

# Darius G. Isaboke

Programme Management Specialist | Social Inclusion Advisor | Monitoring & Evaluation Certified|  
Curriculum Vitae

## Contact

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Jan 2023-  
Current

## PROFILE

OFFERING a record of international program management experience in development and humanitarian sector, accomplishing remarkable outcomes. 15 years' work experience in providing leadership functions to programs, managing large-scale donor budgets including FCDO, Global Affairs Canada (GAC), US State depts and reknown Foundations. Well skilled in project management cycle, monitoring and evaluation, policy analysis, research and analytical skills. Different relevant trainings, proven record of fostering organizational growth and effective management of a large staff. Experienced in Research, Education, Human Resource, Gender and Health programming. A versatile learner & passionate about extending opportunities in underserved communities.

## EDUCATION AND QUALIFICATIONS

**Master of Arts in Development Studies**, University of Nairobi: Dec 2010. Nairobi, Kenya

**Bachelor of Education (Arts) Honors Degree**, Catholic University of Eastern Africa (CUEA): Oct 2006.

**Monitoring and Evaluation**, Carleton University Canada: July 2016 Ottawa, Canada

**Certification/Licensed in Monitoring and Evaluation**, Kenya Institute of Management: 2014

## KEY PROFESSIONAL SKILLS AND COMPETENCIES

- Project Cycle Management (**Project DPro**)
- Outcome Harvesting & Appreciative Inquiry
- Human Resource Management
- Certified Design Thinking/Human Centered
- Gender and Social Inclusion (**GESI**) Analysis
- Adaptive Leadership
- Market System Analysis
- Safeguarding & Child Protection

## PROFESSIONAL EXPERIENCE:

### Programs Specialist [Education, Youth and Research]

### British Council/Commission

- **Technical and Programmatic Leadership:** providing technical youth & education expertise and overall direction of the design and execution of program related activities and priorities;
- **Policy Dialogues and Building Partners Capacity:** Contribute to policy dialogue with the government and partners on a range of sector issues at different levels of education and youth;
- **Analyze Program Effectiveness and Impact:** Lead/contribute to the design, preparation & dissemination of analytical products (sector assessment, policy notes & impact evaluations);
- **Stakeholder Relations and Representation:** Contribute to partnership activities on a regular basis, with development partners, UN agencies, non-profit, academia, and civil society;
- **Budget Management and Operations:** Manage the financial and grants, analyzed quarterly expenditure, reviewed procurements plans and monitor results-based financing, etc.);
- **Business Development.** Work closely with the education and Arts team to identify new business in the education and youth sector, including technical advisory services;

## Director of Programs

## World University Service of Canada (WUSC). East Africa

Provided thought leadership, oversight and implementation of education projects in compliance with donors' regulations, leading in quality assurance processes, budget management and reporting:

- Provided strategic oversight for education programs design, planning, coordination and implementation of refugee and host communities projects in Kenya, Uganda and Rwanda.
- Guided in Results Based Management [RBM] for targeted results; set & organized research, led in policy engagements and advocacy agendas.
- Oversaw the financial and grants management of over **\$ 35 million** budgets, analyzed quarterly expenditure, reviewed procurements plans & monitored milestones for timely delivery.
- Strengthened relationships with local downstream partners, national and county government entities including ADB, UN bodies and other key stakeholders/agencies
- Provided overall guidance in implementation of activities in compliance with donors' regulations [**US Funded, FCDO, Global Affairs Canada, Mastercard**] & WUSC policies.

### Notable achievements:

- Contributed in articulating WUSC education programs Theory of Change and strategic direction; led new programming initiatives in Kenya, Uganda and Rwanda
- Converted 4 major funding opportunities in WUSC's pipeline into signed grant agreements in FY20/21, increasing total income by 25% from FY18/19 and by 12.5% in FY21/22
- Led in conceptualizing a robust technical monitoring and evaluation system that provided a one-stop-shop for all data and knowledge management information

March 2017 -  
March 2020

## Impact, Learning and Evaluation Lead•

## World University Service of Canada (WUSC)

Provided monitoring and evaluation leadership for the execution of programs:

- Established elaborate Monitoring and Evaluation frameworks for grants and adapted feedback; Coordinated development and implementation of an M&E plan for partners
- Took lead in formal research activities (e.g., surveys, both qualitative and quantitative) and evaluations such as Humanitarian Accelerator Education (HEA) Research
- Managed a large-scale randomized control trial (RCT) investigating impact of remedial studies & women's financial inclusion, including donor reporting & research management
- Reviewed program achievements against indicator targets with a view to strengthening reporting, learning and decision making.
- Successfully organized training to build staff and partners capacity on data collection, data management, data analysis, and report-writing techniques for donor compliance.

