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THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT – FOURTH SESSION – 2025

DIRECTORATE OF DEPARTMENTAL COMMITTEES

DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS

REPORT ON:

THE APPROVAL HEARINGS OF NOMINEES FOR APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFIT ORGANIZATIONS DISPUTES TRIBUNAL

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|  THE NATIONAL ASSEMBLY PAPERS LAID | |
| DATE: 17 JUN 2025 | |
| DAY: TUESDAY | |
| TABLED BY: | HON. MURUGARA OTIONGA' CBS, MP (CHAIRPERSON) |
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LIST OF ABBREVIATIONS AND ACRONYMS

| | | |
|-------|---|--|
| ASAL | - | Arid and Semi-Arid Land |
| CUE | - | Council for University Education |
| DCI | - | Directorate of Criminal Investigations |
| EACC | - | Ethics and Anti-Corruption Commission |
| EBS | - | Elder of the Order of the Burning Spear |
| EGH | - | Elder of the Order of the Golden Heart |
| FORD | - | Forum for the Restoration of Democracy |
| H.E. | - | His Excellency |
| ICPAK | - | Institute of Certified Public Accountants of Kenya |
| KCPE | - | Kenya Certificate of Primary Education |
| KCSE | - | Kenya Certificate of Secondary Education |
| KRA | - | Kenya Revenue Authority |
| KSL | - | Kenya School of Law |
| LLP | - | Limited Liability Partnership |
| LLB | - | Bachelor of Laws |
| LLM | - | Master of Laws |
| LSK | - | Law Society of Kenya |
| MBS | - | Moran of the Order of the Burning Spear |
| MCCCP | - | Maendeleo Chap Chap Party |
| MP | - | Member of Parliament |
| MSEA | - | Micro and Small Enterprises Authority |
| NGO | - | Non-Governmental Organization |
| ODM | - | Orange Democratic Movement |
| OGW | - | Order of the Grand Warrior |
| ODPP | - | Office of the Director of Public Prosecutions |
| ORPP | - | Office of the Registrar of Political Parties |
| PBO | - | Public Benefits Organizations |
| PBODT | - | Public Benefit Organizations Disputes Tribunal |
| UDA | - | United Democratic Alliance |
| UDM | - | United Democratic Movement |
| UN | - | United Nations |
| WDM | - | Wiper Democratic Movement |

LIST OF ANNEXURES

- Annexure 1: Report on the Interviews of the Chairperson and Members of the Public Benefit Organizations Disputes Tribunal
- Annexure 2: Speaker's Communication dated 27th May 2025 conveying the Message from the Judiciary
- Annexure 3: *Curricula Vitae*, certificates and testimonials of the nominees
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- Annexure 5: Letters from the Clerk of the National Assembly inviting the nominees for the approval hearings
- Annexure 6: Letters from the Clerk of the National Assembly to DCI, EACC, HELB, KRA, ODPP, ORPP, CUE and tertiary institutions requesting information on the nominees
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CHAIRPERSON'S FOREWORD

This report contains the proceedings of the Departmental Committee on Justice and Legal Affairs during the approval hearings of persons nominated for appointment as Chairperson and Members of the Public Benefit Organizations Disputes Tribunal (PBODT) as forwarded by the Hon. Chief Justice and communicated to the House by the Speaker of the National Assembly on 27th May 2025.

Pursuant to section 50(1) of the Public Benefits Organizations Act, 2013, the Hon. Chief Justice nominated Ms. Eunice Adoyo Otieno-Arwa for appointment as Chairperson of the PBODT; and Ms. Christabel Mideva Eboso, Ms. Elizabeth Mbithe Mulwa, Dr. Leonard Kinyulusi and Mr. Mohamed Sheikh Noor for appointment as Members of the PBODT. The Chief Justice, thereafter, forwarded the names of the nominees to the Rt. Hon. Speaker for approval by the National Assembly.

On 27th May 2025, the Rt. Honourable Speaker conveyed to the House the Message from the Hon. Chief Justice and President of the Supreme Court and subsequently referred it and the *curricula vitae* of the nominees to the Committee for approval hearings in accordance with section 4 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and Standing Order 45(1) of the National Assembly Standing Orders. While referring the matter to the Committee, the Speaker directed that the Committee undertakes the approval hearings and reports to the House within twenty-eight (28) days and table its report by 18th June 2025 in accordance with section 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F. The Rt. Hon. Speaker further directed the Clerk of the National Assembly to notify the nominees and the general public of the time and place of holding the approval hearings.

