640 KASNEB TOWERS, Hospital Road P.O. Box 41362 - 00100, Nairobi, Kenya
Website: www.kasneb.or.ke, E-mail: info@kasneb.or.ke

Ref. No. 22011/6/197

01/02/2012

ELIAS AGUTA MOCHIEMO (REG. NO. NAC/163281)
C/O VISION INSTITUTE
P.O. BOX 27651- 00506
NAIROBI
KENYA

Dear Elias Aguta Mochiemo

CERTIFIED PUBLIC ACCOUNTANTS (CPA) FINAL EXAMINATION
- NOVEMBER/DECEMBER 2011

I have great pleasure in informing you that you were successful in the CPA final examination held in November/December 2011. Please accept my congratulations on completing the CPA final examination of KASNEB.

Enclosed find your result notification. You will be notified when the certificate is ready for collection from this office in person or dispatch by registered post. Please note that your names shall be inscribed in the final certificate as they appear on this letter. I advise you to ascertain the accuracy in the sequence and spelling of your names and notify me of any inaccuracy as soon as you receive this letter.

The accounting profession in Kenya is regulated by the Accountants Act, No.15 of 2008 of the Laws of Kenya. You are advised to purchase a copy of the Act from the Government Printer, Nairobi. It is important for you to read and understand the provisions of the Act, together with any subsidiary legislation and legal notices which are issued under the Act from time to time. Your attention is in particular drawn to Section 24, Section 26 and Section 41 of the Act.

By virtue of Section 26(1) (a) of the Act, you are eligible for registration as a Certified Public Accountant of Kenya *subject to fulfilling all the conditions prescribed by the Registration and Quality Assurance Committee*. Each person who is registered is a member of the Institute of Certified Public Accountants of Kenya (ICPAK) in accordance with Section 4(1) of the Act. I wish to bring to your attention that there are two categories of registration and membership to ICPAK depending on the years of experience attained by a CPA graduate at the time of application for registration. These are as follows:

1. Full registration and membership. This applies to CPA graduates who have acquired at least three years' relevant practical experience obtained either during or after completion of the professional accountancy education programme.
2. Associate registration and membership. This applies to CPA graduates who have not acquired the three years' relevant practical experience required to register under the full registration and membership category. An associate member will enjoy all the benefits of a full member except voting in annual general meetings.

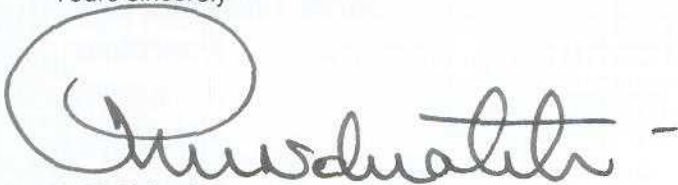
A duly registered member who wishes to practise as a Certified Public Accountant is required to apply for a practising certificate from the Registration and Quality Assurance Committee under Section 20 of the Act.

Application forms for registration and other relevant information are obtainable from the Secretary to the Registration and Quality Assurance Committee, C/o ICPAK, P.O. Box 59963-00200, Nairobi. The offices of the Committee are located at the CPA Centre, Ruaraka, Thika Road, Nairobi.

The offices of ICPAK are located at the CPA Centre, Ruaraka, Thika Road, Nairobi. The contact address of the Institute is P.O. Box 59963 - 00200, Nairobi, Website: www.icpak.com, E-mail: icpak@icpak.com.

I wish you success in your future endeavours.

Yours sincerely



P. M. Nduatih
SECRETARY AND CHIEF EXECUTIVE

ANDY ROBERTS (MSc PM)
PROJECT & OPERATIONS CONSULTANT
Malaga, Spain
UK Mob:+44 7734 140160 /+34 711068924
Email: andy@cusptech.io

EXECUTIVE PROFILE

Project Consultant and Board member a dynamic and results-driven executive with extensive international experience in Broadcast/ICT Telecommunications. Strategic Communication at board and director level. Proven track record in consultancy driving complex projects and guiding diverse teams in challenging environments for the United Nations, international media, and business clients. Recognized for strategic vision, resilience, and exceptional organizational skills. Demonstrated ability to operate effectively in multicultural and multi-ethnic settings, with a focus on project Consultancy, board membership and directorship roles. Currently advancing Spanish language proficiency

SKILLS

- **Consultancy on Protecting the Interests of Shareholders:** Committed to maximizing shareholder value through efficient and profitable operations. Ensures shareholders receive accurate financial data and pertinent information impacting their investments.
- **Managing Risk Consultant:** Establishes robust policies for identifying, evaluating, and responding to financial, security, and legal risks. Facilitates ongoing risk monitoring and mitigation to safeguard the company's interests.
- **Advising Stakeholders:** Effectively communicates with stakeholders to understand their interests, address concerns, and implement necessary changes in corporate behaviour. Strengthens relationships through positive impact and responsiveness.
- **Strong leadership:** team management, and communication skills developed through diverse and demanding roles.
- Adaptable, industrious, and highly motivated.
- Comprehensive knowledge of Broadcast and Telecommunications systems.
- High mobility and readiness for international assignments.

CAREER HISTORY

2014-Present day. Board Member Somcast Networks LLC -Mogadishu, Somalia

2003-Present day. Board Member and Project Consultant Cusp Technologies Ltd/ Globesat Communications Ltd.

Aug 20 – Present day. Operations Director - Somcast Networks LLC -Mogadishu, Somalia

Sep 18 – Aug 20 Project Manager Consultant - Somcast Networks LLC -Mogadishu, Somalia

- Managing, planning and implementing ICT/Broadcast projects for Somcast. Auditing processes, quality control and operations.

