

KUSEMERERWA GEOFREY

Demographics: Single, Male, Ugandan

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EDUCATION AND QUALIFICATIONS

No.	INSTITUTION	AWARD	YEARS
1	LIDA Africa	Certificate in data management.	November 2018 to December 2018.
2	Uganda Management Institute (UMI), Kampala	Post Graduate Diploma in Monitoring and Evaluation.	October 2017 to October 2018.
3	Makerere University, Kampala	Bachelor's Degree in Development Studies.	August 2012 to August 2015. CGPA 3.78
4	St. Joseph's Centenary SS Ndeeba, Kampala	UACE Certificate	February 2010 to December 2011. 4 Principal passes.
5	Kabalega SS, Masindi	UCE Certificate	February 2006 to November 2009. 1st Grade
6	Mercy Corps - Uganda	Google Drive Management and G-Suites Training.	March 2020 to March 2020.

SUMMARY OF EXPERIENCE AND SKILLS

- **Capacity development and mentorship:** Trained over 40 staff members of Mercy Corps in Data management (Collection, Cleaning, editing and analyzing) using the concepts of Cloud computing with the help of a computer software called MWater Application and CommCare. Trained 10 Water Trust staff members on data consolidation and management. The team trained included 6 Community Development Officers, 2 Program Managers and 2 Construction Maintenance Supervisors (CMS'). Recruited and developed capacity of 25 Research assistants/enumerators in data collection, management, analysis and dissemination using CommCare. Trained over 10,000 primary school pupils on Water Sanitation and Hygiene and menstrual hygiene for girls in Masindi District.
- **Staff management, Coaching and mentorship:** provided technical assistance to the team in the development of operational M&E systems for M&E units. Managed over 20 research assistants,

Enumerators for a program of US \$900,000 in 2018 – 2019, conducting a baseline mid-term and end surveys and developing tools for capturing lessons learned throughout the program cycle.

- **Leadership skills:** Currently serving as the Chairperson of Mercy Corps Amudat Field Office Savings Group. Served as the Representative for Kitara Students Association (KISA) to the College of Humanities at Makerere University (2014/15). I gained experience of working with a diverse workforce, capacity to mobilize individuals and ability to handle multitasks. I am currently the Chair Person of Mercy Corps, Amudat Staff Saving Group. The group is providing financial assistance and support to the members.

DETAILED WORK EXPERIENCE

Monitoring, Evaluation and Learning Officer, Mercy Corps Uganda. (March 2019 to Date).

- Currently, am working as a Monitoring, Evaluation and Learning Officer with an International NGO called Mercy Corps, Uganda which is implementing a 5 year USAID Food for Peace (FFP) Project called Apolou Project in the Karamoja region. The Districts include Amudat, Moroto, Kotido and Kaboong. We are partnering with other Organizations like Save the Children, Tufts University and many other CBOs. We have four major Purposes which include; Governance, Health, WASH, Food and Livelihoods.
- Participated in 1 successful Data Quality Assessment (DQA) supervised by USAID. This was on the fields of accuracy and reliability, serviceability, accessibility, methodological soundness and assurances of integrity.
- Successfully participated in the food distribution using a **voucher system** to over 500 mothers of Amudat District in 3 different phases. The food distributed was meant to boost the immunity of mothers and their family members. The MEL Department was in charge of ensuring that all vouchers were registered in CommCare and also ensure that they are all redeemed. This activity was successful with 100% redemption level.
- Successfully trained 40 Amudat APOLOU Project team members on use of COMMCARE system as a data collection Application in the field District of Amudat in Karamoja Region. This drastically reduced on the time that was being spent on data collection and analysis since you just download the data you need and then analyze. Besides, the data is safely kept and can be accessed for reference purposes anytime.
- Conducted project monitoring and evaluation through facilitating project monitoring activities. Qualitative and quantitative questionnaires were designed in CommCare system and coordinated 22 volunteers that were tasked to go to the communities to pick the data.
- Participated/facilitated a Collaborative, Learning and Adaptation approach. This was mainly centered towards reviewing and revising the MEL System. These included Indicators, Theory of Change (ToC) and Standard Operating Procedure (SOP) among others. Lessons and recommendations were submitted to management for decision making.
- Successfully participated in the design, review and administration of 3 project monitoring tools. These helped to capture the progress of the project and to find areas that need a corrective action.
- Supported the Programs department by constantly tracking the annual work plan and informing the team on progress. This has helped to inform the team on the progress of the activities.