In fulfilment of the provisions of Article 118(b) of the Constitution and section 6(2), (3), (4) and (9) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Clerk of the National Assembly placed an advertisement in the print media notifying the public of the time and place of holding the approval hearings and inviting the public to submit memoranda by way of written statements on oath (affidavit) on the suitability of each of the nominees. The advertisement indicated that the memoranda were to be received by 10th June 2025 at 5.00 pm. By close of the submission deadline, the Committee had not received any memoranda from the public contesting suitability of the nominees.

The Clerk of the National Assembly also wrote to the DCI, EACC, HELB, KRA, ODPP, ORPP, CUE and tertiary institutions seeking references and background checks relating to the suitability of the nominees.

The nominees appeared before the Committee on 13th June 2025 and the Committee examined their suitability based on the criteria set out in section 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F including the procedure used to arrive at the nominees, the constitutional and statutory requirements relating to the offices in question and suitability of the nominees for the appointments proposed, having regard to whether the nominees' abilities, experience and qualities meet the needs of the office in question. Furthermore, the Committee examined the nominees' academic credentials, relevant professional training and experience, knowledge of sector issues and personal integrity in accordance with section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

In holding the approval hearings, the Committee observed that the nominees demonstrated deep understanding of the affairs of the public benefits organizations, dispute resolution and their respective roles of Chairperson and Members of the PBODT.

The Committee, therefore, recommends that this House approves Ms. Eunice Adoyo Otieno-Arwa for appointment as the Chairperson of the PBODT; and Ms. Christabel Mideva Eboso, Ms. Elizabeth Mbithe Mulwa, Dr. Leonard Kinyulusi and Mr. Mohamed Sheikh Noor for appointment as Members of the PBODT.

The Committee wishes to thank the Offices of the Speaker and of the Clerk of the National Assembly for the technical support accorded to it during the exercise. The Committee further extends its appreciation to the nominees for their cooperation during the parliamentary approval process. The Committee also appreciates the EACC, HELB, ODPP and ORPP for providing references and background checks relating to the suitability of the nominees. Finally, I acknowledge and appreciate the Honourable Members of the Committee who sat for long hours and made useful contributions towards the preparation and production of this Report.

On behalf of the Departmental Committee on Justice and Legal Affairs and pursuant to Article 124(4)(b) of the Constitution, section 8(1) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and the provisions of Standing Order 199(6) of the National Assembly Standing Orders, it is now my duty and privilege to present to the House the Report of the Departmental Committee on Justice and Legal Affairs on the Approval Hearings of Nominees for Appointment as Chairperson and Members of the Public Benefit Organizations Disputes Tribunal.

Hon. Murugara George Gitonga, CBS, MP
Chairman, Departmental Committee on Justice and Legal Affairs



CHAPTER ONE

I PREFACE

1.1 Establishment of the Committee

1. The Departmental Committee on Justice and Legal Affairs is one of twenty departmental committees of the National Assembly established under **Standing Order 216** whose mandate pursuant to the **Standing Order 216 (5)** is as follows:
 - (a) *To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned ministries and departments;*
 - (b) *To study the programme and policy objectives of ministries and departments and the effectiveness of the implementation;*
 - (c) *To, on a quarterly basis, monitor and report on the implementation of the national budget in respect of its mandate;*
 - (d) *To study and review all legislation referred to it;*
 - (e) *To study, assess and analyse the relative success of the ministries and departments as measured by the results obtained as compared with their stated objectives;*
 - (f) *To investigate and inquire into all matters relating to the assigned ministries and departments as they may deem necessary, and as may be referred to them by the House;*
 - (g) **To vet and report on all appointments where the Constitution or any law requires the National Assembly to approve**, except those under Standing Order 204 (Committee on Appointments);
 - (h) *To examine treaties, agreements and conventions;*
 - (i) *To make reports and recommendations to the House as often as possible, including recommendations of proposed legislation;*
 - (j) *To consider reports of Commissions and Independent Offices submitted to the House pursuant to the provisions of Article 254 of the Constitution; and*
 - (k) *To examine any questions raised by Members on a matter within its mandate.*

1.2 Mandate of the Committee

2. In accordance with the Second Schedule of the Standing Orders, the Committee is mandated to consider:
 - (a) The Judiciary;
 - (b) Tribunals;**
 - (c) Access to Justice;
 - (d) Public prosecutions;
 - (e) Ethics, Integrity and Anti-corruption;
 - (f) Correctional services;
 - (g) Community service orders and witness protection;
 - (h) Constitutional Affairs;
 - (i) Sovereign immunity;
 - (j) Elections including referenda;
 - (k) Human rights;
 - (l) Political parties; and
 - (m) The State Law Office including insolvency, law reform, public trusteeship, marriages and legal education.

