

CURRICULUM VITAE

Name : **Dr. Edward N. Kobuthi**
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Marital Status : Married with 5 Children (of the 5 young adults I am guardian to 2)
Languages : English, German and Kiswahili
Computing : Good working Knowledge with computer application packages, Ms. Word
Power Point, Excel and Out Look and Software Package for Statistical
Solutions (SPSS)
Typing : 25 words per minute
Hobbies : Swimming, Aerobics

Volunteer Work: Education Pillar Convenor, elected as Chairman on 28 July 2022, Embu County Professionals Development Association where we hold motivational and mentorship sessions in primary and secondary schools across the county. We have seen improvement of KCSE results where 1,800 students scored a C+ and higher in 2018 when we began to 2,502 in 2020.

Volunteer work in the Schools' Board of Management: I sit in Four high school boards, Serving as Chairman in one board and Vice Chair in the second and chair the education committees for the other two schools.

Educational Background

2016 - 2018: PhD. Awarded Doctor of Philosophy on 21 December 2018 in Business Administration from the University of Nairobi, in Strategic Management. Thesis titled, "Corporate governance, strategy implementation, industry competition and performance of companies listed in the Nairobi Securities Exchange".

2009-2010: PhD Course Work. University of Nairobi, in Strategic Management.

2000 – 2001: (MBA) Master's Degree in Business Administration, Strategic Management

1997-1999: (Bsc) **Bachelor of Science Degree in International Business Administration, Marketing Major**, Finance Minor, United States International University.

1991: (**Graduate Master Brewer**) Diploma Master Brewer, Institute of Brewing London Comprised modules in Chemical Engineering and Instrumentation. *Sixth person to qualify to this level in Kenya since 1922 and one of the seven master brewers in Africa then (Sunday Standard 10 July 2005 pp2)*

1983-1984: **Master Brewer-** (VLB) Technical University Berlin, Germany with Modules in Mechanical Engineering.

1982: **Associate** Membership Examination, Institute of Brewing, London.

1978-1982: **Higher National Diploma**, Food Science and Technology, Process Engineering (Chemical Engineering) Major, Credit Pass, Technical University of Kenya, Nairobi.

1976-1977: A- levels Principle passes in Physics, Chemistry and Biology. Kangaru School, Embu. Served as House Captain and a member of the school's first eleven- football team. Played in the Kenya National Schools Soccer finals in 1976 held at Nairobi School.

1972-1975: EACE - O- Levels, Division One with one distinction, seven credits and one pass, Karaba School, Embu. Served as Schools Games Captain.

Work / Board Experience

2022- Date Commissioner, Privatization Commission.

I sit on Audit Committee. I also sit on the Steering Committee charged with the privatization of the Hotels in the privatization programme. I chair the steering committee that is charged with the privatization of Agro Chemical Food Company Ltd. I am also, a member of the Human Resource and Risk Management Committee.

2020- 2023: Director Water Services Regulatory Board.

I had the highest score in the board evaluation of 89.98 %
Sat on the Technical Committee that provides oversight of standards, licensing, ensuring service viability and advocacy through public education. Also appointed Chair of the Corporate Services Committee and later Chair Strategy Oversight Committee.
Elected chair of the Adhoc Committee charged with the responsibility of recruiting the CEO.

2020- Date: Senior Lecturer Africa International University where I teach PhD Classes

2017-Date- United States International University- Adjunct Professor of Production and Operations Management.

2010-Date: Part Time Lecturer KCA University where I have taught National and International Logistics Management since 2010

March 2015 – Date: Owner EBN CREATIONS LIMITED- Safaricom Super Agency.

2011- 2014: Airport Manager (General Manager) Jomo Kenyatta International Airport (JKIA) with a brief to facilitate seamless connectivity through provision of efficient and effective airports facilities and services with a staff complement of about 1,000 comprised of 9 departments; Security, Safety, Finance, Human Resources and Administration, Procurement, Ground Flight Safety, Fire and Rescue, Engineering and Bird and Wild Life.

Within my three years contract period at JKIA the following key achievements were noted, namely:

- 1 Improved lighting from a low of 30% to between 95% and 100% on runway lights, edge lights, street lights and apron flood lights.
- 2 Did away with water shortages and rationing notwithstanding the increased water usage (2.2 million liters against 1.8 million liters) by commissioning 6 bore holes and ensured very close working relationship with the Managing Director of Nairobi Water.