- Provided technical support the Programmes team. Through the continued Monitoring visits, I was able to provide resourceful guidance to the team on how best to implement the project. The guidance helped to reduce errors that could have been encountered when implementing a project by over 60%.
- Participated in 2 stakeholder's meetings with the Government Officials. They included LC V, RDC, CAO and others. The reason of the meeting was to give chance for feedback from the Government officials of the activities of the project. This was very important for corrective action
- Captured and documented three stories of change. These were submitted to donors and acted as bench marks during fundraising process besides acting as sources of lessons learnt.
- Developed the Monitoring Evaluation and Learning (MEL) Department activity report. This is meant to capture the reason for conducting a particular activity, the observation and the recommendations put forward. This has been helpful to the entire team.

Research Fellow, LIDA Africa-Uganda. (January 2017 to Date)

- Successfully supported organizations in operationalization and maintenance of impact oriented M&E systems. Developed monitoring tools, designed technologically enhanced data bases and provided mentorship in writing quantitative and qualitative reports. This includes successfully training 9 staff members of Lida Africa in using the MWater Application. They attained skills of data collection using Mwater application, storage and re-production whenever they want.
- Successfully supported over 150 Corporates and Students in getting acquainted with MS Excel, COMMCARE and Mwater data collection applications. Through organized MS Excel trainings, participants were supported to understand the main basics of MS Excel which they then applied to their jobs. Data collection applications have greatly helped to ensure data safety and reduce time spent on data collection and then entry.

Monitoring and Evaluation Officer, The Water Trust. (May 2015 to July 2018).

- Built the capacity of 19 program staff on E-data collection and management techniques substantially reducing the time they spend collecting data in the field, improving the integrity of the data collected and enhancing overall organizational learning. The program staff members trained also enhanced their skills in data Analysis, interpretation and storage.
- Trained over 10,000 primary school pupils on Water Sanitation and Hygiene and menstrual hygiene for girls in Masindi District. This was a five-year project (Nurture Well Project) in the schools which was meant to empower the young children and youth to trigger them to raise up and manage their sanitation for a better environment.
- Oversaw baseline, midterm and end line assessments for the years running 2016 to 2018 for programing worth over US \$ 900,000 in Masindi and Kiryandongo. In this period, I led 3 baseline, midterm and end line surveys building the capacity and managing 18 research assistants as well as 23 permanent staff. This involved managing the process of developing online data collection tools in Mwater, ensuring that appropriate data was collected, analysis of data and writing a report.
- Successfully oriented 20 new staff members at The Water Trust. Trained over 100 M&E personnels. Among the new staff members oriented included 4 Program Managers, 1 Finance controller, 6 Community Development Officers, Volunteers and interns among others. Taught them how projects are aligned and took them through the designed annual work plan.

- Coordinated with the Monitoring and Evaluation Team and Program Managers and successfully developed an M&E system and a work plan for The Water Trust's projects ending 2018 including clarification of key performance indicator for physical and social infrastructure interventions at input, process, output and impact levels. I also came up with key M & E protocols for the organization.
- Supported the 2018 program development through ensuring lessons learned from 2016 and 2017 programming are incorporated into the program designs.

Assistant Clerk – Weigh Bridge, McLeod Russel Uganda, Ankole Tea Estate. (April 2012 to May 2013)

- Developed and submitted 2 Quarterly reports on the production output (August and December).
- Enhanced the organizational management information system by overseeing the migration of data from a paper based system to a computer based system. This simplified work and increased security of data.

ADDITIONAL TRAINING

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- **Disaster Risk Reduction (DRR).** This training is all about preparing staff to be able to overcome all kinds of challenges that may arise as we work. Learnt how to study my surrounding environment, assess the challenges and the find ways of overcoming them.
 - **Google Drive Management and G-Suites Training.**
 - **Child safeguarding.** This involves the best practices that should be put into consideration while dealing with Children since they are the future.
 - **Gender mainstreaming and equality.** How best can we make sure that the male and female both get to the same page and develop their capacities together.
 - **Defensive riding.**
 - **Food and Nutrition training.**
 - **Community Led Total Sanitation (CLTS).** Participatory Hygiene and Sanitation Transformation (PHAST) Tools. Learnt how to trigger communities and make them disgusted of their behavior of open defecation.
 - **Sanitation Marketing.** This is a field that applies social and commercial marketing approaches to scale up the supply and demand for improved sanitation facilities.
 - **Village Saving and Loans Association (VSLA)/Self Help Group (SHG).** These are saving groups that Water Trust introduced to help ensure proper management of water points (fully functional).
 - **Child safeguarding and gender practices.**
 - **Stopping sexual misconduct in the workplace.**
 - **Food and nutrition training.**
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REFEREES

No.	Name	Position and Organization	Phone number	Email Address
1.	Ronald Waiswa	Supervisor Research and Revenue modelling, URA	+256 703 096 203	rwaiswa@ura.go.ug
2.	Victor Kiwujja	Co-founder and Executive Director, LIDA Africa	+256 704 767 858 +256 773 384 364	victor@lidaafrica.org
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