

RICHWELL MULWANI

A. Personal Information

Name: Richwell Mulwani

Gender: Male

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Nationality: Zambian

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Richwell. Mulwani

B. Career Profile

Integrated Social, Electoral /Global Governance & Development Specialist

A multi-skilled Development Practitioner specialized in Governance, social work, elections management and Community Development accrued in Zambia and Tanzania. The incumbent has a special focus on Governance, Accountability, and Politics of development, leadership management Public Awareness, Accountability, elections management and Conscientization. Also has over 15 years' experience in development and NGO work in Zambia and Tanzania with a special bias on Gender and Human Rights Based Programming, youth participation in leadership, Monitoring and Evaluation, research, consultancy, Impact assessment and analysis and role of foreign aid for sustainable development.

C. Summary of Professional Competencies and Experience:

- Has extensive knowledge on Gender based and human rights-based advocacy and campaign (rural policy and social accountability in basic social services delivery and accountability).
- Practical skills in Integrated rural programming (multi-sector strategy development; program/project identification, designing and implementation; monitoring, evaluation and learning systems, tools design and implementation; result-oriented report writing; service delivery systems development and improvement; and community based monitoring and evaluation).
- Has wealth of experience in analysis and strategic capacity building for non-profit organizations, district local governments (developing and implementing change management methods, materials and practical organizational/institutional capacity strengthening tools, strategies and materials) both in Zambia and Tanzania.
- Has knowledge and experience in strategic institutional resource mobilization, (developing strategic fundraising plans; developing and writing concepts notes and proposals, mapping and profiling donors; and donor relationship development and maintenance).
- Has hands on experience in designing evidence-based training/learning interventions, guidelines and materials; delivering topic-specific trainings; mentoring and coaching; and providing quality technical advice and guidance on integrated rural development and organizational development programming, and leadership and management development.
- Extensive knowledge in research design, research methods and the use of theory of change, especially qualitative, quantitative and participatory research methods, how communities and other groups can be integrated in different programs implementation.
- Practical knowledge and skills in designing, monitoring and evaluation of development projects through the Logical Framework Approach (LFA) including close assessments and analysis of how project inputs leads to outputs, outcomes and to the impact level and the effects these changes can have on the intervention groups.

- Skills in qualitative research, monitoring, learning and evaluation, and ability to use different qualitative methodologies to include Outcome Mapping, Most Significant Change, and Qualitative Comparative Analysis, and Logic creator.
- Practical skills in the development and use of qualitative data collection tools, like Focus Group Discussions, semi-structured interviews, observational notes, key-informant interviews, and case studies.
- International exposure and ability to work in multi-cultural environments having worked and studied in Zambia and Tanzania with different social cultural groupings.
- Passionate about community development and the role the local people play in designing, implementing and evaluation of projects because I believe in community inclusion. I am open to learn from people living in poverty. I have a strong drive for social, economic and political change.
- Has wealth of experience training young people in politics with leadership.
- Has hand on experience in election management.
- Wealth of experience in anthropology and sociology of development.
- Wealth of experience in leadership and democratic governance consultancy.

Work Experience Summary (from the most recent)

- Executive Director -Anti voter Apathy Project (AVAP).
- Programs officer- Anti voter Apathy Project (AVAP).
- Information and research officer- Anti voter Apathy Project (AVAP).
- Programs assistant officer -Anti voter Apathy Project (AVAP).
- Operations officer- Anti voter Apathy Project (AVAP).
- Information officer- Anti voter Apathy Project (AVAP).

D. PROFESSIONAL EXPERIENCE

12 January 2012 –to date

Executive Director - Anti voter Apathy Project (AVAP).

- Developing operational plans which incorporates goals and objectives that work towards the strategic direction of the organization.
- Drafting policies for the approval of the board, donors/funders and prepare procedure to review the existing policies on a yearly basis and recommend changes to the board for approval.
- Overseeing planning, implementation and evaluation of the organization programs.
- Training of Young Politicians/ councilors and traditional leaders.
- Analyzing government policies for strategic reforms
- Establishing a positive, health and safe work environment for all staff in accordance with all appropriate legislation and regulations.
- Coaching and mentoring staff to improve performance
- Providing the board with comprehensive regular reports on revenue and expenditure of the organization
- Establishing good working relationships and collaborative arrangements with community groups. Funders, and other strategic stakeholders.
- Identifying and evaluating the risks to the organization staff, property, finances, goodwill, and image.
- Supervising the day to day management of the organizational staff across the board
- Representing the organization at community activities to enhance the organization community profile.
- Public Budget expenditure tracking, planning, analysis, and developing research tools to generate evidence based information used in advocacy and campaigns focused on public policy and implementation of activities.
- Providing guidance on leadership and governance issues to the youth and specific trainings on how to hold duty bearers accountable and demand for provision of quality public service delivery.
- Identifying research topics related to citizens participation in governance
- Supervising the AVAP data collectors during the voter apathy survey commissioned by dialogue Africa towards 2011 elections
- Participating and contributing to the process of developing Participatory Rural Appraisal (PRA) Tools Community, sensitization and conducting youth governance and leadership trainings. To advocate and lobby for human rights & Governance Issues at local and national levels.