3. In executing its mandate, the Committee oversees the following Ministries, Departments and Agencies:
- (a) The Judiciary;
 - (b) Judicial Service Commission;
 - (c) State Department for Correctional Services;
 - (d) State Law Office and Department of Justice;
 - (e) State Department for Justice, Human Rights and Constitutional Affairs;
 - (f) Office of the Director of Public Prosecutions;
 - (g) Ethics and Anti-Corruption Commission;
 - (h) Independent Electoral and Boundaries Commission;
 - (i) Commission on Administrative Justice;
 - (j) Office of the Registrar of Political Parties;
 - (k) Witness Protection Agency;
 - (l) Kenya National Commission on Human Rights;
 - (m) Kenya Law Reform Commission; and
 - (n) Council of Legal Education.

1.3 Committee Membership

4. The Committee comprises the following Members:

Chairperson

Hon. Murugara George Gitonga, CBS, MP
Tharaka Constituency

UDA Party

Vice-Chairperson

Hon. Mutuse Eckomas Mwengi, OGW, MP
Kibwezi West Constituency

MCCP Party

Hon. Gladys Boss, MGH, MP
Uasin Gishu Constituency

UDA Party

Hon. Maalim Farah, EGH, MP
Dadaab Constituency

WDM-Kenya

Hon. Onyiego Silvanus Osoro, CBS, MP
South Mugirango Constituency

UDA Party

Hon. Francis Kajwang' Tom Joseph, CBS, MP
Ruaraka Constituency

ODM Party

Hon. Wetang'ula Timothy Wanyoyi, CBS, MP
Westlands Constituency

ODM Party

Hon. (Dr.) Otiende Amollo, SC, EBS, MP
Rarieda Constituency

ODM Party

Hon. Muchira Michael Mwangi, MP
OI Jorok Constituency

UDA Party

Hon. Muchangi Karemba, CBS MP
Runyenjes Constituency

UDA Party

Hon. Makali John Okwisia, MP
Kanduyi Constituency

FORD-Kenya

Hon. Mogaka Stephen M., MP
West Mugirango Constituency

Jubilee Party

Hon. Aden Daud, EBS, MP
Wajir East Constituency

Jubilee Party

Hon. Siyad Amina Udgoon, MP
Garissa County (CWR)

Jubilee Party

Hon. CPA Suleka Hulbale Harun, MP
Nominated Member

UDM Party

1.4 Committee Secretariat

5. The Committee is facilitated by the following staff:

Mr. Ahmed Salim Abdalla
Clerk Assistant I / Head of Secretariat

Mr. Ronald Walala
Senior Legal Counsel

Mr. Abdikafar Abdi
Clerk Assistant III

Ms. Jael Ayiego
Clerk Assistant III

Mr. Isaac Nabiswa
Legal Counsel II

Mr. Omar Abdirahim
Fiscal Analyst I

Ms. Vivienne Ogega
Research Officer III

Mr. John Nduaci
Serjeant-At-Arms

Mr. Meldrick K. Sakani
Audio Assistant

Ms. Mary Kamande
Public Communications Officer III

Mr. Calvin Karung'o
Media Relations Officer III

Mr. Silas Opanga
Hansard Reporter III

CHAPTER TWO

2 BACKGROUND INFORMATION

2.1 Legal Framework

6. The Committee was guided by the following provisions of the Constitution and statutes in executing its mandate:
- (1) Article 10 of the Constitution on the national values and principles of governance;
 - (2) Chapter 6 of the Constitution on leadership and integrity;
 - (3) Article 78 of the Constitution on dual citizenship;
 - (4) Article 118 of the Constitution on public participation;
 - (5) Article 124(4) of the Constitution on consideration of persons for appointment to public office;
 - (6) Article 232 of the Constitution on values and principles of public service;
 - (7) The Public Appointments (Parliamentary Approval) Act, Cap. 7F;
 - (8) The Ethics and Anti-Corruption Commission Act, Cap. 7H;
 - (9) The Public Officer Ethics Act, Cap. 185B;
 - (10) The Leadership and Integrity Act, Cap. 185C; and
 - (11) The Public Benefits Organizations Act, 2013.