- 3 Ensured the Security Section of the Airport functioned with a skeleton staff followed a strike that took a whole month in April 2012.
- 4 Held the airport together and ensured departments functioned after the fire gutted the terminal building in August 2013 balancing between demanding delivery in difficult post fire conditions and staff burnout.
- 5 Rehabilitation of the airport including tiling of pavements, feeder roads and the baggage belts. The latter particularly at terminal 1D (hitherto Domestic Terminal) were a frequent nuisance to passengers whose bags would get stuck in the conveyors.
- 6 Changed the airport look by initiating the “greening beautification project” by planting trees, grass and flowers transforming the hitherto dry, brown looking landscape to the now fresh green new look an aspect noted by non-other than the H.E the President of the Republic of Kenya.
- 7 Upgraded the power system from 11 KVA to 66 KVA ensuring adequacy and stability of power at the Airport.
- 8 Created oneness and harmony at the airport with all stakeholders hitherto unknown, and championed preparation of a customer service handbook for entire KAA.

April 2009 to September 2011: Ground Services Director (Consultant) for One Jet One. Part of the team that was doing start up preparatory work for One Jet one, a low-cost carrier that intended to commence operations in the region.

July 2007- April 2009: General Manager JKIA, Kenya Airways. Reporting to the Director Ground Services; with a staff of 652 and operating budget of 1.064 billion and a capex of 250 Million shillings. Charged with the responsibility of overseeing and efficient effective, secure and safe hub handling operations including passenger, baggage and cargo. I initiated projects that completely revolutionized the hub including a Hub Control Centre, a hub control system and world class operations. Changed the shift system to one that takes in to account the business needs and staff flexibility. Change of the shift system had been tried many times before without success.

February 2006- July 2007: General Manager AMREFs Meat Processing Plant in Turkana, The first livestock project of its kind in Sub Saharan Africa in an Arid and Semi-Arid Area. Developed the strategic plan, writing business plans, fundraising, interacting with the board, and conducted marketing research recruitment and training of staff.

2002 – 2006: Management Consultant / Lecturer- Kenya Institute of Management

Management consultant with a passion for corporate governance. Associated with several organizations including Kenya Institute of Management, Centre for Corporate Governance, Industrial Ecology Institute, Strategy Africa, Federation of Kenya Employers and Strategic Leadership Centre. Assignments included; **developing strategic plans**, facilitating productivity Improvement programmes, Job evaluation, sales increase study and national transport study.

I facilitated strategic plan development for the following organizations: Ministry of Water and Irrigation, Water Services Trust Fund, Water Resources Management Authority, Maisha Bora SACCO, Banki Kuu SACCO, Sauti SACO and Center for Rights Education and Awareness (CREAW) and also co-facilitated strategic planning for several others organizations.

2004-2006: Business Manager ABCON with responsibility of selling yeast, bread improvers And industrial enzymes to bakeries, millers and breweries.

August 2000- March 2001: Project Manager, East African Breweries Ltd.

Was part of the group's think tank charged with the responsibility of innovation and new products development and commissioning of plants and equipments.

June 1998- August 2000: Distribution Manager, Kenya Breweries Ltd. In charge of a 900 million shillings budget, 700 people, distributing 1.5 million crates monthly. Was responsible for formulating and implementing national distribution, operations, logistics and warehousing strategies. Imports and exports were also under my portfolio. Responsible for overseeing the transition of owned distribution to out sourced distribution services when EABL outsourced Distribution to Tibet and Britten, Kiuki and Koromoto.

January 1998- June 1998: Supply Chain Planning Manager, Kenya Breweries Ltd.

Responsible for planning for sales, distribution, raw materials, and production and procurement of key raw materials worth 300 million shillings annually.

April 1996- Dec 1997: Senior Project Brewer, East African Breweries Ltd

Responsible for the packaging performance of all KBL packaging departments and provided Technical support to the groups' production departments.

1995- March 1996: Bottling Manager, Tusker Brewery. With a work force of 518 people Producing 1.5 million crates monthly. TPM champion laying ground work for ISO 9002 certification.

1992- 1995: Project Brewer, Kenya Breweries Ltd. Responsible for production projects, raw materials and new products development. Introduced corn starch as a wide scale brewing adjunct that increases beer shelf life from 3 months to over 6 months in addition to being a cheaper source of starch.

1991: Appointed member of the bottling hall task force. The team assisted in improving bottling efficiencies from 25 % to 50 %.

1983- 1991: Production Management (Shift Malster, Shift Brewer) roles which included beer brewing, malt and barley syrup production.

1980- 1983: Management trainee, Kenya Breweries Ltd.

1978-1980: Assistant Brewer/ Malster Trainee, Kenya Breweries Ltd.

International Exposure

I have had work and / or study assignments in the following countries:

Abu Dhabi, Australia, Belgium, Britain, France, Germany, India, Mozambique, Singapore, South Africa, South Sudan, Spain, Switzerland, Sweden, Tanzania, Uganda, United States and Zimbabwe.

