

DR. JANE WANJIRA

Lecturer and Development Programmes specialist



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SUMMARY

Experienced and dedicated Consultant, Educator and researcher with over 15 years of experience in development work and academia. Bringing forth proven expertise in programs and curriculum development, entrepreneurship training, mentorship and facilitation, community engagement, conference and meetings organization, development of mentorship programs, documentation, repackaging and dissemination of information to different audiences, strategic planning and marketing planning as well as research (both qualitative and quantitative), needs assessment and community mapping, organizational capacity assessment and development, program evaluation, I am a Trainer of Trainer in Entrepreneurship and Design Thinking approach to Entrepreneurship. I have strong analytical and writing skills. I am very passionate in transforming people's lives from dependence to sustainable livelihoods through training, encouragement, coaching and attitude change especially on issues affecting community members negatively such as SGBV.

KEY COMPETENCES

- **Trainings, Mentorship, and facilitation:** I am experienced in designing trainings and mentorship programmes and development of training modules. I am a passionate trainer and facilitator, rapporteur, and mentor for skills development.
- **Documentation and learning:** I have expertise in documentation and sharing learning from programme implementation, experiences and lessons learned among different stakeholders including NGOs, community members, academia, and CBOs
- **Strategic management and planning:** I have led, supported, and participated in the development of various organization strategic plans including KANCO, KICOSHEP, Nairobi Audiology Centre, and Coalition on Violence Against Women (COVAW) among others.
- **Project development and resource mobilization:** I am competent in project identification, design, planning and appraisal, and Resource Mobilization. I have participated in writing proposals for NGOs.
- **Research, Monitoring and evaluation:** I am competent in carrying out research (qualitative and quantitative) using different methodologies in different set ups including informal settlements, organizations and among the community groups especially children, youth, and women groups.
- **Curriculum development and implementation:** I have led the development of curricula, implementation as well as monitoring, evaluation and learning exercises.

EDUCATION

Doctor of Philosophy in Business Administration (Marketing)
[University of Nairobi](#)

~ Jan. 2008 - Dec. 2013

Master of Business Administration (Management)
[Kenyatta University](#)

~ May 2000 - Oct. 2002

Bachelor of Arts (Secretarial studies, First Class Honours).
[Kenyatta University](#)

~ Sep. 1995 – Oct. 1999

Post Graduate Diploma in Human Resource Management
[Kenya School of Professional Studies](#)

~ Jan. 2003 – Nov. 2003

COUNTRIES OF EXPERIENCE

Kenya, South Sudan, Zimbabwe, Ghana, and Tanzania

TRAINING

- Design Thinking – Boosting the User-Orientation of Entrepreneurs (TOT)
- Training of Trainers in Student Training in Entrepreneurship Programme (STEP)
- Trainer of Trainers in Communication for Advocacy
- Trainer of Trainers in Documentation and Learning

Current Research:

Currently, I am engaged as a researcher under Bill and Melinda Gates Foundation funded research on Evaluating SGBV as a constraint to Women's work and Women Economic Empowerment, domiciled in Kenyatta University Women Economic Empowerment Hub. In this team I am involved in programme design, tools development, research, data management and analysis as well as report writing. Presently as a member of the team I am involved in adapting the Tamar Campaign Model modules to suit our context. These will be used for training and setting Circles to counter SGBV in Tharaka Nithi County. This will be targeting church/mosque leaders, county government leadership, community leaders and nyumba Kumi elders in different sub counties in Tharaka Nithi County.

WORK EXPERIENCE

Kenyatta University (2014 to date) - www.ku.ac.ke

Work Experience – Kenyatta University

MBA & Doctor Programmes Coordinator – School of Business, Economics and Tourism

- Provide MBA and PhD students with support required during the entire study period.
- Facilitate examination of projects and Theses for MBA and Phd candidates
- Chair and coordinate post graduate board within the school
- Track MBA and PhD candidates' proposals, projects and thesis submissions
- Facilitate allocation of supervisors for MBA students, facilitate scheduling of defenses
- Communication to MBA students on available opportunities from the partners.
- Coordinate Post graduate seminars for both MBA and PhD graduands.
- Tracking for research authorization for MBA and PhD candidates
- Support in the review of the curricula for both programmes

Learning and Curriculum Manager, YALI Regional Leadership Center EA:

- Managing all training activities at YALI RLC EA
- Supervising trainers in the different track
- Lead in curriculum review and development.
- Ensuring quality in training.
- Facilitating training sessions
- Supporting participants in all their training activities
- Providing leadership in design challenge identification and solution development for YALI RLC EA participants
- Reviewing YALI Alumni training plans – for those involved in training.
- Report writing for all training activities as well as training impact.
- Harmonization of training Curriculum across the four YALI Regional Leadership Centers across Africa.