2.2 Notification of Nominations

7. Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F stipulate as follows:

“3. Exercise of powers of appointment

An appointment under the Constitution or any other law for which the approval of Parliament is required shall not be made unless the appointment is approved or deemed to have been approved by Parliament in accordance with this Act.

5. Notification of nomination

- (1) *An appointing authority shall, upon nominating a person for an appointment to which this Act applies, notify the relevant House of Parliament accordingly.*
- (2) *A notification under subsection (1) shall be —*
 - (a) *in writing;*
 - (b) *be lodged with the Clerk of the relevant House of Parliament.*
- (3) *A notification of appointment shall be accompanied by information concerning the nominee, having regard to the issues mentioned in section 7.*
- (4) *For purposes of this Act, a notification of nomination shall be deemed to be duly given on the day on which it complies fully with subsections (2) and (3).”*

8. Pursuant to section 50(1) of the Public Benefits Organizations Act, 2013 as read with the aforementioned provisions of the law, the Hon. Chief Justice transmitted to the Rt. Hon. Speaker of the National Assembly the Report on the Interviews of the Chairperson and Members of the Public Benefit Organizations Disputes Tribunal (PBODT) (Annexure 1).

2.3 Notification to the House and Referral to the Committee

9. Standing Order 45(1) of the National Assembly Standing Orders provides that:
“Upon receipt of a notification of nomination for appointment to a State Office or such other office as is under the Constitution or under any other legislation required to be approved by the House,

the nomination shall stand committed to the relevant Departmental Committee of the House for consideration.”

10. To this end, therefore, the Rt. Hon. Speaker, on 27th May 2025 (*Annexure 2*) conveyed to the House the Message from the Hon. Chief Justice and President of the Supreme Court of Kenya regarding the nomination of five (5) persons for appointment as Chairperson and Members of the PBODT.
11. In addition, and pursuant to sections 4 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Rt. Hon. Speaker referred the names and *curricula vitae* of the nominees (*Annexure 3*) to the Departmental Committee on Justice and Legal Affairs for approval hearing and reporting to the House within twenty-eight (28) days.

2.4 Notification to the Public

12. Article 118(b) of the Constitution provides that *Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees.*
13. Section 6(4) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and Standing Order 45(3) of the National Assembly Standing Orders further provide that the Clerk shall notify the public of the time and place for holding an approval hearing at least seven (7) days prior to the hearing.
14. Accordingly, the Clerk of the National Assembly placed an advertisement in the print media on 29th May 2025 notifying the nominees and the general public that the Committee would conduct the approval hearings on 13th June 2025 at the Mini Chamber, First Floor, County Hall, Parliament Buildings (*Annexure 4*).

2.5 Notification to the Nominees

15. The Clerk of the National Assembly vide letters dated 29th May 2025 referenced NA/DDC/JLAC/2025/049 to 053 (*Annexure 5*) invited the nominees for the approval hearings in accordance with section 6(3) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

2.6 Clearance and Compliance Requirements

16. Vide letters dated 30th May 2025 and referenced NA/DDC/JLAC/2025/(054), (055), (056), (057), (058) and (059), the Clerk of the National Assembly wrote to the Directorate of Criminal Investigations (DCI), Ethics and Anti-Corruption Commissions (EACC), Higher Education Loans Board (HELB), Kenya Revenue Authority (KRA), Office of the Director of Public Prosecutions (ODPP) and the Office of the Registrar of Political Parties (ORPP) (*Annexure 6*) requesting for reports with respect to the nominees on the following matters:
 - (a) criminal records;
 - (b) ethics and integrity;
 - (c) higher education loan repayments;
 - (d) tax compliance;
 - (e) active criminal court proceedings; and
 - (f) political party affiliations.
17. In addition, the Clerk of the National Assembly vide letters dated 5th June 2025 referenced NA/DDC/JLAC/2025/(061), (062) and (063) wrote to the University of Nairobi, Moi University

and the Council for University Education (CUE) respectively, requesting for reports relating to the authenticity of the nominees' academic certificates.