Sept 2014-  
Feb 2017

## Snr Project Manager-UKAID.

## World University Service of Canada (WUSC)

Kenya Equity in Education Project [KEEP]. Managed and executed oversight to £ 21 million 5-year (2014-2017) Girls Education Challenge (GEC) UKAID/FCDO project:

- Executed **£ 21 million** 5-year FCDO project in work planning, budget management and liaising closely with donor and fund manager
- Coordinated a consortium of 6 partners to implement various components of the project to schools with 50,000+ children in hard-to-reach areas (refugees and ASAL areas).
- Revised, streamlined and simplified complex budgets management process for £21 million; ensured quality, timeliness of activities & deliverables met
- Proposed and implemented innovative digital data collection system (Coconut) for evidence-based programming; Implemented a comprehensive safeguarding policy, specifically instituting measures against sexual harassment and discrimination.

Jan 2012-Aug  
2014

### **Head of Programs.**

**Carolina For Kibera-Africa (CFK)**

Successfully managed multiple programs [Education, Sports for Peace, Livelihoods & Girls Empowerment] budgets of up to \$ 3Million PA

- Ensured all programs financial, budgeting and procurement matters were conducted in line with set donor agreements including **Nike Foundation, Bill & Melinda and Ford Foundation**
- Guided in programs planning and strategic growth including resource mobilization and integrated lessons learnt
- Established robust grants procedures in line with donor guidelines and periodic reporting; established programs performance indicators ensuring strong M&E frameworks
- Managed and supervised program managers to ensure timely and quality implementation
- Led in the design and implementation of a comprehensive human resource and learning & development strategy resulting in a more engaging and productive work environment.

Feb 2010-Dec  
2011

### **Program Officer[Education & Advocacy]**

**Carolina For Kibera-Africa (CFK)**

- Provided front-line education and advocacy program design from conception through implementation
- Skillfully developed education and advocacy pillar goals and standards of performance
- Managed financial and administrative functions of all activities to meet budget, quality and timelines;
- Provided technical inputs into training materials development for professional development of Life Skills and Disability Inclusion in collaboration with **CfBT and MoE**;
- Involved in designing national wide Pry Math's & Reading Project (PRIMR) initiative by **Research Triangle International (RTI)**.

Jan 2009-Dec  
2009

### **Project Support Assistant.**

**International Organisation For Migration (IOM)**

- Made significant contribution in writing concept papers/ project proposals and budgets to potential funders such as DFID, USAID, EU, Foreign Embassies
- Proactively developed and managed a results framework of projects that improved tracking projects progress and status;
- Deployed an effective collaboration, learning and adaptive approach of programs as well as compiled projects summary briefs for the Programs Director;
- Ensured quality implementation and learning are documented by the programme team in the most effective way demonstrating value for money.

October 2006-  
Sept 2007

### **Protection Coordinator, Case Worker • Association of Volunteers in International Service (AVSI) • Nairobi, Kenya**

- Provided the day-to-day management of all GBV cases and including the identification, documentation, developing case plans and follow up
- Referred cases with protection concerns to the community service worker, to ensure their protection needs are addressed.
- Response to emergencies such as evictions, displacement, natural disaster & assumed work plans and budgeting responsibilities
- Coordinated and conducted youths' trainings and community outreach activities

## TEACHING AND OTHER EXPERIENCES

### **PART-TIME LECTURER:** Catholic University Of Eastern Africa (CUEA).

Teaching in **Development Studies Department**. Delivered lectures for courses including: *Entrepreneurship, M&E & Participatory Development* for Degree; Setting & moderating examinations.

### **PART TIME LECTURER:** Kenya Polytechnic University College (KPUC)

Teaching in **Community Development Department**, prepared course materials and lectures in various courses including *Community Participation* and *Monitoring & Evaluation*.

### **RESEARCH INTERN.** UN-HABITAT: United Nations Centre For Human Settlement [Monitoring and Research Division]

- Prepared research briefs based on analysis of qualitative and quantitative reports;
- Thoroughly reviewed and edited monitoring and evaluation reports and publications;
- Organized meetings for ongoing research; coordinating consultant's schedules & track reports.