Sep 18 – Jul 19 **Director of Operations - Anytime Fitness & MSc in Project Management IT**
(UOL) – Belfast, N. Ireland

- Planning and implementing all aspects of finance, contract build fitout, staffing and operations across two franchised fitness clubs. Anytime Fitness Belfast & Anytime Fitness Stranmillis.
- Studied and gained an MSc in Project management (Information Technology). University of Liverpool.

Jul 11- Sep 18 **Engineering Project Manager & Broadcast Consultant – United Nations**
Information Support Team for UNSOA

- Project managed a 12-man international team to provide all ICT/Broadcast (Radio & TV)/Conferencing and technical strategic communications support across Somalia for UNSOS, UNSOM. Dealing with all major TV News and Print organisations.
- Sub-contracted in this role over 5 years by prime contractors, Chime, Albany, Aegis and Garda World.
- The engineering element of this project naturally ended after 5 years, with the UN decision to save costs and bring services in house.
- Within this period, provided a technical consultancy on the broadcast technical capabilities of the African Union HQ for M&C Saatchi – Addis Ababa.

Jul 09 – Jul 11 **United Nations East Africa – Freelance Consultant UNOPS/UNSOA**

Management and technical mentoring to AMISOM of the TETRA, Broadcast Radio, Satellite, Video Conferencing, and PABX departments with the task of planning, development, implementation, operation, maintenance, repair and upgrades of all technical systems.

- TETRA Radio - The main tactical communications radio system linked by E1 Microwave links city wide and integrated into the UN phone system.
- Deployment of Eddystone 1-5KW FM transmitters and STL microwave links.
- Satellite Communications - 3.7m C Band Transportable Earth station providing 3 links for Data/Voice, Video Conferencing, PA and PIO Broadcast. Multiple VSAT installations for other organisations in situ.
- Video Conferencing – Setup and operation of Tandberg Tactical, 1000 and 6000 MXP systems.
- PABX – MD110 exchange providing Analogue/Digital/DECT phones via cable, wireless and microwave links to remote locations.

Sep 02 – Jul 09 **Freelance Engineer Europe, Iraq, Afghanistan, Lebanon & Africa**

Broadcast Engineer for three main clients, Fox News, CBS News & Al Jazeera English with additional work for APTN, BBC, Reuters and EBU. This covered Europe, Iraq, Afghanistan, Lebanon & Africa for events such as G8 summits, Pope Death, Earthquakes and Mandela preparations. In this period, I also project managed the build of multiple MCRs for my main clients in hostile environments.

Jul 97 – Sep 02

Team Leader (SISLink) Scotland & Ireland

Broadcast Engineer operating truck and flyaway mounted dishes at Ku band along with Microwave and Canobeam LOS links. Responsible for start up of both new bases, management of engineer and camera staff and all associated infrastructures. Working in Scotland and Ireland, predominantly for Sky News but with other clients including APTN, ITN, GMTV, EBU, ABC News and Sport, BBC News 24, BBC Wales, Sky Sports, Racing Channel and TV3. Notable jobs include Omagh Bombing, EURO 2000, Rugby World Cup and 2 months in Belgrade for REUTERS. Favourite job included a 8-week deployment to Afghanistan, Oct – Nov 01, incorporating a challenging 4 day journey transporting a flyaway across the Hindu Kush, four weeks operating at 18+hr days for a multi client agency (APTN) and then as the sole engineer moving and reassembling the equipment in Kabul on Liberation day.

Jun 83 –Jul 97

Royal Signals Radio Engineer British Army

Responsible for consultancy, installation, commissioning, testing of SATCOM/UHF/VHF/HF/Cellular/Fibre Optic/PABX systems for government agencies.

British Telecom Liaison Officer (N. Ireland) – Liaison between MOD, RUC, BT and other communications subcontractors. Network manager for 15 exchanges. Upgraded all switches to GPT Realitis ISDX.

Radio Workshop Manager (N. Ireland) – Planned communication sites, controlled covert vehicle installations, SNCO responsible for management and administration.

Radio/Satellite Supervisor (Germany, Bosnia, Croatia) – Satellite ground station and HF installation commander. Tried Ptarmigan with US Army Tropospheric Microwave system. Provided HF and INMARSAT links for U.N. observers. Broadcast satellite engineer for SSVC/BFBS countrywide.

Radio Technician (Berlin, Cyprus) – Maintenance of HF, VHF radio systems. Covert car fits for Intelligence and Close Protection Units.

TRAINING AND QUALIFICATIONS

MSc in Project Management (Information Technology). University of Liverpool, UK

PRINCE2

BTEC ND Telecommunications Engineering

iDirect IOM course

Motorola Dimetra – IP/MCC7500 Troubleshooting & Maintenance courses, Sys Admin & Management, MTS

Diploma in Mobile Telecommunications Engineering Parts I & II

Vehicle Satellite Terminal Managers course

Racal CougarNet Maintenance course, Filter Tuning course

City & Guilds Fibre Optic Installation and Maintenance course

GPT ISDX System Managers course

GCE 1 'A' and 4 'O' Levels

AKE Hostile Environment Course

JBA TV Principals for engineers, FCP Training, Location Sound Course

HOBBIES AND LEISURE PURSUITS

Skiing, Rugby, Swimming, Travel, Current Affairs

DRIVING LICENCE

Full/Clean

REFERENCES

On request

BRILIAN ENGEFU

WORK EXPERIENCE

Boltech Training Institute, Nairobi, Kenya

E-waste Management Technical Trainer

06/2024 - Current

Nairobi, Kenya

- Designing, delivering, and evaluating training programs focused on e-waste management.
- Educating youth on e-waste awareness, practical skills for e-waste collection and repair, and ensuring environmental safeguarding practices.
- Working closely with a diverse group of participants, including individuals with disabilities, to empower them with the knowledge and skills needed to effectively manage e-waste and explore economic opportunities in this field.