18. The following institutions wrote back to the National Assembly clearing the nominees: EACC vide letter Ref No. EACC.7/10/5VOLXXXII(72) dated 5th June 2025; HELB vide letter Ref No. HELB/RR/112009/V/410 dated 4th June 2025; ODPP vide letter Ref No. ODPP/CONF/5/50A dated 5th June 2025; and ORPP vide letter Ref No. ORPP/ORG/34 Vol IX(10) dated 5th June 2025 (Annexure 7).
19. In addition, the University of Nairobi vide a letter referenced UON/AA/CEC/11/3 Vol. VIII dated 11th June 2025 responded confirming that Ms. Eunice Adoyo Otieno-Arwa pursued Master of Laws and Bachelor of Laws; Ms. Christabel Mideva Eboso pursued Master of Laws and Bachelor of Laws; Ms. Elizabeth Mbithe Mulwa pursued Bachelor of Laws; and Dr. Leonard Kinyulusi pursued Bachelor of Laws, Master of Arts in Project Planning Management and Doctor of Philosophy in Project Planning Management at the University.
20. Further, the Commission for University Education vide a letter referenced CUE/10/9 Vol. VOL.35 dated 16th June 2025 responded confirming that the Master of Laws from the University of Leeds in the United Kingdom awarded to Ms. Elizabeth Mbithe Mulwa, the Bachelor of Commerce from the University of Delhi in India awarded to Mr. Mohamed Sheikh Noor, and the Master of Philosophy Conflict Transformation and Management from the Nelson Mandela Metropolitan University of Delhi in South Africa awarded to Mr. Mohamed Sheikh Noor were recognized in their respective countries and by international convention in Kenya.
21. As at the time of the approval hearings, the DCI, KRA, and Moi University had not responded. However, the nominees provided the relevant certificates (Annexure 3).

2.7 Criteria for Consideration during the Approval Hearings

22. Section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F provides that:
 - “(7) An approval hearing shall focus on a candidate’s academic credentials, professional training and experience, personal integrity and background.*
 - (8) The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate.”*
23. Additionally, section 7 of the Act provides that the issues for consideration by the relevant House of Parliament in relation to any nomination shall be:
 - (a) the procedure used to arrive at the nominee;*
 - (b) any constitutional or statutory requirements relating to the office in question; and*
 - (c) the suitability of the nominee for the appointment proposed having regard to whether the nominee’s abilities, experience and qualities meet the needs of the body to which nomination is being made.*
24. While conducting the approval hearings, the Committee was guided by the provisions of section 6(7) and (8) and section 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

2.7.1 Procedure for Nomination

25. Article 159(1) of the Constitution provides that:

“Judicial authority is derived from the people and vests in and shall be exercised by, the courts and tribunals established by or under this Constitution.”

26. Section 50 of the Public Benefits Organizations Act, 2013 provides that:

“(1) There is hereby established a tribunal to be known as the Public Benefit Organizations Disputes Tribunal which shall consist of members appointed by the Chief Justice and approved by the National Assembly, as follows—

- (a) a chairperson who shall be an advocate of the High Court of not less than seven years standing;*
- (b) two advocates of the High Court of not less than five years standing;*
- (c) two persons having such specialized skill or knowledge necessary for the discharge of the functions of the Tribunal.*

(2) Not more than two-thirds of the persons appointed under subsection (1) shall be from one gender.”

27. Accordingly, the Hon. Chief Justice constituted a panel to shortlist, interview and recommend qualified candidates for appointment as Chairperson and Members of the PBODT. Subsequently, the Hon. Chief Justice nominated for appointment Ms. Eunice Adoyo Otieno-Arwa as Chairperson of the PBODT; Ms. Christabel Mideva Eboso and Ms. Elizabeth Mbithe Mulwa as legal Members of the PBODT; and Dr. Leonard Kinyulusi and Mr. Mohamed Sheikh Noor as non-legal Members of the PBODT as contained in the Report on the Interviews of the Chairperson and Members of the Public Benefit Organizations Disputes Tribunal.

2.7.2 Constitutional and Statutory Requirements

28. Article 80(c) of the Constitution as read with Section 52 of the Leadership and Integrity Act, Cap. 185C stipulates that the provisions of Chapter Six of the Constitution and Part II of the Leadership and Integrity Act, Cap. 185C shall apply to all public officers as if they were State officers.

