

CURRICULUM VITAE

Ezekiel s Kutto, MSc (Med) Epidemiology and Biostatistics (Witwatersrand- RSA)

PERSONAL DETAILS

NAME: Ezekiel Sitienei Kutto
CURRENT POSITION: Freelance Consultant
PROFESSION: Epidemiologist and Biostatistician in Public Health Practice
NATIONALITY: Kenyan
MARITAL STATUS: Married
EMAIL ADDRESS: eskuttoh@gmail.com
TELEPHONE NUMBER: +254723965052

1. SUMMARY OF PERSONAL PROFILE

Ezekiel has a practical working experience of almost two decades in program management, Health Information systems, resource mobilization, knowledge management, and M&E, across Health, Education, Economic, Agriculture among other sectors in both the humanitarian and development fields of Sub-Saharan Africa and the Middle East. Ezekiel has expertise in program planning, budgeting, capacity building, evaluations, and monitoring with a special focus on strengthening civil society organizations and national Governments to be able to deliver better to the needs of vulnerable populations in societies.

Ezekiel works in a methodological, results-focused approach and works with a strong drive to see project/program implementation through to completion. In his previous jobs, he has a proven track record in surpassing the targets set. He's an intuitive and attentive listener with transferable skills in the sectors and fields highlighted above. In addition, he's an enthusiastic, self-motivated, reliable, responsible, hard-working person and highly qualified in M&E which enables him to work in any sector. Ezekiel is a mature team worker and adaptable to all challenging situations. I can work well both in a team environment as well as using my initiative. He works well under pressure and adheres to strict deadlines. Ezekiel also has hands-on experience in the collection and data analysis of complex qualitative and quantitative data using statistical software such as STATA and MAXQDA, which help to deliver a better analysis of results.

Ezekiel holds a master's degree in Epidemiology and Biostatistics from the University of Witwatersrand, an International Diploma in Humanitarian Assistance from Fordham University USA, and other qualifications from Kenyan Colleges. I'm fluent in English and Swahili language. My career objective is to become a program leader for projects targeted at disadvantaged communities in any part of the world.

As a highly skilled and dedicated Monitoring and Evaluation Specialist, I believe that his vast experience and education level align well with the qualifications of any opportunity in M&E, Research, and Quality Assurance. Ezekiel is confident that he'd make a valuable addition to any organization

2. FORMAL EDUCATION

2015: Fordham University, Post Graduate Diploma in Humanitarian Assistance

2014: Carleton University, Certificate in International Program Evaluation Training

2008: University of the Witwatersrand South Africa – MSc (Med) in the field of Epidemiology and Biostatistics

2006: Kenyatta University, Bsc in Public Health (Transferred Credit to pursue Honours leading to MSc in South Africa)

1994: Kenya Medical Training College, Diploma in Health Information Technology.

3. SUMMARY OF EMPLOYMENT RECORD/WORK EXPERIENCE

- **Jan 2024:** Freelance Consultant
- **June 2021 to Nov 2022:** Director of Programs Mama Doing Good on Consultancy Assignment
- **September 15, 2017, to 30th September 2020:** Programme co-ordinator Monitoring and Evaluation Specialist United Nations; **United Nations Population Fund (UNFPA) Syria Response Hub**
- **February 2013 to September 14, 2017:** Programme Monitoring and Evaluation Specialist United Nations; **United Nations Population Fund (UNFPA) Somalia Country Office**
- **Jan 2012- Jan 2013:** Monitoring and Evaluation Technical Advisor, **Management Sciences for Health LMS project, USAID Funded Project**
- **Nov 2010: Dec 2011:** Program Monitoring and Evaluation **Manager, Merlin-Kenya Somalia programs**
- **2009 to 2010:** Program Officer Monitoring and Evaluation, Family **Health International, Aphia II Rift Valley**
- **April 2008 to October:** Intern researcher in the academic model for the Prevention and treatment of HIV/AIDS (USAID Project) which is under the auspices of Moi University and Moi Teaching and Referral Hospital- Kenya.
- **October 2008 – Jan 2009:** Worked as a Deputy Head -Health Information Systems Department: Moi Teaching and Referral Hospital- **A second largest referral Hospital in Kenya.**
- **September 2000 –December 2007-** Health information systems: **Moi Teaching and Referral Hospital**
- **Sept 1996-August 1998:** Health Information Officer- **Eldoret District Hospital**
- **Sept 1994-August 1996:** Health Information Officer- **Eldoret District Hospital**
-