Oracle Incorporation, Nairobi, Kenya

Associate Business Analyst Trainee

08/2023 - 12/2023

Nairobi, Kenya

- Achieved a 90% enhancement in data-driven decision-making by optimizing processes through AI, machine learning, Oracle data analytics, Power BI and Tableau.
- Accelerated project delivery by 70% and heightened development efficiency through the application of low-code development techniques (Oracle APEX).
- Attained a 50% increase in resolution efficiency by troubleshooting MySQL and Oracle databases, ensuring heightened system reliability.

Kenya Revenue Authority, Nairobi, Kenya

Monitoring & Evaluation Intern

01/2023 - 12/2023

Nairobi, Kenya

- Accomplished revenue optimization and tax compliance through the formulation and execution of 3 quarterly strategic plans.
- Improved key performance indicators by 85% through the implementation of 3 quarterly monitoring and evaluation processes.
- Enhanced the knowledge base of KRA staff by 80% through the creation of 8 knowledge-sharing posters.
- Led the development of 10+ detailed reports and presentations, resulting in a 70% increase in stakeholder comprehension of the next-gen tax platform's capabilities

TOTAL SOLUTIONS LIMITED, Nairobi, Kenya

TIMS Support Specialist

05/2022 - 12/2022

Nairobi, Kenya

- Obtained a 90% increase in live data transparency to the Kenya Revenue Authority (KRA) through technical support for the Tax Invoice Management System.
- Guided 100+ clients in achieving 95% compliance with KRA by implementing and integrating the software into existing systems.
- Ensured smooth adoption and utilization of the Tax Invoice Management software through over 100 targeted training sessions, resulting in a 100% adoption rate.
- Resolved a high volume of customer inquiries, contributing to a significant 99% increase in overall customer satisfaction and success.

INNOVATIVE TECHNOLOGIES AFRICA LIMITED, Nairobi, Kenya

Tender Documentation Officer

09/2020 - 12/2021

Nairobi, Kenya

- Secured 6 contracts out of 200+ tenders, showcasing a 3% success rate in a competitive landscape through end-to-end tender documentation management.
- Improved task organization and efficiency by 30% through the utilization of Microsoft Office Suite (Excel, Word, PowerPoint) for data analysis and documentation.

JKUAT, Nairobi, Kenya

Assembly Technician & Network Administrator Attaché

03/2019 - 08/2019

Nairobi, Kenya

- Assembled and repaired TAIFA laptops and over 1000 state tablets for the 2019 census, showcasing a 40% increase in proficiency and technical understanding.
- Strengthened IT infrastructure health and security by 50% through focused training and practical application, improving proficiency in Microsoft Windows Server and Active Directory.
- Performed configuration and support of Cisco and Juniper devices with a 50% efficiency gain, ensuring timely delivery of reliable devices.
- Demonstrated a 60% increase in network troubleshooting, gaining expertise in TCP/IP, DNS, routing, switching, cabling, firewalls, and tools like traceroute, mtr, ping, iperf, dig/nslookup, cURL, tcpdump/Wireshark.

CONTACT

- Nairobi (Open to Remote)
- +254-799-946-772
- brilliantengefu@gmail.com
- [GitHub account](#)
- [LinkedIn account](#)

SKILLS

- Data Mining, Evaluation and Visualization
- Python, JavaScript, Java, HTML, ReactJS, TensorFlow
- MySQL, PowerBI, Tableau, MS Office (Word, Excel, Power-point, Access)
- Strong organizational and problem solving, and analytical skills.
- Excellent interpersonal, collaborative and communication skills.
- Exceptional written, oral, and presentation abilities
- Ability to design and deliver engaging training programs

EDUCATION

- Bachelor of Science (BSc) in Mathematics & Computer Science (Second Class Upper Division)
- Maseno University, Kisumu, Kenya
- Graduated: 04/2021




OTHER

- Oracle Cloud Infrastructure Data Management
- Oracle Cloud Infrastructure Foundations Associate
 - PRINCE 2 Project Management Certified.
 - Oracle Machine Learning Associate using Autonomous Database
 - Oracle Cloud Database Migration and Integration Professional



EMMANUEL MOGAKA

CONTACT

-  Nairobi, Kenya
-  0792622921
-  emmanuelwiseman8947@gmail.com

CORE QUALIFICATIONS

- Analytical thinking
- Computer knowledge
- Security hacking techniques
- Latest security system knowledge

ADDITIONAL INFORMATION

- LinkedIn:
- I have received Informational Report from Oppo on Hacker One. To develop further I am reading security books, watching YouTube videos also working on portswigger lab to develop my own methodology. 4. OTHER REVELNAT SUPPORTING INFORMATION TRAINING COURSES , International Youth Award, Rotaract
- - Network refresher - Setting up a lab - Linux introduction - Python introduction - Ethical hacker methodology - Reconnaissance - Scanning and enumeration - Additional scanning tools - Exploitation basics - Mid-course capstone(hackthebox) - Buffer overflows - Active directory overview - Active Directory lab build - Attacking active directory-initial attack vectors - Attacking active directory- post compromise enumeration - Attacking active directory- post compromise attacks - Post exploitation - Web application enumeration - Testing the top 10 web application vulnerabilities

PROFESSIONAL SUMMARY

Solution-minded Ethical Hacker knowledgeable in multiple security systems and ways in ethically hacking them without assistance. Dedicated to driving business security standards to prevent criminal intrusions and protect data.

EXPERIENCE

Penetration tester, 01/2023 - Current ctf

- A training has been offered to aspiring individuals who want to better themselves in security analysis or network cloud and be placed in a job if possible
- CTF's
- Africahackon
- Monitored emerging technologies and verified suitability for specific network security solutions.
- Researched incident causes and effects to prevent similar outcomes in future breaches.
- Configured tooling changes to prevent security breaches and improve network security.
- Created in-depth reports and recommendations from penetration findings, including security issues, risk levels and improvements required.

