

DR. PURITY KITHIRU GITONGA (PHD)

PROFESSIONAL OBJECTIVE

To play a significant role in national and global affairs through education, training, scientific research, mentorship and innovation. Full gender equality in governance and other spheres of life would be an area of attention and objective discourse.

SUMMARY OF CREDENTIALS

- Wide experience and expertise in Ethics, Leadership and Good Governance with over 18years work experience at senior level
- Qualified Human Resource professional - served as the Human Resources Manager at the Ethics and Anti-Corruption Commission and member HR Committee of Kenya Methodist University, Served as member of HR committee of the Methodist National Conference Office.
- Resource person and facilitator on Emotional Intelligence, ethical Leadership, Governance Organizational Culture Change, Personal Development.
- Served as Member of the National Curriculum Reform Steering Committee charged with the responsibility of revision of school curriculum in Kenya
- Wide-ranging experience in curriculum design and development on governance and anti-corruption
- Meticulous trainer and teacher, experienced resource person in many local and international forums.
- Wide experience in designing, managing and coordinating capacity building programmes and resource mobilization and utilization of Developing Partners Funds such as GJLOS, UNDP and AD, GIZ Funds.
- Member of various high profile organizational committees such as the Training and Development Committee, Tender Committee, Disciplinary Committee, Donor Funding Committees and Strategic Planning Steering Committee.
- Established author for reference materials, training manuals, source books, teaching and learning materials on integrity and governance, drug abuse, life skills, stress management etc
- Guidance and counselling professional - served as committee member responsible for the drafting of the Policy Framework and Implementation Guidelines for Guidance and Counselling in Education - Ministry of Education 2003.
- Knowledge in Research, Data Collection and Report Writing.
- Extensive World Travel and Exposure to different networking experiences and cultures (USA, United Kingdom, Jamaica, China, Israel, and Jordan).
- Served in Schools Board of Management as Vice-Chairperson- Uruku Girls Secondary School; Board member St Mary's- Egoji Girls., Nkuene Boys High School

Key Skills:

Tools

Applications:
MS Office suite,

Writing Skills:

Proposal writing,
Article writing,
Resource and
Advocacy
materials.

Key

Competencies:

Leadership
Public Speaking
Presentation
Administration
Creative
thinking- script
writing

EDUCATION & TRAINING

Doctor of Philosophy in Business Administration Studies -Human Resource Management & Leadership, University of Nairobi	2012
Master's Degree in Education University of Nairobi	Jan 1997 – Dec 1999
Bachelor of Education –(Arts) Kenyatta University <i>Graduated with a 2nd class Upper</i>	Jan 1983 – Dec 1986
Diploma in Human Resource Management Kenya Institute of Management	2007

SHORT COURSES UNDERTAKEN

- 1. OECD Course on 'Investigative Techniques for the Effective Use of Banking Information.'** By: OECD International Academy – Italy for Tax Crime Investigations
October 2020
- 2. Corruption Prevention and Governance:** Administrative Control Authority (ACA) of Egypt
February 2020
- 3. Financial management for Non -Finance Managers ESAMI Arusha 2019**
- 4. Leadership**
International Leadership Institute
January 2018
- 5. Strategic Policy planning for Public Service**
ESAMI, Kampala
June 2017
- 6. Corporate Governance**
Corporate Governance Centre, Nairobi
February 2015
- 7. Strategic Leadership Development Programme;**
Kenya School of Government,
May to June 2014
- 8. Accelerated Leadership Seminar**
Haggai Institute, Hawaii USA
September 2013
- 9. Governance, Ethics and Anti-Corruption Studies**
Marquette University and Aspen Centre of Government, USA and Ghana
May 2011 - July 2011
- 10. Certificate in Ethics, Governance and Anti-Corruption Studies**
ESAMI
June 2009
- 11. Certificate in Leadership Studies**
S-A-L-T Institute
November 2008
- 12. Combating Corruption in the Delivery of Infrastructure Services, September 2006;** Loughborough University, UK
- 13. Certificate in Ethics, Leadership and Governance & Anti-Corruption Issues**
May 2006
Egerton University and KACC TRAG Programme
- 14. Certificate in Peace Education and Communication Techniques**
Negev Institute (Israel)
April 2002
- 15. Guidance and Counselling**
Jamaica, 2004; British Association of Counsellors 2009 – NCKK