## CERTIFICATIONS AND SELECTED SHORT COURSES

COURSE/CERTIFICATION	INSTITUTION/COUNTRY	WHEN
Policy Evaluation	Asia Pacific Evaluation Association (APEA)	2022
System Mapping	Acumen Academy	2021
Safeguarding Essentials	Bond UK	2019
Market System Analysis	WUSC, Canada	2020
Adaptive Leadership	Acumen Academy	2020
Cash Based Interventions/Transfers	NOHA Business School Madrid, Spain	September 2017
International Program for Development Evaluation Training (IPDET)	Carleton University Canada Ottawa, Canada	September 2016
Making Systems Work: A Global Education Systems	World Bank Group/Australian DFAT Online Course	February 2016
Monitoring and Evaluation Fundamentals	USAID Online course	September 2015
Certification in Monitoring and Evaluation	Kenya Institute of Management. Nairobi, Kenya	February 2016
Training Trainers for Development	CuraAmericans Global-US Nairobi, Kenya	February 2013
Practical Financial Management for NGOs- Getting the basics Right	MANGO UK Addis Ababa, Ethiopia	February 2013
Financial Management and Sustainability	MANGO UK	February 2012
Fundraising and Resource Mobilization Training	Kenya Association of Fundraisers Nairobi, Kenya	February 2012
Organization Development and strengthening of partnerships	EASUN East Africa Moshi, Tanzania	February 2012
Statutory compliance, Contracts/Agreements management	NGO Council of Kenya Moshi, Tanzania	February 2011
Research Triangle Institute-Training	EGRA AND EGMA Training Nairobi, Kenya	February 2011
Certification in Project Management Cycle	International Organization for Migration (IOM), Nairobi, Kenya	2009

## PUBLICATIONS AND PRESENTATIONS (SELECTED)

- 2022 *Impact Evaluation of Cash Transfer*; partnership with American Institute Research (AIR)
- (2019). *Scaling Education Innovations in Complex Emergencies: Evidence from the Humanitarian Education Accelerator (HEA)*
- 2018 Article on *Towards Expanding Education in Emergencies*-Dr Marangu, & Darius
- 2017 Article on *Best Practices in Refugee Education* -Clara, Darius and Lucy
- 2017 (May-June): *Community-Based Child Protection Mechanisms* in Igamba, Kenya.
- 2016 (March-April): *Situational Analysis of Children's Rights in Garissa Township Sub-County, Kenya*. UNICEF/Terre Des Hommes (TDH)
- 2016-CIES Conference presentation in Atlanta US: *Problematizing Data: Measuring School Attendance in Refugee Schools*
- 2015 CIES Conference in Washington D.C: Gender and development in marginalized communities: *Case of Kenya Equity in Education Project (KEEP)* in refugees
- 2013-A working paper on *Youth Economic Empowerment in Kibera-Expanding Opportunity through Employment & Savings*-by Chowa, Despard, & Omala, Darius
- Sept 2015: *Climate Change & Food Security, predictions from the future*. Hekima Institute

## PROFESSIONAL AFFILIATIONS/MEMBERSHIPS

- Member, InterAgency Network for Education in Emergencies (INEE), [www.inee-site.org](http://www.inee-site.org)
- Member, IDEAS (International Development Evaluation Association);
- Member, Evaluation Society of Kenya (ESK);
- Member, Comparative, International Education Society (CIES)

## AWARDS AND SCHOLARSHIPS:

- World Bank Evaluation Training program: **International Program for Development in Monitoring and Evaluation (IPDET) Scholarship** 2016 on development evaluation
- Environmental award as a Co-founder member of **Youth Concern**, a civil society organization engaged in environmental & sanitation advocacy 2012;
- Award winner of Fellowship by **Chronic Poverty Research Center-Kenya** 09/10;
- **Mahatma Gandhi** Scholarship Tuition Award, 2009.

## COMMUNITY SERVICE AND SOCIAL STEWARDSHIP

- 2020 Founder Nyaituga Foundation, National NGO
- **2015-Present:** Board Chairman: St Peters Chironge High School
- **2015-Present:** Board Treasurer, Malaika Foundation-NGO in Counter Violent Extremism (CVE)
- **2017-Present:** Committee member for HURIA Board-Human Rights NGO in coast
- **2013-2016:** Advisory Member, Global Education Fund (GEF) committee

## OTHER SKILLS

- **Languages:** English and Swahili.
- **IT skills:** Word processing, Excel (Data input and analysis), Advanced Power Point

## PROFESSIONAL REFEREES

Dr Evelyn Jepkemei  
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