29. Therefore, the Committee was guided by the following provisions of law on the requirements for appointment to the public offices:

(a) National Values and Principles of Governance

30. Article 10 of the Constitution provides for the national values and principles of governance which State officers must abide by in discharging their mandate. They include: patriotism; national unity; sharing and devolution of power; the rule of law; democracy and participation of the people; human dignity; equity; social justice; inclusiveness; equality; human rights; non-discrimination and protection of the marginalized; good governance; integrity; transparency and accountability; and sustainable development.

(b) Leadership and Integrity

31. The Committee, in determining the suitability of the nominees, was also guided by the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. In particular, Article 73(2) of the Constitution provides that the guiding principles of leadership and integrity include:

- (a) selection on the basis of personal integrity, competence and suitability, or election in free and fair elections;

- (b) objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favouritism, other improper motives or corrupt practices;
- (c) selfless service based solely on the public interest, demonstrated by
 - (i) honesty in the execution of public duties; and
 - (ii) the declaration of any personal interest that may conflict with public duties.
- (d) accountability to the public for decisions and actions; and
- (e) discipline and commitment in service to the people.

32. In addition, the Committee considered section 10 of the Leadership and Integrity Act, Cap. 185C which provides that:

“A State officer shall, to the best of their ability—

- (a) carry out the duties of the office efficiently and honestly;*
- (b) carry out the duties in a transparent and accountable manner;*
- (c) keep accurate records and documents relating to the functions of the office; and*
- (d) report truthfully on all matters of the organization which they represent.”*

(c) Conduct of State Officers

33. Article 75 of the Constitution requires a State officer, whether in public or private life to behave in a manner that avoids conflict between personal interest and public official duties. The Article further prohibits a State officer who has been dismissed or otherwise removed from office for contravention of provisions of Chapter Six of the Constitution from holding any other State office.
34. Article 77(2) of the Constitution outlines that any appointed State officer must not hold office in a political party.
35. Moreover, Article 78(1) of the Constitution further stipulates that a person is only eligible for appointment to a State office if they are a citizen of Kenya. Furthermore, Article 78(2) provides that a State officer shall not hold dual citizenship.
36. Article 232 provides for the values and principles of public service as high standards of professional ethics; efficient, effective and economic use of resources; responsive, prompt, effective, impartial and equitable provision of services; involvement of the people in the process of policy-making; accountability for administrative acts; transparency and provision to the public of timely, accurate information; fair competition and merit as the basis of appointments and promotions; representation of Kenya’s diverse communities; and affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service of men and women, members of all ethnic groups and persons with disabilities.
37. The Public Officer Ethics Act, Cap. 185B outlines the obligations of a public officer as professionalism; carrying out duties in accordance with the law; prohibition from unjust enrichment; avoiding conflict of interest; not using the office as an avenue for soliciting or collecting *harambees*; not acting for foreigners; care of property; political neutrality, not practising nepotism or favouritism; giving impartial advice; conducting private affairs in a way that maintains public confidence; not engaging in sexual harassment; and submission of a declaration of income, assets and liabilities once every two years.

(d) Qualifications for Appointment as Chairperson and Members of the PBODT

38. Section 50(1) of the Public Benefits Organizations Act, 2013 provides for the qualifications of the Chairperson and Members of the PBODT as follows:

- “(a) a chairperson who shall be an advocate of the High Court of not less than seven years standing;*
- (b) two advocates of the High Court of not less than five years standing; and*
- (c) two persons having such specialized skill or knowledge necessary for the discharge of the functions of the Tribunal.”*

2.7.3 Suitability of the nominees for the proposed appointment having regard to whether the nominees’ abilities, experience and qualities meet the needs of the offices to which nomination are being made

39. The suitability of nominees was assessed after scrutiny of the nominees’ academic credentials, professional training and experience, personal integrity, background and qualities as well as their performance during the approval hearings conducted on 13th June 2025 as contained in Chapter Three of this Report.