I have also visited Dubai, Ethiopia, Mauritius and the Netherlands,

Professional Involvement and Memberships

Institute of brewing Student, Associate and Diploma Member respectively.

Served as regional founder secretary, Eastern Africa.

Past Regional Chairman, representing Eastern Africa.

Was organizing chairman of the 7th Institute of Brewing Africa section Scientific and Technical Convention, Nairobi Kenya dubbed the most successful. Hosted 430 delegates, accompanying partners and exhibitors

International Brewers Guild: Senior Member

Served as Hon Secretary

I served as Alternate Council Member, Association of Professional Societies in East Africa.

Co-opted member Professional Committee for Democratic change (PCDC). One of the pressure groups that ushered in Multi Parties in Kenya.

Kenya Institute of Management Associate Member and former Lecturer.

Member in Good Standing Institute of Directors of Kenya (MIoD 1250)

Certified Facilitator in Corporate Governance, Board Evaluation and Assessment (IFC/IoD)

Board Experience

March 2022- Date Commissioner, Privatization Commission.

I sit on the Human Resource and Risk Committee. I also sit on the Steering Committee charged with the privatization of the Hotels in the privatization programme. I chair the steering committee that is charged with the privatization of Agro Chemicals & Food Company Ltd

Sep 2020- 2023: Director Water Services Regulatory Board.

I sat on the Technical Committee tasked with technical issues which include licensing and tariffs setting and review. Served as Chairman of Corporate Services and a member of the audit committee. Elected chair of the adhoc committee charged with the responsibility of recruiting the CEO.

Board of Management of Schools: I sit in Four high school boards, Serving as Chairman in one board and Vice Chair in the second and chair the education committees for the other two.

July 28 2022 Chairman Embu County Professionals Development Association (ECPDA) where we champion motivational and mentoring sessions in Primary and Secondary Schools in the county of my mothers' birthplace.

Papers Authored / Presented

1. Causes of Declining Beer Production in Kenya, Thesis 1998.
2. The Devastating Effects of the Restructuring Process on the Employees Not Entrenched In the Republic of Kenya, MBA Thesis, 2001.
3. Challenges Facing the Sugar Industry in Kenya
4. Key Note Speaker “Corporate Social Responsibility Best Practices in Kenya”, AIESEC June 26, 2003, University of Nairobi, Incorporating CSR in Universities Curricula
5. Co-authored Towards Responsible Enterprise Development in Kenya (Evans Kituyi, Edward Kobuthi and George Sikoyo) published 2004.
6. Co-authored Strategic Management in the Public Sector: A synthesis of Structural reforms in Kenya, Akaranga, M, Kobuthi, E & Mogeni, K. Paper presented at the 14th Annual International Management Conference, Kampala Uganda November 24-26, 2009, Makerere University Business School.
7. Presented paper titled Terminal Evacuation; Sheltering in Place and repopulation, the Case of JKIA. In Barcelona Spain in March 2014.
8. Kobuthi, E. (2018). *Corporate Governance, Strategy Implementation, Industry0 Competition and Performance of Firms Listed in the Nairobi Securities Exchange*. (Unpublished PhD Thesis). University of Nairobi.
9. “Corporate Governance and Performance of Firms Listed on the Nairobi Securities Exchange” Published in "Volume 6 Issue 1 [January 2018] “ Pages 7 to 17. International Journal of Scientific Research and Management (IJSRM).
10. “The Mediating Effect of Strategy Implementation on the Relationship Between Corporate Governance and Performance of Firms Listed on the Nairobi Securities Exchange” Published in “Volume 10, No. 2 [January 2018]” pages 54- 62. IISTE-European Journal of Business and Management
11. How JKIA Can be Shielded from Loss Making Airports, Business Daily May 15 2019
12. Africa Needs policy change to reap the benefits of the fourth industrial revolution. Business Daily June 1, 2020.
13. Performance Contracting: What should be changed? Business Daily, January 20, 2022

Post Graduate Students Supervised till Completion and Papers co-published

1. Effects of Insecurity on the Profitability of Matatu Industry in Nairobi County. Masters Thesis, KCA University, Nairobi Kenya. Completed and graduated 2021.
2. Sanganyi, D, & Kobuthi, E. (2021). Effects of Insecurity on Profitability of Matatu Industry in Nairobi County, Kenya. The University Journal, Africa International University
3. Factors affecting Youth Employment in Ngong and Rongai Wards in Kajiado north Constituency, Kajiado County, Kenya. Masters Thesis, Africa International University, Nairobi Kenya. Completed and graduated 2021
4. Njenga, J. Warue, B. Kobuthi, E. (2021). Factors Affecting Youth Employment in Ngong and Ongata Rongai Wards in Kajiado North Constituency, Kajiado County, Kenya. The University Journal, Africa International University.

Referees

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