4. DETAILS OF EMPLOYMENT RECORD/WORK EXPERIENCE

January 2024: M&E Specialist (Volunteer) at the Fay Institute of eLearning. My primary responsibility will be to monitor and evaluate the organization's engagement with Kenyan teacher communities on social media platforms, particularly Facebook groups, with a focus on teacher professional development programs and online learning initiatives.

Key Responsibilities:

1. Social Media Monitoring and Data Collection:
 - Identify and actively monitor approximately 100 Kenyan teacher Facebook groups.
 - Collect comprehensive data on group dynamics, member engagement levels, types of content shared, and discussions related to online learning and teacher professional development.
 - Utilize appropriate data collection methodologies and tools to ensure accurate, reliable, and consistent data gathering.
2. Impact Evaluation:
 - Conduct in-depth evaluations to assess the impact of Fay Institute's educational resources, projects, and initiatives shared within the monitored teacher groups.
 - Analyze the effectiveness of the organization's efforts in creating positive behavior change among Kenyan teachers, enabling them to successfully conduct online classes and adopt digital teaching methods.
 - Identify areas of success, challenges, and opportunities for improvement through comprehensive data analysis.

3. Reporting and Donor Communication:
 - Develop comprehensive reports and data visualizations to present key findings, insights, and recommendations to internal stakeholders, donors, and grant providers.
 - Highlight achievements, challenges, and actionable recommendations for enhancing the organization's impact and reach within the Kenyan teacher community.
 - Collaborate closely with program teams to integrate monitoring and evaluation data into decision-making processes and project implementation strategies.
4. Teacher Engagement and Behavior Change Strategies:
 - Develop innovative strategies and recommendations to increase Fay Institute's engagement with Kenyan teachers on social media platforms.
 - Identify opportunities to promote the organization's educational resources, online courses, and initiatives within the monitored teacher groups.
 - Propose and implement approaches to foster behavior change among teachers, encouraging the adoption of online teaching methods and the development of digital skills.
5. Capacity Building and Knowledge Sharing:
 - Contribute to the capacity building of program staff and partners by providing training and guidance on monitoring and evaluation methodologies, best practices, and data analysis techniques.
 - Share lessons learned, success stories, and best practices from the monitoring and evaluation activities to inform future strategies and initiatives.
6. Collaboration and Stakeholder Engagement:
 - Foster effective collaboration with program teams, partners, and stakeholders to ensure seamless data collection and monitoring processes.

Engage with Kenyan teacher communities, educational institutions, and relevant organizations to gather insights, feedback, and recommendations for improving the organization's impact and relevance.

January 2023: Freelance consultancy: I have been working on freelance consultancy since January 2023 and been involved in a number of assignments;

- Developed TOR for call for consultancy for M&E Support Freedom Fund for the NIA Program
- Supported the development of Annual strategic plan for planning department County Government Department of Planning.
- Supported WHO health facility gaps assessment South Sudan and Mozambique

Duties and Responsibilities

- Provide consultancy on capacity building in areas of M&E, research designs methods, Proposal writing for fundraising and project management
- Provide consultancy on research studies, surveys and assessments
- Undertake consultancy call for redesigning Programs, development of theory of change, results framework, annual workplans activities and associated costs

June 2021 to Dec 2022: Director of Programs Mama Doing Good on Consultancy Assignment: I worked for MAMA DOING GOOD organization as Programs Director on consultancy terms consultancy terms. MAMA DOING GOOD is registered in Kenya as a company limited by guarantee. MAMA is a Swahili word meaning “mother”. Motherhood is a complex mosaic of love, discipline, warmth, and nurturing. It represents hope, dreams, and concern for the future. The main purpose of MAMA DOING GOOD is to be an agent of transformation for a quality holistic life. Mama Doing Good has seven programs that are integrated and address specific needs in society. These programs are Joyful Women, Mama Fresh, Destiny Women Capital,

Mama Feeding, Carakana, Mama Cycling, and The Rear Guard. MAMA DOING GOOD envisions an equitable society where every person lives a happy, fulfilled, and transformed life.