09/2022 - 12/2022

Community Service

- As a part of my credit I attended Macs child care centre as an educator teaching children maths, science, p.e and etiquette
- Cyber-shujaa

Coach, 01/2022 - 06/2022

X-Culture X-Culture

- LifeSMART
- Participated in LifeSMART programme that focuses on ensuring that young people understand themselves and what they value, understand the job market, understand investments and money, understand how to be ready for life and be debt free and successful and the most prevalent how to be a leader and communicate to an audience
- I was requested by X-Culture to serve as an X Culture Coach
- I submitted the requirements was shortlisted further then underwent training
- As a Coach I participated in a webinar on the topic they selected and the members that also chose that topic and agree on when to meet on calls because of the different time differences
- Redid the work of one team member who was unable to continue the work due to the on-going war in Ukraine where she is based
- I attend weekly meetings as an X-culture coach
- Assessed student behaviour and academic achievements to determine continued eligibility for programme.

- Wireless penetration testing - Legal documents abs report writing Python for Penetration testers-Cristi Zot (2021) - Gathering information- Grabbing Banners, Hostname and IP lookup - Building a Basic Port scanner using Nmap in Python - Grabbing screenshots with Python - The socket module for Network Communication- A TCP Server-Client - The Scapy module for Network traffic Sniffing and Manipulation - Attacking Web Forms with requests and BeautifulSoup in Python - Discovering Subdomains with Python - Cracking Hashes with Python and Hashlib - Spoofing your MAC Address with Python - Finding Hidden Wireless Networks with Python The complete Ethical hacking course- Joseph Delgadillo (2021) - Introduction to ethical hacking - Reconnaissance - Scanning and enumeration - Network presence - Attacking - Web hacking - Social engineering-Hacking Humans

- Maintained and documented records of participant performance to achieve consistent training.

03/2022 - 03/2022

11/2021 - 12/2021

Culture

- As a X-Culture Global Virtual Team in propinquity to LifeSmart the task that was required was to learn how to associate with individuals form around the world and work with them after having passed the test that was given to present a business report on the organization that as a team will choose
- The teams consist of 4 or 5 people
- After 14 weeks and many iterations of the report the team sent the final report in for final criteria marking and each team member gave individual assessments of their colleagues the final score, I received our final score
- My team was in the top 40.7%, while individually, I was in the top 50.7%.

10/2021 - 10/2021

ctf

- Tryhackme ctf (December 2021)
- Pico

Business Assistant and Computer Assistant, 01/2019 - 04/2019 Stanlib Investment

- Assisted a computer specialist in his work at Stanlib
- Wrote a report for Stanlib to enter the social media market and recommended a strategy
- Switched departments from time to time to get an understanding of the Accounting
- Department and learning how Stanlib does investments i.e the REIT
- Web Development Course January 2019-(ongoing) --Udemy
- Working on understanding front-end, back-end and now the new web-3
- Bug Bounty Research on Bwapp
- Wrote certain reports on what was learnt on the vulnerabilities that were found after gaining access and manipulating the site
- Writeups are on my medium blog and have been intentionally tailor made for beginners to understand as a point of reference
- Bug Bounty on Hacker one, Intigrity, Bug crowd, bugbounty.jp
- January 2021-(ongoing)
- In pursuit of gaining experience in being a good Security Researcher, I signed up for Bug Bounty Programs to better understand Web Vulnerabilities and if possible, get a Bounty from them after giving a proper report to triagers.


12/2021


MIRACLE LIFE ASSEMBLY

- Pentest for Miracle Life Assembly, Garden Estate (,)
- DUTIES AND RESPONSIBILITIES
- The church requested me to carry out a Pentest to check out the network of the organization
- I carried out the network pentest but did not use social engineering techniques
- Prepared a detailed pentest report detailing findings
- Recommendations were sent to the organization, and they accepted the changes.

LANGUAGES


English: First Language

Chinese (Mandarin): A2

 Elementary

Japanese: B1

 Intermediate

German: A2

 Elementary

Swahili: B2

 Upper Intermediate

French: B1

 Intermediate

Thai: A2

 Elementary

EDUCATION

IGCSE High School Certificate, September 2017
Rusinga School

BSC: Computer Science, Ongoing
USIU

College Diploma Business BA (Hons), Feb 2019
Oshwal College

IGCSE High School Certificate, August 2015
Community School

IBM A.I Certificate, 2019

X-Culture Certificate (2021), 2018

Women in Agricultural Research and Development Anniversary,
2017

Participated in Ministry of Foreign Affairs Blue Economy International
Conference-(2018)

**CERTIFICATIONS FROM UDEMY Practical Ethical hacking course-
Heath Adams (2021)**, 2015

Republic Africa and United States International University

African Leadership Academy Global Scholars program - (2015, A Day in the
life on an ethical hacker - Effective Note keeping

INTERESTS


Mission Statement , I believe in hard work and giving it my all I got in order not to have regrets later in my life. Currently, I am learning under the tutelage of Dr.Bright Gameli Mawudor seeking to practice and ensure as a penetration tester to be a better ethical hacker to enable me to assist individuals and companies and my own future companies to be more secure.


Emmanuel Hillary


Software Engineer

The first time Kadenge used a computer it intrigued him and was curious on how it was able to understand instructions given to it. This sparked his interest to explore the world of computing. As a Software developer in the tech industry he is striving to make life better with technology.



emmanuelhillary24@gmail.com 

0737239829/0702037971 

Nairobi, Kenya 

EDUCATION

Full-Stack Development Program Moringa School

06/2023 - 03/2020

Courses

- Web Development- Python, Flask, Javascript, React, Html and CSS.