Lecturer:

School of Business, Department of Business Administration with the following specific duties and responsibilities:

- Teaching at all levels (Ph.D., Masters, Undergraduate and Diploma) in areas of marketing, entrepreneurship, strategy, and research.
- Chairperson, Program Development Committee, Department of business Administration
- Secretary, Departmental Research, and Innovation Committee in charge of research evaluations, publication monitoring, organizing monthly research seminars, workshops and symposia for staff and students, source and conduct research related activities in the department.
- Supervision of post graduate students – PhD, MSc, and MBA. Already supervised to completion three PhD candidates, Two MSc and over twenty MBAs. Currently supervising three PhD candidates.
- Vice chairperson, International Business Research, and Industrial Conference (IBRIC) organizing committee in charge of organizing and coordinating School of Business conferences.
- Chairperson, Departmental Strategic Planning committee, in charge of coordinating departmental strategic plan development.
- Member, committee to review the Structure of Marketing In the University
- Secretary, School of Business curriculum development and review committee in charge of reviewing of all programmes in the school as well as development and evaluation of new programmes from different departments in the school.
- Departmental representative in the Community Outreach and Extension Programme (COEP) in charge of coordinating community outreach activities in the department and school such as mentoring activities for students, support for the communities including mobilization and distribution of food and books for children.
- Staff mentor – I am a mentor in the Kenyatta university staff-to-student mentoring programme with a role of guiding and nurturing out students in achieving their goals in and out of the university.

Lifeline Africa Company Ltd (March 2010 to date) –

Co-director:

Co-director at Lifeline Africa Company Ltd: a firm whose mission is to partner with development organizations in empowering Africa through capacity development. The firm specializes in assessments and evaluations, documentation and learning, knowledge management, strategic planning, organization development and institutional systems strengthening, TOT training, communication for advocacy, and resource mobilization.

Through this role, I provide technical support to a range of partners on strategic planning, monitoring and evaluation, baseline surveys and needs assessment.

Catholic University of Eastern Africa (2010 – 2014) - www.cuea.edu

Assistant Lecturer teaching in areas of marketing and management.

The Presbyterian University of Eastern Africa (2008 – 2009) - <https://puea.ac.ke/>

Lecturer in the department of business administration. I was involved in the development of new curricula in different areas of business.

RELEVANT EXPERIENCE AND CONSULTANCY WORK

- **Tech for Livelihood: 2019 - ongoing** I am currently involved in training and mentorship In World Food Programme (WFP) funded Tech for Livelihood program under Kenya National Library Service –Kibera branch centre where we train youths from the informal settlement in digital skills to enable them to locate and work online. The programme is on-going and currently, seven of the youths have already been recruited by WFP while others are working online.
- **Mentorship programme for youths in Kibera – on going** I am continuously involved in youth mentorship programme in Kenya National Library Service – Kibera branch where we have developed and train youths on life skills including self-awareness, self-esteem, coping with stress, interpersonal relationships, assertiveness, empathy, peaceful conflict resolution and effective communication among others.
- **Training and mentorship in entrepreneurship and marketing:** I am constantly involved in entrepreneurship training for the youths across the country. In August 2020 I was involved virtual training of 80 youths from Kajiado County and 80 youths from Nairobi County under **Student Training for Entrepreneurial Promotion (STEP)** program sponsored by Kenya National Commission for UNESCO (KNATCOM). The training focuses on life skills, entrepreneurship, and business management. Currently I am mentoring and coaching some of the youths in Kajiado to pursue the business ideas identified during the training.
- **2014 – Current: Kenyatta University** - Development of Online Teaching Materials in the area of marketing and entrepreneurship.
- **Sept – Nov 2021: Kenyatta University** – Online training of Young African Leaders Initiative (YALI) Africa beneficiaries across Africa.
- **2021: Kenyatta University** – Supported scripting and recording of MBA online teaching video for use by Kenyatta university staff.
- **August – September 2018** – Analysis of Nutrition policies and Funding in National and County governments in Kenya, for KANCO. The assignment focused on in-depth review of the National and County development plans as well as policies that support implementation of nutrition programmes; in-depth analysis of resource needs of nutrition vis -a -vis available resources.
- **January 2017-** Development of Common Training Kit on Gender Mainstreaming in Kenya’s Tea Industry. This manual was developed for the Kenyan tea industry for provision of training on GBV issues to their target groups including children, youth, plantation management and operational staff, plantation workers, smallholder farmers, smallholder hired labour, management of small holder farms and out grower factories and duty bearers. However, the training manual can also be further adapted and used for training in other sectors and countries.
- **December 2016 –March 2017** - baseline data analysis for Catholic Medical Mission Board (CMMB) DREAMS Innovation Challenge Project aimed at keeping girls in school, promoting gender-positive factors, removing school attendance barriers that increase transition of girls in Standard 8 to Form 2 in Nairobi slums’ non-formal schools.
- **October – December 2014** - Needs assessment and Community mapping in Kawangware and Kangemi informal settlements for Children International Kenya (CIK). CIK intended to scale up health, education and youth development programming for children and youth in the Kawangware and Kangemi area in 2015. The purpose of the assignment was to conduct a baseline survey, needs assessment and community mapping focusing on key