Responsibilities and Major Achievements

- On behalf of the CEO, redesign Mama Programs through the development of a theory of change and revision of program goals and develop a results framework, and in collaboration with Mama team established targets for each result.
- In collaboration with the team members, develop a program document that articulated a strategy for the implementation of the programs to ensure that desired program outcomes and objectives are achieved.
- Undertake budget development budgets and ensuring implementation within the budgets and timelines
- Take lead in the preparations of formal reports on program or project progress and preparing the program brief, and project initiation documents among other documents.
- Take lead-in program and project monitoring and evaluation and tool development for data collection
- Take the lead in the design and coordination of all research activities for Mama Organization and ensured that the research undertaking was done by international scientific standards.
- Supervise program and project managers involved to provide feedback and resolve complex problems as well as discover ways to enhance the efficiency and productivity of procedures and people while applying change, risk, and resource management principles.

Notable Achievements

For one and half years I worked for Mama Doing Good on consultancy I was able to:

- I redesigned Mama Programs through the development of a theory of change and revised program goals and develop a new results framework and in collaboration with Mama team established targets for each result
- Developed annual work plans with associated budgets
- Trained 40 Staff of Mama Doing Good
- Developed a Resource Mobilization Strategy -2021-2025 for fundraising

September 15th 2017, to 30th September 2020: Programme co-ordinator Monitoring and Evaluation Specialist United Nations- United Nations Population Fund (UNFPA) Syria Response Hub

- I worked in close collaboration with the Regional ME Adviser for ASRO to support the coordination, management, IM & M&E activities related to UNFPA's response to Syrian Refugees in Iraq, Lebanon, Egypt, Jordan, and Internally Displaced Populations inside Syria. I was responsible for the coordination of the response, project management, and information management functions of the whole of Syria GBV responsibility as well as the Regional Refugee Response Plan (3RP). In addition, I was also responsible for project reporting to donors and internal UNFPA offices on the effectiveness and achievements of humanitarian projects addressing the Syrian crisis. I was also responsible for fundraising activities for the resources coordinated by the Syria Hub.

Responsibilities and Achievements

- In collaboration with UN agencies and other partners, be instrumental in the formulation and design of the Regional Refugee Response plans and its component projects in line with the host country's refugee plans and according to UN program policies and procedures using a results-based management approach with clearly defined measurable outputs and outcomes.

- Undertake trainings to build capacities of UNFPA CO teams in overseeing project implementation, establishing collaborative partnerships with executing agencies, experts, government counterparts, and other UN agencies to facilitate timely and efficient delivery of project inputs, and addressing the training needs of project personnel.
- Conduct GBV trend analysis and developing M&E strategies to better monitor GBV
- Take lead in synthesizing FGM/C results and documenting case studies, success stories, and lessons learned from the program implementation.
- Take the lead in designing and conducting regular assessments and analyses to better understand protection needs and map out points of service for GBV survivors.
- Work with other program colleagues to develop project summaries, conference papers, speeches, and donor profiles, and participate in related donor meetings and public information events as proposed by Senior Management.
- Assist the CO in sourcing and identifying information that would help in initiating evidence-based advocacy and policy dialogue with relevant Somali authorities, line ministries, and pertinent institutions and agencies and advance the UNFPA policy-oriented agenda, including the inclusion of issues relating to reproductive Health, Adolescent Reproductive Health (ARH) HIVAIDS, Youth, and Gender.
- Provide technical and substantive support to ME staff in CO and other relevant personnel of implementing partners executing agencies on results-based management and construction of theories of change.

Notable accomplishments

- I Took the lead in project proposals development that resulted in resource mobilization of close to 200,000,000 USD from the Italian, Canadian, and Swedish Governments.
- I worked with country teams to carry out annual assessments to measure the sense of well-being of beneficiaries participating in UNFPA programs and their satisfaction levels with the services they receive and staff performance.
- I was able to enhance the capacities of the UNFPA M&E staff in Lebanon, Jordan & Iraq on Project planning, Budgeting, Result Based Management, and data quality mechanisms.
- On a quarterly and annual basis, I prepared and submitted quality program reports to the Canadian, Swedish, and Danish Governments detailing the progress of implementation.
- I was able to provide technical and substantive support to M&E staff in COs and other relevant personnel of implementing partners/executing agencies on results-based management and construction of theories of change.
- I was able to effectively represent UNFPA in Regional Refugee Response meetings.