Areas of specialization and Training:
Education;
Human Resource Management;
Leadership;
Ethics and Governance;
Guidance and Counseling
Curriculum Design and Development

Personal Attributes:
Purposeful
Focused
Proactive
Hardworking
Self-driven
Calm
Results-oriented
Team Player

16. Trainer of Trainers

17. **Discipline Management, termination and Dismissals Seminar** – Anderson Human Capital, 2014

18. **Human Resources Executive Symposium**- AMC International, 2014

PAPERS PUBLISHED/PRESENTED AT INTERNATIONAL AND NATIONAL CONFERENCES

- Presentation on **'Role of Leadership and Citizen responsibility in the fight against corruption** during the National Crime Research Council Conference at the Kenya School of Government 10th March 2021.
- Kenya Broadcasting Corporation (KBC) Channel 1-TV. Guest Speaker on 5th January 2021 on the topic **"Women and Good Governance in Kenya"**
- Initiated and organized two very successful International Virtual Conferences themed: **Promoting Ethics, Integrity, Transparency and Accountability in Public Administration during the COVID-19 Period and Beyond** on 21ST July 2020 and **Culture Change: the Centrality of Leadership in fostering a culture of Integrity in Public Administration** on 5th November 2020.
- Key Speaker during the ACCA Virtual Conference on the topic: **An Accountant of Character**
- Speaker during the Strathmore University Ethics and Integrity Week Conference on the **Theme: 'Promoting Ethical behavior; Be Good, Do More, Fight Corruption** held 16th to 20th November 2020
- Presentation on **'Response to Corrupt and Unethical Conduct** during COVID 19 Pandemic' 1st Virtual Conference by National Integrity Academy on 21st July 2020.
- Presentation on **'Navigating Ethical Issues in the management of Human Capital during the COVID-19 Period'**. Paper presented during the Human Resource Virtual Conference organized by Kenya School of Government and IHRM on 29th June 2021.
- Published paper on **'Heralding Character Education: The Role of integrity Clubs in Kenya; 2019.**
- Published Paper and Presentation on **'Efforts in the establishment of a moral and ethical Culture in Kenya's Public Administration: The Missing Link-** during the Asian Association of Public Administration (AAPA) international Conference in Yogyakarta-Indonesia- March 2018.
- Empowering Women Towards Economic, Social And Political Transformation organized by Meru County Twaweza Programme. **Presented a paper on Women and integrity 8th June 2018.**
- **A Kenyan perspective on Inclusive Education for a Transformed Nation: Reality versus Objectives.** Published by Association of African Public Administration and Management (AAPAM)
- **Guest of Weru TV - Nkatha Cietu – A Women Empowerment Programme.**
- Published Paper on **'Combating Corruption and Unethical Conduct through**

Action Oriented
Leader and team
player
Good
communicator

Nationality:
Kenyan

Languages:
English, Kiswahili
Kimeru

**Hobbies/
Interests:**
Travelling
Community
Service
Reading

Education' Published by the International Journal Of Humanities & Social Studies (ISSN 2321 – 9203).