issues and challenges facing children, youths and communities living in Kawangware and Kangemi, and the envisioned solutions to these challenges.

- **July – August 2014** - End of project evaluation for African Women's Development Fund (AWDF), Comic Relief's devolved grant making program phase II. The aim of the evaluation was to assess the project performance, identify good practices to facilitate AWDF programming and strategic planning and draw out lessons to be applied in future interventions.
- **June – July 2014** - Development of policy brief and information packs on HIV and SRH for Kenya Prisons' for RODI – Kenya meant for policy makers, community leaders, service providers and community members serving the prisons community.

OTHER CONSULTANCIES

- August 2018 –Development, editing, designing, and printing of COVAW's strategic plan – 2018 – 2023.
- March 2018 – Rapporteur in First Eastern Africa Harm Reduction Conference, KANCO
- May – June 2015 – Development of Nairobi Audiology Centre strategic plan.
- April 2015 – Review of KICOSHEP strategic plan
- 2005 – Development and implementation of training and coaching program for all staff in the government of South Sudan under Skills for Southern Sudan. The aim was to equip government workers (both returnees and those there) with appropriate life skills and management skills to delivery services to the citizens.

Selected Publications:

1. Nekesa, T. B and Wanjira, J. (2020) Effect of Employee Involvement on Customer Service Delivery of Restaurants in Nairobi, Kenya. *International Journal of Business Management, Entrepreneurship, and Innovation*, 2(3), 49-60, ISSN 2707-8027.
2. Derek Kilwaye Kivayilu and Jane Wanjira (2020). Influence of Education Program as a Corporate Social Responsibility Strategy on Competitive Advantage of Soft Drink Manufacturers in Nairobi City County, Kenya. *International Academic Journal of Social Sciences and Education*, 2(2), 88-97.
3. Rosemary Wangari Nduta and Jane Wanjira (2019). E-Banking Strategy and Performance of Commercial Banks in Kenya. *International Journal of Current Aspects*, 3(V), Sep issue, <https://doi.org/10.35942/ijcab.v3iV.68>.
4. Alexander Irungu Wanjiru, Stephen Makau Muathe, Jane W. Kinyua-Njuguna (2019) Corporate Growth Strategies, External Operating Environment and Firm Performance: An Empirical Survey of Large Manufacturing Firms in Nairobi City County, Kenya. *Journal of Management*, 10(4), Sciedu Press,
5. <http://www.sciedupress.com/journal/index.php/jms/article/view/15968>.
6. Mercy Wanja & Dr Jane Wanjira (2019). Corporate Social Responsibility and the Performance of Commercial Banks in Kenya: A Case of Equity Bank. *International Journal of Current Aspects*, 3(II). DOI: <https://doi.org/10.35942/ijcab.v3iII.17>
7. Alexander Wanjiru, Stephen M. Muathe & Jane W. Kinyua-Njuguna. The Mediating Effect of Competitive Advantage on the Relationship between Corporate Strategies and Performance of Manufacturing Firms in Nairobi City County, Kenya. *IOSR Journal of Business and Management (IOSR-JBM)* e-ISSN: 2278-487X, p-ISSN: 2319-7668. 21(4). Ser. I (April. 2019), 07-15 www.iosrjournals.org
8. Gikandi Nyawira Joanne & Dr. Jane Wanjira (PhD). Corporate Social Responsibility and Performance of State Corporations in Kenya: Kenya Revenue Authority. *International Journal of Research in Business, Economics and Management*, 2 (6) November-December 2018