3). 2013-2017: Programme Monitoring and Evaluation Specialist: UNFPA Somalia

Responsibilities and Achievements

- Taking the lead in ensuring that UNFPA programs and projects are well-designed using a results-based management approach with clearly defined measurable outputs and outcomes.
- Participate in the UN Central Group responsible for monitoring and evaluating the programs in the UN Somalia Assistance Strategy (UNSAS) and any other joint programs.
- Assist the UNFPA CO team in designing data collection formats as and when the need arises, e.g., formats to be used for health facility-based reproductive health needs assessments, demographic household surveys, youth situation analysis, reproductive health needs in internally displaced camps, etc.
- Provide technical and substantive support to UNFPA ME zonal analysts in implementation, in particular, the ministries of planning, health, gender, and youth in TFG, Somaliland and

- Participate in the UN Central Statistics Working Group and other ME-relevant inter-agency groups, maintained a solid working relationship, and constantly shared information with UN partners.
- Take the lead in the development of UNFPA Country Office reports to donors and other reports by availing information and assisting in drafting.
- Take the lead in organizing and participating in UNFPA program review meetings (mid-term review, annual review)

Notable Achievements

Since joining UNFPA in January 2013, I played a major role as part of the Country office management team in ensuring the livery of the UNFPA mandate as outlined in the UNFPA Strategic Plans and country program document. I was successfully able to engage UNFPA field Offices to recognize key aspects of M&E such as joint field support supervision and Quarterly feedback meetings with Partners. To date, this has become a critical activity in UNFPA field office staff and among partners.

I was able to develop a tracking and monitoring system for UNFPA's programs and ensured Partner's compliance and reporting alongside AWP quarterly progress tool. For 18 months, I successfully supervised and coordinated the MTR review exercise for the 2nd program cycle of the UNFPA Somalia program. I also ensure critical recommendations have been put into action plans for 2014.

In coordination with GBV staff, I developed the GBV strategy Framework for Somalia 2014-2017, I made sure all the program reports were uploaded in Atlas and shared with the regional office regularly and promptly. I completed solely with little support the Somalia COAR 2013. In addition, I played a key role in providing technical support to the country director in drafting reports concerning "ad hoc" requests from the regional office or HQ.

I successfully responded to global surveys on Survey Monkey on behalf of the organization. Finally, but not least I led a team of evaluators as the evaluation manager in conducting the end program cycle of the 2nd program cycle of the UNFPA Somalia program and made sure the recommendations in the evaluation report were implemented. The evaluation report was rated as very good by independent examiners, and I was honored by the executive director for leading the successful exercise.

4). 2011-2013 MSH: Monitoring and Evaluation Technical Advisor, Management Sciences for Health-LMS project, USAID Funded Project

Responsibilities and Achievements

- Develop indicators, set targets, monitored program, ensured timely data collection, wrote quarterly and annual reports, and tracked budget for all project outcomes in close collaboration with the LMS Kenya team and the ME team at MSH Headquarters
- Prepare and disseminated periodic reports on the program incorporating service statistics and survey data as available.
- Participate in Quarterly Review Meetings with USAID
- Prepare briefings, papers, and slide shows for presentation to USAID, MOHSW officials, and partners on the
- Develop procedures and instruments for planning, monitoring, and evaluating project activities.
- Take the lead in the collection and analysis of ME data from field-based interventions.

Notable Achievements

For a year, I worked at MSH and made tremendous contributions that ensured organizational accountability to beneficiaries and the main donor USAID and MSH headquarters in Boston. Recognizing the value of assessing the impact and sustainability of MSH projects, I designed various

evaluation assessments including the midterm review. These assessments included assessment of leadership development Programmes (LDP) and Leading High hospital organizations (LeHHO). In these assessments, I developed the TOR and designed the end-of-project evaluation including supervising consultants during the data collection process. I also managed successfully to review and complete the PMP for the Leadership Management and Sustainability project implemented by MSH.