- Public Lecture at South Eastern Kenya University, 15th June 2017. **Topic: Integrity in Leadership.**
- The 9th Annual Kenya National Secondary Schools Student Leaders Conference - Bomas of Kenya, 12th April 2017. Topic: **Integrity in Leadership for Social Justice.**
- Kenyatta University Students Conference - Mombasa 2016. Topic: **The critical element of Integrity in Leadership: A Case of student Leadership.**
- Kenya Institute of Curriculum Development -Curriculum Reform Conference. Theme: **Learning to Live Together in Kenya through History Education** 27th to 29th September 2016; Sagana Getaway Resort.
- Kenya Institute of Curriculum Development -Curriculum Reform Conferences: **Role of Education in fostering ethics and Integrity in society.**
- **Combating Corruption and Unethical Conduct through Education'** Paper Presented during 'The Kenya Institute of Curriculum Development Conference on Emerging Issues', 28th January 2014.
- Presentations to the Korean Mission; Presentations to the: Kenya Mission to the UN; 28th October 2016: **Towards a Corruption Free Institution;** Puntland Good Governance and Anti-Corruption Commission, South Sudan and Liberian Delegations on the topic: **The Role of Education, Training and Public Awareness Department in Anti-Corruption Efforts in Kenya and Zanzibar**
- Evangelical Alliance of Kenya National Convection at Kenyatta International Conference Centre from the 1st to 3rd December 2015 on the topic: **From Now On --- Fighting Corruption in Our Nation.**
- Kenya Revenue Authority: Regional Heads Corruption Prevention Committee **The role of leadership is creating an Ethical Organizational Culture.**
- African Association of Public Administrators and Managers, March 2015, Kingdom of Morocco. Presented a paper on **'Institutionalizing Ethical Conduct and Integrity in the Public Sector** – Theme: *"Effective Partnerships for Citizen Centred Sustainable Development.*
- AAPAM Young Professionals Conference, Kenya School of Government, 2014. Presented a paper on: **Personal Branding in the Public Service: the need for integrity.**

- Kenya Institute of Curriculum Development Conference, January 2014 on emerging Issues in the curriculum. Presented a paper on: **Mainstreaming Integrity Issues and Good Governance in the Curriculum.**
- *E-Learning Conference - 30th July 2013 Safari Park, Nairobi. Presented a paper on 'Technology and Character Education: Promise or Peril'*
- African Association of Public Administrators and Managers, November 2013, Kigali, Rwanda.
- National Leadership and Integrity Conference 12th June 2013 at the Kenya School of Monetary Studies.
- International Conference on Corruption: A threat to Justice and Sustainable Peace in Africa organized by the Catholic University of East Africa 2010: Presented a paper on **'Education and Corruption'**
- 1ST Conference of Meru Women in Diaspora in the USA, Dallas TX in 2010. Presented a paper on: **Paradigm Shift in Meru traditions (in reference to – marriage, dowry, language, naming a child, male circumcision ceremonies and others) ensuring the health and well-being of Meru women.**
- International Association of Counsellors Conference- Warwick University – Britain- 2009 focussing on Social Transformation –Presented a paper on: **Integrity in the Family.**
- Study tour to China's Commission for Discipline and Inspection and Committee on Corruption and Best Practices, 2010.
- International Association of Counsellors Conference, Jamaica, April 2004 focusing on Crossing Boundaries in Counselling: Global issues – Local Content.
- Peace Education for youth in primary and secondary schools- Israel (year 2002), focusing on peace, good governance, conflict management and communication techniques. Presented a paper on: **Conflict Management.**
- 1st International Conference on Guidance, Counselling and Youth Development in Africa (2002) at the Kenya School of Monetary Studies.
- Tenth World Methodist Women and Uniting Churches Conference at Loughborough University in Britain (2001), focusing on Peace. Lead Person in group discussions on **'Stress management among Women'.**

EMPLOYMENT -PROFESSIONAL EXPERIENCE

Ethics and Anti - Corruption Commission: Head of the National Integrity Academy

- In 2014, I was honored with the responsibility of establishing the first ever Leadership and Anti-Corruption Academy in Kenya. In efforts to establish the

Academy, I wrote the concept paper that guided the process of the establishment of the Academy

- Had the Academy registered with the Technical and Vocational Education Training Authority (TVETA) with effect from 26th July 2018,
- Initiated and worked on the development and approval of Courses to be offered at the Academy
- Organized for the benchmarking exercises locally and abroad to learn best practice in running such an institute
- Development of the National Integrity Academy Policy document
- Operationalized the Academy and rolled out a series of Courses.
- Initiated and organized very successful virtual conference on Culture Change, Transparency and Accountability with international participants and resource persons