9. Betty Jepchirchir Kosgei & Jane Wanjira (2018). The Influence of Package Graphics and Colour Attributes on Consumers' Buying Behaviour in Kenya. *Journal of Marketing and Consumer Research*, 1 47 (2018) <https://iiste.org/Journals/index.php/JMCR/issue/view/3551>
10. Esther Waruiru, Dr Mary Namusonge & Dr Jane Wanjira (2018). Influence of Inter-Functional Coordination on Performance of Insurance Organizations in Kenya. *European Journal of Business and Strategic Management (IPRJB)*, 3(6), 52 – 65. ISSN 2518 265X (Online).
11. Margaret Kasuki & Dr Jane Wanjira Environmental Management Systems and Environmental Performance of Manufacturing Firms in Kenya. *Journal of Management*, 5 (10), December | 2017 ISSN 2347-8217
12. Janet Makokha Okumu, Dr Jane Wanjira (2017). Risk Mitigation strategies ad Performance of Insurance Industry in Kenya: A case of Motor Insurance Companies. *American Journal of Strategic Studies (AJSS)*, 1(1), 22 – 43.

13. Nazi Mary & Dr. Jane Wanjira (2017). Youth Empowerment and Livelihoods: A Case of Rural Youth Registered in Groups Involved in Horticulture Production in Trans Nzoia County, Kenya. International Journal of Current Aspects in Project Management (IJCAMP), I(1), 41-56, ISSN 2616-6976 41 www.ijcab.org/journals
14. Dr Jane W. Njuguna, Prof. Francis Kibera & Prof. Justus Munyoki (2016). Influence of Strategic Social Marketing on Effectiveness of Community Based HIV and AIDS Organizations in Nairobi County, Kenya. EPRA International Journal of Economic and Business Review, 4(9), e-ISSN: 2347-9671, pISSN: 2349 – 0187.
15. Dr Jane W. Njuguna, Prof. Francis Kibera & Prof. Justus Munyoki (2015). Influence of Strategic Social Marketing on Efficiency of Community Based HIV and AIDS Organizations in Nairobi County, Kenya. International Journal of Managerial Studies and Research (IJMSR), Vol. 3, Issue 4, April 2015, 63-73 ISSN 2349-0330 (Print) & ISSN 2349-0349 (Online) www.arcjournals.org
16. Dr Jane W. Njuguna, Prof. Francis Kibera & Prof. Justus Munyoki (2014). Influence of external organizational environment on Performance of Community Based HIV and AIDS Organizations in Nairobi County, Kenya. European Scientific Journal, 10 (28).
17. Dr Jane W. Njuguna, Prof. Francis Kibera & Prof. Justus Munyoki (2014). Impact of Internal Organizational Environment on Performance of Community Based HIV and AIDS Organizations in Nairobi County, Kenya. European Scientific Journal, 10(1).

INTERESTS

Service to the Community:

- Mentor at Kenyatta University and among the youths in Kibera.
- Parent Representative at La Salle Catholic Primary School, Nairobi
- BOM member, Kerarapon Secondary School.
- Vice Moderator, St Padre Pio Small Christian Community, at Regina Caeli Catholic Church.
- Treasurer, Couples for Christ (CFC), Hekima Household, Kerarapon

REFERENCES

1. Prof. Francis N. Kibera
Professor of Marketing
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2. Patrick Kamunyo
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World Society for the Protection of Animals – Africa
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3. Dr. Samuel Maina
Chairperson, school of Business
Kenyatta University.
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Professional Association

Kenya Institute of Management

PASSIONS



Learning



Problem -Solving



Making a Better Society

LANGUAGES

English /Swahili

Native ●●●●●