Kenya Certificate Secondary Education Anestar Boys Lanet High School

01/2019 - 12/2022

MakerSpace(UON) University of Nairobi

Relevant Course

- Introduction to Digital Fabrication

SKILLS

Diverse knowledge in web technologies such as HTML and advanced CSS to create and style content in web development.

Using DOM(Document Object Model)to manipulate, structure, and style web applications using Javascript.

Ability to integrate user-facing elements with serverside logic using Node js and application of ECMAscript 6 features to build simple and complex applications.

Strong understanding of the web development cycle using python/Flask framework techniques and RestfulAPIs.

Ability to compile and analyze data, processes, and code to troubleshoot problems and identify areas for improvement.

Using version control tools to track the changes made to an application.

PERSONAL PROJECTS

School Website

- Created a school website for a high school in Kibera. <https://maonoeducationcenter.co.ke/>

LANGUAGES

English
Full Professional Proficiency

Kiswahili
Full Professional Proficiency

CURRICULUM VITAE

Position: Supervisor	
Personnel Information	Name: Kennedy Oyugi Date of Birth: 4th November 1986
	Professional Qualifications: Diploma in Electrical Engineering. Solar Installation T2
	Mobile Phone No.: 0728598937
Present Employment	Name of employer: Central Electricals International Limited
	Address of Employer: P.O Box 56111 00200 Nairobi
	Telephone: 4446025, 4448029 Contact (Manager/Personnel Officer) Mr. Scaver Mwakulomba
	Fax: +254-20- 4443427 Email: scaver@centralelectricals.com
	Job Title: Projects Supervisor Total Work Similar Experience: 12 Years Years with the present Employer: 9 Years

I Certify that this is a True Copy
of the Original

B.W. Mungai

BRENDA W. MUNGAI
ADVOCATE & COMMISSIONER FOR OATHS
P.105/16363/19
P.O. Box 23987 - 00100, NAIROBI

From	To	Company/Project/Position/Relevant technical and management experience
2015	To-date	<p>Central Electricals International Limited, Project Supervisor, overseeing execution of projects to commissioning and hand over.</p> <p>Project handled:</p> <ul style="list-style-type: none"> Proposed Viena Court-General Electricals and Associated works JKIA terminal 2- Electrical and Associated works Sombogo Tea Factory- Domestic and Industrial Electrical Installation Proposed Shauri Moyo Kisumu Civil Servants Housing project- Electrical and Associated services Proposed Kipchoge Keino Stadium- Electrical, ICT and Security Systems Proposed Aga Khan Hospital Kisumu- Electrical and ICT
2013	2014	<p>Various Projects at Access Engineering, South Sudan, Electrical Foreman, Supervisor in charge of materials, implementation of the project as per the design from conception to handing over</p> <p>Projects handled:</p> <ul style="list-style-type: none"> IOM Projects – Solar Installations works Juba International Airport- Electricals and Associated works
2011	2013	<p>Various projects at Relcon Power Systems, Electrician, Overseeing everyday management of projects, human resource and materials</p> <p>Projects handled:</p> <ul style="list-style-type: none"> Proposed Cambridge International School- General Electricals work Proposed Furniture Palace Mombasa Roads- Electrical and Associated Works T-Mall Langata Road- General Electrical Works

Language	Speaking	Reading	Writing
English	Good	Good	Good
Swahili	Good	Good	Good

I Certify that this is a True Copy of the Original

Bai

BRENDA W. MUNGAI
 ADVOCATE & COMMISSIONER FOR OATHS
 P.105/16363/19
 P.O. Box 23987 - 00100, NAIROBI

SR No TI/182/08/19



RAMOGI INSTITUTE OF ADVANCED TECHNOLOGY

SOLAR PV TECHNICIAN ONE

Certificate

Kennedy Onyango Oyugi

Has successfully completed Technician One Course in Solar PV Technology covering the following

- SOLAR PV SYSTEMS CONFIGURATIONS
- SOLAR CELLS AND MODULES
- INVERTER AND CHARGE CONTROLLER
- APPROPRIATE LOADS AND APPLIANCES
- SOLAR PV SYSTEM SIZING
- PV INSTALLATION, TESTING AND INSPECTION
- SYSTEM DESIGN, INSTALLATION, TESTING AND COMMISSIONING
- ENERGY POLICY, LEGAL AND REGULATORY FRAMEWORK

Handwritten signature of the Head of Department (H.O.D.) in black ink.

H.O.D

Handwritten signature of the Principal in black ink.

PRINCIPAL

Handwritten date "29/8/19" in black ink.

DATE

I Certify that this is a True Copy
of the Original
Handwritten signature of Brenda W. Mungai in black ink.
BRENDA W. MUNGAI
ADVOCATE & COMMISSIONER FOR OATHS
P.105/16363/19
P.O. Box 23987 - 00100, NAIROBI

THE KENYA NATIONAL EXAMINATIONS COUNCIL



I Certify that this is a True Copy of the Original

B.W.
BRENDA W. MUNGAI
ADVOCATE & COMMISSIONER FOR OATHS
P.105/16363/19
P.O. Box 23987 - 00100, NAIROBI

Diploma

IN TECHNICAL EDUCATION PROGRAMME (TEP)

This is to certify that the candidate named below sat for the Diploma in TEP examination in the subjects named below and was awarded this Diploma. The candidate attained the grades shown below.