Previous Responsibilities

1. May 2018 to December 2018. Served as Head of the Kenya Leadership and Integrity Forum Secretariat- A Stakeholder Forum that brings 15 Sectors together

- Also serving as Head of Secretariat on the establishment of a National Integrity Academy in Kenya. The first of its kind in Eastern Africa

2. July 2015 - May 2018: Head of Education, Training and Public Awareness function of the Commission

- Responsible for designing, developing and providing leadership in the implementation and coordination of all education, training and public awareness and engagement programmes at EACC

3. **August 2014 to June 2015: 2018-2019: Deputy Director, Kenya Leadership and Integrity Forum**

- i. Head of the Secretariat that coordinated a Multi Sectoral approach in promoting integrity and combating corruption.
- ii. Developed the Kenya Integrity Plan 2015-2018
- iii. Worked on the entrenchment of the Kenya Leadership Integrity Forum in the National Ethics and Anti-Corruption Policy
- iv. Developed two booklets on:
 - International Anti- Corruption Day
 - The Kenya Leadership Integrity Forum

4. **Human Resources Manager 2012 to 2014**

Accomplishments- Change management:-

- Key person in the Initiation and Implementation of the Job Evaluation Exercise and Career Progression Manual
- **Executive recruitment and selection:** Recruitment of right and competent staff.
- **Execution of staff vetting exercise** in accordance with the Ethics and Anti-Corruption Act September, 2011. I coordinated the vetting exercise.
- **Training and Staff Development:** Spearheaded employee organizational development and training function of the organization, this includes developing

of employee training programs. Orientation and Induction of the executive management.

- **Job Evaluation exercise:** Played a key role in coordinating the development of a new organizational structure in line with the Commission's mandate; development of Career Progression Guidelines and development of Governance Manual.
- **Human resources administrative duties:** Staff Contract Management; Performance Management; developing implementing and coordinating staff welfare and employee relations programmes, Staff Training and Development programmes and other human resource needs and issues.
- **Culture Change initiatives:** Initiated and organized programmes and activities geared at Organizational change management.
- **Presentations on :** *Corruption Loopholes in the Human Resource Management: Prevention Strategies and best practices*

Organizational Committees

Served as member of various strategic committees namely:

- Commission Committee on Development of Job Specifications
- Commission Committee on structure and
- Training and Development Committee,
- Tender Committee,
- Disciplinary Committee,
- Donor Funding Committees
- Strategic Planning Steering Committee.
- Human Resource Committees
- Church Mission Committee
- Commission Standing Committee on Corruption, Prevention, Education and Public Engagement,
- EACC Structure change committee: Reviewing organizational structure, career progression and salary structure.

Other Leadership Roles:

- Council Member : Kenya Methodist University
- Board member - St Marys, Egoji Girls High School (National Girls High School in Kenya).
- Board member (Vice chairperson)- Uruku Girls High School- County School
- Conference Secretary of the Personnel and member of the Christian Social Responsibility Committees of the Methodist Church in Kenya
- Chairperson of the Human Resource Committee -Charles New Methodist Church - 2000- 2012
- Membership Director of the Rotary Club of Ngong Hills District 9212.

- Served in leadership positions throughout my school and college life.

Assistant Director (Senior Officer Education)

Feb 2005 – October 2012

Accomplishments

- Initiated the establishment of the National Integrity Academy; the first academy in Kenya on Governance and Anti-corruption.
- Initiated and Organized with great success two international Webinars
- Played a key role in the curriculum development of the Kenya Revenue Authority on ethics and Anti-Corruption
- Initiated the establishment of the Integrity Movement /clubs in learning institutions in Kenya.
- Initiated the publication of over 15 books and booklets on Governance Anti-Corruption and character
- Spearheaded the mainstreaming of Ethics, integrity and good governance through capacity building of employees in the public sector
- Development of training manuals
- Establishment of linkages and networks with key stakeholders.