5). 2010: 2011 – Medical Emergency Relief (Merlin): Program Monitoring and Evaluation Manager, Merlin-Kenya Somalia programs

Duties and Responsibilities

- Design and Preparation of project proposals and Log frames for new projects.
- Develop Monitoring and Evaluation frameworks, systems, and tools as well as work plans.
- Take the lead in the analysis of the progress of Merlin Kenya and Somalia programs against established goals, targets, and indicators as stated in the Project proposal and Log-frames and provided feedback
- Undertake networking with other partners, MOH, UN agencies, and other stakeholders on Monitoring and Evaluation matters and representing Merlin at external forums as required.
- Conduct training of partners in monitoring and evaluation through formal theory training and practical learning methods.
- Document ME best practices and lessons learned for purposes of accountability and replication.

Notable Achievements

At Medical Emergency Relief International (MERLIN) I made significant contributions to the humanitarian emergency Nutrition response. I headed a team that conducted an analysis of the humanitarian needs in health facilities in the drought-ravaged region of Turkana during an emergency Nutrition response. This was to provide us with necessary information on what the gaps were to factor in the resource mobilization to respond effectively. During my one year with the assignment, I was able to support resource mobilization to the tune of \$ 10 million for both Somalia and Kenya. I conducted several evaluations on several projects that included DFID, OFDA, and MCP projects in Kenya and Somalia.

6). 2009: 2010 FHI: Program Monitoring and Evaluation Officer FHI, Aphia II projects

Responsibilities and Achievements

- Provide technical support to OVC, HBC, HIVAIDS PREVENTION, AND TREATMENT programs.
- Manage project databases in the field office.
- Under ME Specialist guidance, offered technical assistance to implementing partners to develop and implement monitoring and evaluation plans,
- Provide logistical support to ensure constant availability and technical support to ensure the use of approved standardized tools by facilities and implementing partners,
- Provide training to implementing partners and made sure they understood the project indicators; have a functional system for collecting, analyzing, and synthesis monitoring data, in addition, I provided technical support on reporting tools, data management processes, analysis and interpretation of indicators to implement partners to meet program requirements
- Train MOH staff in facilities and implementing partner's staff on reporting requirements, indicator definitions, and use of data tools, and capacity building and training of implementing partners in monitoring and evaluation through formal and informal adult learning methods.
- Conduct routine data quality assessments within respective regions and trained MOH HISM staff on how to conduct data quality audits and use a checklist to ensure quality data is generated and submitted.
- Documentation of ME best practices and lessons learned.

Notable Achievements

I supported the strengthening of Government Partners National reporting systems for HIV and Reproductive systems. I conducted capacity building among MOH partners in reporting on national indicators through national systems (DHIS2). I worked with community programs, and I was able to develop reporting tools for reporting HIV and Aids community prevention programs and Orphans and Vulnerable children. I analyzed HIV data and provided up-to-date information. I remember my report on new cases of HIV in one of the regions helped the Organization decide to start HIV prevention programs targeting traders and border Migrants.

7). June 2008- December 2008: USAID-Ampath: Intern researcher in the academic model for the Prevention and treatment of HIV/AIDS

Duties and Responsibilities

1. Aiding the project in research design and analysis
2. HIV data management
3. Aiding Moi University and other hospital staff researching hospital data
4. Supporting the inpatient registration system
5. Aiding the health information manager in reporting progress

Achievements

As an intern at the Ampath project, I provided incredible support to several research on HIV/AIDS that are ongoing. My research contributions enabled the project to understand community behavior that leads to dropout in HIV/Care and treatment. It helped the project in establishing satellite clinics to cater to the needs of poor patients.