401001/084 **OYUGI KENNEDY ONYANGO**

401001 **KENYA POLYTECHNIC I**

2601 **DIPLOMA IN ELECTRICAL AND ELECTRONICS ENGINEERING (POWER OPTION)**

SUBJECT

GRADE

301 **ENGINEERING MATHEMATICS III**

4 (FOUR)

302 **MICRO CONTROLLER TECHNOLOGY**

5 (FIVE)

303 **MICROPROCESSOR SYSTEM**

3 (THREE)

304 **INDUSTRIAL ORGANIZATION & MANAGEMENT**

4 (FOUR)

305 **ELECTROMAGNETIC FIELDS THEORY**

2 (TWO)

306 **ELECTRICAL POWER TRANSMISSION & DISTRIBUTION**

5 (FIVE)

307 **TRADE & ENTREPRENEURSHIP PROJECTS**

4 (FOUR)

JULY 2011 SERIES

OVERALL RESULT : CREDIT
DATE PRINTED : 19-DEC-2012

Secretary
Kenya National Examinations Council



Chairman
Kenya National Examinations Council

This is a secure document using special paper and inks. Please hold it up to the light to verify that the word MITIHANI and the "GENUINE" embedded thread can be seen through the paper. This document is not valid without a hologram.

D/TEP 0905288

(See Overleaf for conditions of issue)

Norman Munge

Analytical thinker and problem-solving software engineer & data scientist with over 5 years of expertise in active full-stack web development, leadership, and management.

EXPERIENCE

Code of Africa – Rwanda, Kenya, Front-end Developer & Senior Software Engineer
July 2021 - PRESENT

- Building, analyzing, developing, troubleshooting, and maintaining intuitive and visually appealing user interfaces supporting over 200 composers and 500,000 tracksounds for Extreme Music web application now owned by [Sony](#) under [Ujam](#) (Frankfurt, Germany).
- Collaborate with engineers, designers, and product managers in bi-weekly sprints to ship out 3 major product releases per year and versions for bug fixes using JIRA, Jenkins, AWS, Docker, Ember.js & Node.js
- Building extensive test coverage for new features, which reduced the number of customer complaints by 30% using Cypress.

Antler - Cohort 9 - Kenya, Entrepreneur in residence
(Founder & C.T.O - Wekeza)
Aug - Dec 2023

- Research, interviewing, problem ideation, and development of Wekeza incorporating agile practices to build, test, and gather feedback from 10 beta users on the product and needs for continuous improvement.

Sisitech Limited – Kenya, Somalia, Founder & Full-stack developer & Senior Software engineer
May 2016 - June 2021

- Led front-end team in developing an [attendance monitoring](#) web application for over 200,000 students in the State of Puntland, Somalia. A project commissioned by [World Vision](#)
- Design and implement robust databases, and back-end

Phone: +254712658102

normanmunge@gmail.com

Location: Nairobi, Kenya

GitHub: [@munge](#)

LinkedIn: [/munge](#)

Website: [munge](#)

SKILLS

- **Back-end:** Node.js, Python, PHP, Express, Django, FastAPI
- **Front-end & Mobile:** HTML, (S)CSS, JavaScript, Typescript, Ember, Angular, React, NextJs, React Native, UI/UX
- **DevOps:** Linux (CentOS, Ubuntu), Docker, CI/CD, Jenkins, Github Actions, Bitbucket, AWS (EC2, Fargate, Lambda, S3, RDS)
- **Others:** Agile methodology, Database design, Firebase, NoSql, Relational Databases (MySQL, Postgres), API Integration, Swagger, Insomnia, Cloud-based Architecture, Machine Learning, Webpack, JIRA, Github, Bitbucket

LANGUAGES

- English, Swahili, French

systems. Integration, and maintenance of RESTful APIs to power seamless interactions with systems using Angular, React, Python, Postgres, Javascript, Typescript, NodeJs, AWS, and Docker ensuring high performance and responsiveness for external clients.

Consultancy Work - Fullstack developer & Software Engineer
DEC 2015 - DEC 2017

- Developed and maintained web applications for [CIS Kenya](#), Nairobi Innovation Week (NIW), and AfricaRISING using WordPress, Javascript, PHP, Angular

NOTABLE TRAININGS

- Mentorship of 10 tech-based agricultural startups in Africa commissioned by [GIZ](#) under [Ounic](#). My primary role was consulting on the best practices of their web and mobile applications to ensure efficiency, scalability, S.E.O, and security using technologies like React, ReactNative, AWS, Node.js, Django, and Firebase (2022).
- Mentoring over 100 young (16 - 24 years of age) start-up innovators on their business and technological scalability ([GenUnlimited](#) 2019, 2020).

EDUCATION

- **Gomycode** - Data Science and Machine Learning Bootcamp
MAY - NOV 2024
- **Strathmore University**- Bachelor of Business and Information Technology (BBIT).
MAY 2013 - JUNE 2016. Second Class Upper.
- **Strathmore University** - Dip. Business and Information Technology. Attained a credit.
JANUARY 2012 - APRIL 2013

ACHIEVEMENTS

- Founded, [Sisitech Limited](#) (2014).
- 1st inaugural winner of the [Strathmore, Waterloo University](#), (Canada) [Agribusiness challenge](#). (Convifirm, Founder & Lead Software Engineer)(2017).
- Digital Attendance [Open Source](#) (UNICEF).
- Coordination of Mangu Alumni networking events of over 200 people by organizing periodic fun activities like football interclass tournaments and hiking activities. (2022 - Present)



Samuel Simiyu

Born 3rd of July 1998
ssimiyu88@gmail.com
+254740675677

CERTIFICATES

ASSOCIATIONS

**Cristian Association
(CA) Meru University**
Leader

**Engineering Club
Meru University of
Science and
Technology**
Member

LANGUAGES

Swahili

Spoken: Fluent • Written: Fluent

English

Spoken: Fluent • Written: Fluent



INTRO

As an Engineer am an excellent team worker and am able to take instructions from all levels and build up good working relationship with all colleagues. I am flexible, reliable and possess excellent time management skills.