Kenya Institute of Education

May 1999 - Feb 2005

Senior Curriculum Developer: Accomplishments

As a senior Curriculum Developer and Media Specialist, I actively participated in the following programmes:

- FPESP- School Empowerment Programme. This involved the designing of School Empowerment materials for Head-teachers and Key Resource Teachers for capacity building purposes. Workshop held at Whispering Palms in Mombasa.
- Produced a documentary on the Management of Sexual Maturation and Menstruation Practices among girls; Championed for affordable prototype sanitary towels & reduced costs for sanitary towels for girls sponsored by FAWE-Kenya and Rockefeller Foundation Programme: I produced print and audio-visuals programmes for the project- 2003
- Development of Life Skills Materials for Young adults.
- Worked on the development of Radio and TV programs focusing on gender, sexuality, drug abuse, HIV AIDS among the youth in partnership with Rockefeller Foundation and Forum for African Women Educationist Kenya (FAWEK).
- Made media presentations on KBC television on stress and stress management in 2001.
- **Ethics and Anti-Corruption initiatives:** Instrumental in formation of a Corruption Prevention Committee at the Kenya Institute of Education; Training Manual on Anti-Corruption for the Kenya Police, KACC, etc

TRAINING AND FACILITATION

Served as a consultant, key resource person and facilitator in various capacity building programmes for major institutions at National and County Governments.
One of the Lead consultants in the development of the Training, Research Governance and Advocacy Programme on ethics, governance, Anti-Corruption and leadership.

High School Teacher

1986 - 1996

Our Lady of Mercy, State House Girls & Kambui Girls High School

Received certificates of appreciation for a job well done in terms of improved school and student performance.

Commendations and Appreciation

I have received letters of commendation and appreciation for exemplary work done from the following:

- Pan African Award of the most Influential Women in the Government Sector- October 2018 by CEO Global.
- Permanent Secretary- Ministry of State for Public Service and other organizations.
- Ethics and Anti-Corruption Commission for:
 - coordinating the Vetting Process;
 - coordinating Job Evaluation Exercise and restructuring;
 - Organizing very successful International Anti-Corruption Day commemorations across the country.
- Kenya Institute of Curriculum Development for a great presentation on mainstreaming Ethics and integrity in the curriculum - 2014
- Oiko Credit- an International Non-Governmental Organization

Author of the following titles

- *'How to manage Stress and Live a Happier Life'*
- *'Social Education and Ethics for secondary schools'*
- *'The Step Mother'* - Winning Play 1979 National High School Competition
- Article on *Combating Corruption and Unethical Conduct through Education. Published in the International Journal of Humanities and social Studies.*
- Article on *Corruption and Education in The Kenya Anti-Corruption Report on Mainstreaming Ethics and Integrity in Learning Institutions.*
- *Article on Heraldng Character Education in Kenya: The role of Integrity Clubs 2019*
- *Article on Efforts in establishing a moral and ethical culture in public administration in Kenya: The Missing Link in Advances in Social Sciences, Education and Humanities Research, Volume 191, Atlantis Press Paper presented during the Asian Association for Public Administrators in Annual Conference (AAPA, 2018) in Indonesia*

Member of the professional associations

- African Association for Public Administration and management.
- Institute of Human Resource Management
- International Association of Counsellors
- Meru Professional Association

- Rotary Club of Ngong Hills

REFEREES

Professor Peter K`Obonyo University of Nairobi – School of Business P.O. Box 30197 – 00100 Nairobi, Kenya Telephone number: 0707565514	Dr. Ann Kinyua, Secretary, Incharge – Donor Programmes Office of the President 0722704940
Professor Mbaabu Imathiu Veterinary Department University of Nairobi Tel. 0724438096	Dr. Nancy N. Muriuki P.O. Box 27621 – 00506 Nairobi, Kenya Telephone number: 0737710277

How to Apply:

Interested Candidates to apply through the Mount Kenya Online Recruitment Portal <https://recruitment.mku.ac.ke/> on or before 26th February, 2021.