- Formulation of training modules and conduct trainings in civic education, election monitoring and democratic governance, human rights, child rights, accountability and women rights. Monitoring and Evaluation of awareness campaigns and youth participation in politics and leadership positions.
- Contributing towards organizational fundraising through project proposal development. Community mobilization and Training of schoolchildren, teachers and parents on Child rights Governance, promotion of rights in schools (PRS) and formation of child rights clubs and enhancement of women participation in decision-making processes at house-hold, community, and district, provincial and national.
- Building community resilience and adaptive response of communities in Disaster Risk Management, Monitoring and Evaluation of decentralization policy
- Facilitated the formation of good governance clubs in schools and Parent Teachers Associations to enable ensure smooth operationalization of child rights in schools.
- Development of technical project strategy documents with logic models and M&E frameworks focusing on livelihoods, food security, governance, and policy advocacy and campaign
- Co-coordinating ,analyzing , monitoring and evaluating field data
- Monitor, record and disseminate media governance program
- Identify key governance policy issues that require lobbying and advocacy
- Program design and implementation
- Prepare quarterly work plans
- Train Election Monitors
- Train Young people in politics from different Political Parties
- Developing civic / voter training manuals

January 2006-january 2007

Information and research officer-Anti-voter Apathy project (AVAP).

- Community mobilization, sensitization and conducting awareness meetings and streamlining of Gender and HIV/AIDS, Conducting group trainings, managing all training logistics, and liaise with the manager, trainees and the national technical staff including partners and the Donor.
- Formulating and designed community facilitation tools and templates for women empowerment trainings. Data collection, keeping and managing database of all training information and report writing, Community mobilization and facilitation of women groups with regards to political participation.
- Designing community mobilization strategies and leading the formation of women action groups) on social accountability and service delivery monitoring, crisis management, local livelihood monitoring.
- Facilitating the identification of lessons learnt and documentation of good practices, success stories and reviewed concept papers and proposals
- Developing and coordinating gender sensitive systems and tools for livelihood program, including developing logic models and M&E Frameworks, updating the MIS, and documenting the lessons learnt.
- Preparing effective quarterly and annual work plans
- Mainstreaming gender in programming and mediated processes of resolving family conflicts to mitigate violence on women from their spouses for joining VS&LAs.
- Updating the databases of rights holder and using the data write result-based progress reports.

2005 – 2006

Program Assistant-Anti voter Apathy Project (AVAP)

- Coordinated the parliamentary reform project under PACT- Zambia
- Assisting the Programmes Officer in planning for events/workshops to be undertaken by the organization.
- Compiling monthly reports
- Training and supervising community civic/ voter educators
- Training and supervising Election monitors
- Train Young People in Politics from different Political Parties
- Developing civic/ voter training Manuals

2003-2004

Operations officer-Anti voter Apathy Project (AVAP)

- Analyze reports and make recommendations
- Coordinated training program under American Friends service committee (capacity building for Young African leaders) help in Lusaka
- Facilitating the smooth planning and implementation of workshops
- Co-ordinate AVAP field staff
- Attending meeting/functions on behalf of AVAP.

2001-2002

Information officer-Anti Voter Apathy Project (AVAP)

- Developing different civic / voter education messages
- Training voter educators and Election monitors
- Training Young politicians on the electoral process
- Developing civic & voter education training manuals
- Developing Election monitoring training manuals
- Packaging and disseminating of voter information Monitoring Elections

E.ACADEMIC QUALIFICATIONS

QUALIFICATION	SCHOOL/COLLEGE	PERIOD
Bachelor of Arts degree in development studies	MSTDC/Kimerge university - Ireland	2009-2012
Candidate for Master's Degree in development studies	CAVENDISH UNIVERSITY	2022-2024
Certificate in monitoring and evaluation	UNZA	2009
Certificate in social work	UNZA extension studies	2005-2006
High school certificate	Bwacha secondary school	1989-1991

OTHER TRAININGS ATTENDED

- Certificate in BRIDGE (human rights and good governance) Facilitation stage 1
- Certificate in Financial management, project management And monitoring and evaluation- ZICAS
- Certificate as Trainer of Voter education- Electoral Commission Zambia (ECZ)
- Certificate in Civic Empowerment and Human rights based Approach (HRBA) at MS TCDC-Arushah-Tanzania
- Certificate in Monitoring and Evaluation- Action Aid- Zambia
- Focal person Certificate for the implementation of HIV and AIDS in workplace organized by Ded IN went, AWISA /GIZ.

ABILITIES/ATTRIBUTES

- Able to work with minimal or no supervision and have an internal locus of control. Can withstand pressure, to manage multiple tasks and have the ability to prioritize and meet set deadlines (goal getter).
- Business Management/entrepreneurship, strong interpersonal roles and Project Proposal writing.
- Good Computer Skills (Microsoft Office, Email, Internet and Social Media)
- Facilitation, capacity building, Program Evaluation, Rural development, Program management and research, Public expenditure tracking, Grants Management, Civil Society, Project design and implementation, Report

writing, designing newsletters and stories of change, Disaster Risk Reduction and Climate change Adaptation, International Aid, Grassroots organization, Information Dissemination, Non Profits, Community Development, Fundraising, Policy analysis, International relations and Global Governance, Politics, Project Planning and Sustainable Development.

LANGUAGES

Tonga, Lozi, Bemba, Nyanja and English

REFEREES

1. Dr. Mushyoka

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2.Mr. Simon Sentamu

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3. Ms. Emma Mwiinga Sinfukwe

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I Richwell Mulwani,



Solemnly declare that the above given information is true without liabilities