I am an enthusiastic, self-motivated, reliable to work in any environment, responsible and hardworking person.



WORK EXPERIENCE



Electrician

CENTRAL ELECTRICAL • Sep 2023 – Present

Electrical installation



Electrical Installation

Self employed • Mar 2023 – Sep 2023

Electrical Engineer, Installation and servicing.



Industrial Attachment

County Government of Bungoma-Ministry of Trade, Energy and Industrialization • Oct 2022 – Jan 2023

Streetlight and solar installation.

Maintenance and servicing.

Decipline and workers interaction.

Team leadership



Internal Attachment

Meru University of Science and Technology (MUST) • May 2022 – Jul 2022

Electrical Installation and servicing

Lighting circuits

Softwares: Designing in AutoCAD , Matlab and Arduino programming, proteus simulation



EDUCATION



Bachelor of Technology in Electrical and Electronic Engineering

Meru university of Science and Technology • Sep 2018 – Mar 2023

SECOND-CLASS HONOUR (Uper Division)



Kenya Certificate of Secondary Examination

St Paul's Amukura High school • Jan 2014 – Dec 2017

Mean Grade - B plain



Kenya Certificate of Primary Education

St Ann Wamumali Primary • Jan 2003 – Nov 2013

Scored : 327 marks

Mean Greade- B plain



SKILLS

Creative thinking Time management Threephase network (electricity) Programming

Basic computer maintenance Team leadership Leadership skills Wiring diagrams

Lighting Electrical installation Electrical circuit technology (reading) Electrical assembly

Computer aided design (CAD) Project implementation Quality control and supervision

| [Quality management](#)



HOBBIES



Volunteering and community involvement.



LINKS



REFERENCES



Eng. Job Kerosi • Meru University of Science and Technology

Teacher • +254 0727564866 • jkerosi.must@gmail.com

GRACE NDUATI

gwambaire@gmail.com

+254716876058

Globally-minded communicator with 8+ years of experience in cross-cultural project management, event planning, and administrative excellence, seeking to contribute to impactful international initiatives. Proven ability to build bridges across cultures, craft compelling narratives for diverse audiences, and manage complex projects across time zones.

WORK EXPERIENCE



Personal Assistant, Jahazi Development Limited

(2020-01 to Present)

- Streamlined communication: Optimized internal and external communication as the CEO's primary point of contact, crafting impactful emails, memos, and reports.
- Boosted client engagement: Increased client response rates by 20% through persuasive email communication.
- Expert calendar management: Efficiently manage the CEO's calendar, coordinating over 50 monthly meetings and international travel logistics.
- Cost-saving negotiator: Negotiated vendor contracts, securing an 18% reduction in international travel expenses.
- Data-driven insights: Compiled and analysed market research data, informing strategic investment decisions with impactful cost savings.
- Proficient in Microsoft Office Suite, Google Workspace, and project management tools.



Administrative Executive, Creative Hub Company Ltd

(2019-01 to 2019-12)

- Enhanced administrative efficiency: Increased administrative efficiency by 17% through process automation and technological prowess.
- Optimized scheduling: Implemented a meeting coordination system, reducing scheduling conflicts by 30%.
- Cross-functional collaboration: Partnered effectively with diverse teams, contributing to successful project execution.
- Tech-savvy problem solver: Automated manual processes, improving efficiency and driving a 35% increase in administrative performance.
- Travel logistics expert: Coordinated airfare, hotel, and ground transportation for multiple executive trips.

SKILLS

- Events planning and coordination
- Content development and management for media production
- Budgeting
- Concept development
- Contract management
- Excellent interpersonal skills and respect for cultural diversity
- Social media strategy
- Privacy compliance
- Strategic planning
- Advanced MS Office Suite.
- Decision making

WORK EXPERIENCE



Intern, Parliamentary Service Commission

(2019-04 to 2019-07)

- Database optimization: Updated and maintained outreach program database, streamlining data management and access.
- Event support: Assisted in planning and execution of events, including the 2019 National Prayer Breakfast, fostering stakeholder engagement.
- Cross-departmental liaison: Responded to public inquiries through effective communication with various departments.
- Community engagement: Contributed to social good through active participation in charity work and community service.



Event Manager, Young African Think'rs (YAT)

(2017-08 to 2018-12)

- Global youth engagement: Orchestrated a 4-day convention at the UN Headquarters, promoting youth leadership in problem-solving.
- Logistical proficiency: Managed administrative tasks, bookings, and promotions for diverse events, ensuring smooth execution.
- Leadership support: Provided comprehensive reports and coordinated logistics for senior leadership, optimizing event efficiency.
- Client and partner relations: Built strong relationships with clients, proposed event enhancements, and met deadlines consistently.



Production Assistant, Sahihi Africa

(2018-01 to 2018-03)

- Production scheduling: Maintained tight production schedules, adapting to changing needs and tracking equipment, budgets, and supplies.
- Document compliance: Ensured timely submission and compliance of production paperwork.
- Administrative coordination: Managed deadlines, maintained records, and provided administrative support to enhance production activities.

EDUCATION

- 2017 **Bachelor of Arts:** Communication Daystar University – Nairobi
- 2011 KCSE Loreto Convent Valley Road – Nairobi

WORK EXPERIENCE



Events Planner, Kubamba Group

(2016-05 to 2016-08):

- Events logistics: Managed schedules, budgets, and logistics for large-scale events like "Totally Sold Out" and "KUBASH," optimizing event efficiency.
- Cost analysis: Reviewed event bills, attended industry conferences, and stayed updated on market trends for cost-effective planning.