8). 2000- 2006: Moi Teaching and Referral Hospital: Worked as a Deputy Head of health information systems

Duties and Responsibilities

1. Formulating Hospital policies for data quality improvement.
2. Analyzing hospital mortality and morbidity data
3. In conjunction with Hospital management, draft and formulate policies on the disposal and retention of patient information records and policies on confidentiality and security of medical information.
4. Submit statistical reports on the indicators required
5. Supervise staff under the department on behalf of the head of the department

Achievements

My contributions at the institution were incredible and saw me awarded a certificate of the best-performing staff member of the year. I was instrumental in putting measures that saw an improvement in hospital revenue for laboratory services by 300%. I was instrumental in designing registers and reporting templates that are in use to date (almost 2 decades). I was instrumental in the development of large automation of hospital services. My contributions saw me appointed to various hospital committees that included:

1. Billing Committee
2. Quality assurance committee
3. Waiver committee

I also ensured the Timely acquisition of institutional resources, Decongestion of the workplace as a result of the disposal of inactive records, and generated good quality data for proper decision-making.

9). 1994- 1998: Eldoret District Hospital: -Health Information Officer

Duties and Responsibilities

1. Supervising clerical and billing staff
2. Providing data on hospital statistics
3. Representing the department in Hospital meetings
4. Ensuring proper record keeping of patient records
5. Coding and indexing using ICD 10 AND ICPM

Other Skills

- i. Computer knowledge (word processing, Excel, Access, PowerPoint)
- ii. Conversant with statistical packages Epi info, MAXQDA, and Stata
- iii. Communicate well in English and Swahili. Just began learning French.
- iv. Imaginative and creative and problem solver
- v. Ability to master quickly.
- vi. Highly motivated and self-starter
- vii. Excellent organization and management skills
- viii. Good presentation skills, both oral and written
- ix. Ability to work both independently and as a member of a team.
- x. Good listener and attentive to every detail
- xi. Solid knowledge in Monitoring and Evaluation and overall programming
- xii. Knowledge and understanding of emergency responses.
- xiii. Conversant with Research Methods and Designs
- xiv. Good writer and communicator

ADDITIONAL INFORMATION

1) PUBLICATIONS IN MEDICAL JOURNALS

- Co-author of an intervention study to evaluate knowledge and attitudes of patients with TB seen at the Chris Hani Baragwaneth Hospital TB care centre: A comparison of those exposed to a video on TB and those exposed to a video on another topic.
- Co-author of a study on Lifetime prevalence correlates and health consequences of gender-based violence victimization and perpetration among men and women in Somalia

2) RECOGNITION AND AWARDS

- 2002: I was recognized for outstanding performance in the Department of Health System Services at Moi Teaching and Referral Hospital- Eldoret.
- 2005: I was recognized for facilitating phlebotomy training at Moi Teaching and Referral Hospital – Eldoret
- 2016: I was recognized by the UNFPA Executive Director for coordinating a successful country program evaluation.

3) ASSOCIATION/MEMBERSHIP

- I'm a member of the Kenya Monitoring and Evaluation Association of Kenya

4) HOBBIES

- I like working voluntarily for vulnerable and disadvantaged communities and indeed in a very challenging position.

5) EXTRACURRICULAR ACTIVITIES

- Participating in the activities of the church and showing love to God and his people.
- Active sportsman, with a good interest in playing volleyball, football, and long tennis.

6) **AVAILABILITY**

- Immediately

7) **EXPECTED SALARY**

- Negotiable

8) **LANGUAGES**

- Advanced in spoken and written English and Swahili

REFEREES

1.) Mr. Edward Korir Bsc

M&E Coordinator

Save the Children

Email; Edward.korir@savethechildren.org

Mobile No: +254 721821747

2). Mr. Richard Ngetich Msc,

United Nations Population Fund

Somalia.

Email; ngetich@unfpa.org

Office Phone No: +254 20 762/5743

Mobile No: +254722368803

3). Mr. Titus K. Kolongei Msc

Monitoring &Evaluation, Health Information System Specialist

Health Information Data Management| and Surveillance Unit

WHO Consultant

Email2:kolongei@who.int | Cell: +254721767750|+254755556108|+258858499192

Email3:tkolongei@outlook.com | SKYPE: colgate4|Twitter: Colgate4

4) Mr. Noah Ngetich Msc

Business advisor

Agriterra

Email: ngetichnoah@gmail.com /ngetich@agriterra.org

Mobile: +254722208665/+254722657001

5) Mr. Noah Kemei

Deputy Health Records and Information Officer

Moi Teaching and Referral Hospital

Email: noaahkemei@yahoo.com

Mobile No: +2547215889004