Marketing Officer, Kubamba Group

(2015-10 to 2015-12)

- Data-driven marketing: Identified effective marketing channels, developed targeted campaigns, and analyzed consumer data to optimize resource allocation.
- Social media and media engagement: Managed social media programs and co-produced Kubamba Sunday programs on Citizen TV.
- Voice-over artist: Provided voice-over narration for partner advertisements.
- Competitive analysis: Conducted competitor analysis to inform market strategies.

FORUMS ATTENDED:

Active participation in **Young African Think'rs (YAT)** Africa Conventions, Take Back Africa Summit, and Women's Leadership Conference.



GRACE **NDUATI**

gwambaire@gmail.com

+254716876058

NJOROGE WENDY LESLIE WAMBUI

P. O. BOX 565, Limuru.

Tel: +254703788542

Email: lesliewendy4@gmail.com

PERSONAL SUMMARY

I am a committed, dedicated and trustworthy employee who believes in teamwork and organization. I exude confidence, responsibility as well as high integrity. I am proficient in both speaking and writing English and Kiswahili. Some of my skills sets are:

- Interpersonal communication skills
- Punctuality
- Information technology competency
- Self-management and self-supervision skills
- Administrative skills

CAREER OBJECTIVE

My primary career opportunity goal is to function within a dynamic and highly productive working environment that can enable me to fully utilize my information competency, training, honed technology skills and experiential knowledge to make a significant contribution to the success of the company whilst improving and enhancing my personal and professional self.

EDUCATIONAL & PROFESSIONAL QUALIFICATIONS

TERTIARY: [2016- 2022]: Jomo Kenyatta University of Agriculture and Technology, Juja.
Bachelor of Science in Business Computing.

SECONDARY: [2012-2015]: St. Francis Girls High School, Mang'u.
Kenya Certificate of Secondary Education
Scored a mean grade of B in KCSE.

PRIMARY: [2004-2011]: Valley Crest School.
Kenya Certificate of Primary Education
Scored 378 out of 500 marks in KCPE

PROFESSIONAL EXPERIENCE

**1. ICT Intern, Local Authorities Provident Fund (LAPFUND),
Nairobi (15th August, 2023 to 15th February, 2024)**

Duties & Responsibilities

- I handled a website creation project for one of LAPFUND's properties..
- Assisting with IT-related inquiries via phone, email, or in person.
- Technical Support: Assist in providing technical support to end-users by troubleshooting hardware and software issues, resolving technical problems.
- Hardware and Software Maintenance: Help with the installation, configuration, and maintenance of computer hardware, software applications, and peripherals. This includes setting up new devices, updating software, and performing routine maintenance tasks.
- Documentation and Inventory Management: Help maintain documentation and inventory records related to IT assets, including hardware, software licenses, and peripherals. This includes updating inventory databases, tracking equipment movements, and organizing documentation.
- Performing other duties as directed by my supervisor

2. ICT assistant, Jaasem Electrical & Telecommunication Enterprise LTD (JETE LTD), Nairobi (March 2023 to July 2023)

Duties & Responsibilities

- Assisting with CCTV installation and servicing
- Network cable laying
- Termination of cat6 cables for network provision
- Installation servicing and maintenance of wireless networks.

3. ICT Officer, Independent Electoral and Boundaries Commission (IEBC), Kasarani Constituency, Nairobi (2022)

Throughout my employment period, I was able to showcase self-drive, putting in long working hours with minimal supervision. I actively engaged in teamwork, collaborating with colleagues to achieve timely objectives. In a leadership capacity, I ensured that individuals under my supervision carried out their responsibilities diligently, and I maintained the proper upkeep of all assigned equipment. Moreover, I adhered to a high standard of confidentiality and integrity in all aspects of my work.

Duties & Responsibilities

- To provide a high quality first level ICT support service to Voter Registration Assistants.
- Restore the normal service to the users as quickly as possible by fixing a technical fault, fulfilling a service request or answering a query to allow the users to work effectively.
- Preparation, configuration and testing of Verification kits in readiness for general election.
- In liaison with the County ICT officer, provide training and technical Support to the POs,DPOs, and clerks during verification and general elections.
- Installing, configuring and re-imaging of the verification kits for replacement as well as performing data backup restoration on KIMS Kits.

4. Deputy Presiding Officer, Independent Electoral and Boundaries Commission (IEBC), Juja, Nairobi (May 2021).

Duties & Responsibilities

- Collect and ensure security of all the by-election training materials.
- Oversee efficient and effective management of the by-election before, during and after the election.
- Ensure good conduct of election in the polling station or tallying centre as assigned by the R.O.
- Counting, tallying and announcement of provision results at the polling station and deliver the same to the R.O.
- Ensure safe custody of all entrusted documents and all election materials and hand them over to the R.O after the by-election.
- Assist in the training of polling /counting clerks, and handling any other duties as assigned by the R.O.

5. IT Intern, Next Technologies, Nairobi (2019)

Duties & Responsibilities

- Assisting with trouble shooting and maintain computer hardware, software and networks.
- Assist with software installation and configuration.
- Setting up teleconference and video meeting.
- Requesting desk phone service activation and mobile phone configurations and any other duties assigned to me.

HOBBIES

- Attending trainings and events.
- Listening to music and traveling.
- Sports (Hockey, Basketball & Swimming)

REFEREES

Amosi Nyongesa Chilai
0721250767,
IEBC Constituency Election
coordinator,
Kasarani Constituency, Nairobi.
Email: ANyongesa@iebc.or.ke

Dr Beatrice Ombaka,
Associate professor,
Human Resource & Strategic Management,
Karatina University,
Karatina,
Email: Beatrice.ombaka@yahoo.com

Eric Nyakundi,
Acting ICT manager,
Local Authorities Provident Fund,
Upper-hill, Nairobi
Email: Enyakundi@lapfund.or.ke