CHAPTER THREE

3 APPROVAL HEARING OF NOMINEES

40. The Committee held a sitting on 13th June 2025 to deliberate on the approval hearings and noted the following:

- (1) The nominees had not notified the Clerk of the National Assembly of their withdrawal from the approval process as outlined in section 6(10) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.
- (2) The Clerk of the National Assembly had not received any memoranda contesting the suitability of the nominees.
- (3) Article 27(8) of the Constitution as read with section 50(2) of the Public Benefits Organizations Act, 2013 provides for gender equity, that not more than two-thirds of the persons appointed to the PBODT shall be from one gender. Out of the five (5) nominees, three (3) are women and two (2) are men thereby in conformity with this provision.

41. The Committee, therefore, proceeded to examine the nominees on the areas set out in sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F as follows:

3.1 Ms. Eunice Adoyo Otieno-Arwa – Nominee to the Office of Chairperson of PBODT

42. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine her suitability. The Committee noted the following:

3.1.1 Questions from General Questionnaire Citizenship, Date and Place of Birth

43. The nominee is a female Kenyan citizen and does not hold any other citizenship. She was born on 14th May 1973 in Homabay County.

Academic and Professional Qualifications

44. The nominee's professional and academic qualifications include:
- (a) 2020: Governance Auditor, Institute of Certified Public Secretaries of Kenya (ICPAK);
 - (b) 2006: Certified Public Secretaries, ICPAK;
 - (c) 2017 to date: Patent Agent, Kenya Industrial Property Institute;
 - (d) 2013: Notaries Public;
 - (e) 2005: Master of Laws, University of Nairobi;
 - (f) 2005: Commissioner for Oaths;
 - (g) 1998: Post Graduate Diploma in Law, Kenya School of Law (KSL);
 - (h) December 1997: Bachelor of Laws (Second Class Honours-Upper Division), University of Nairobi;
 - (i) December 1991: Kenya Certificate of Secondary Education (KCSE), Pangani Girls High School; and
 - (j) 1987: Kenya Certificate of Primary Education (KCPE), St. Annes' Girls Primary School.

Employment Record and Work Experience

45. The nominee has worked in the following capacities:

- (a) October 2017 to date: Senior Partner/Head of Commercial and Property Department, Arwa and Change Advocates LLP;
- (b) May 2018 – September 2024: Member, Legal Education Appeals Tribunal;
- (c) July 2015 – 8th September 2017: Company Secretary, Head of Legal, Rift Valley Railways (Kenya) Limited;
- (d) February 2012 – June 2015: Lecturer of Conveyancing and Professional Ethics and Conduct, KSL; and Private Practitioner, Arwa and Associates Advocates;
- (e) April 2010 – February 2012: Company Secretary/Legal Manager, National Oil Corporation of Kenya Limited;
- (f) April 2006 – April 2010: Senior Legal Officer, Kenya Broadcasting Corporation (KBC); and
- (g) 1998-2006: Advocate, Waruhiu and Muite Advocates.

46. The nominee also indicated that she has held the following positions:

- (a) 2018-2024: Member, Legal Education Appeals Tribunal;
- (b) 2008-2010: Director, Ghetto Radio;
- (c) 2006-2010: Trustee, Staff Pension Fund, KBC;
- (d) 2010-2012: Trustee, Staff Pension Fund, National Oil Corporation;
- (e) Director and Co-Founder, Legal Education Forum;
- (f) Director, Victoria Realities Limited; and
- (g) Director, Jural Consulting Limited.

Honours and Awards

47. The nominee indicated that she has received an award for best KCSE student at Pangani Girls High School in 1991.

Memberships and Professional Associations

48. The nominee indicated that she is a:

- (a) Member, Law Society of Kenya (LSK);
- (b) Member as a Governance Auditor, ICPAK;
- (c) Member, Commonwealth Lawyers Association;
- (d) Member, East Africa Law Society;
- (e) Member, Christian Lawyers Fellowship; and
- (f) Member, Association of International Petroleum Negotiators.

Published Writings

49. The nominee indicated that she has the following publications:

- (a) LLM Dissertation, 2005: Corporate Insolvency Systems in Kenya: A Case for Reform; and
- (b) LLB Dissertation, 1997: Aspects of the Nemo Dat Principle and its Exceptions in Modern Day Commercial Transactions.

50. The nominee also indicated that she had authored the following judgments:

- (a) Gitau and Another v Kenya School of Law (Appeal E021 of 2023) [2023] KELEAT 383 (KLR) (9 June 2023) (Judgment);
- (b) Okisai v Kenya School of Law; Council of Legal Education (Interested Party) (Appeal E006 of 2024) [2024] KELEAT 1267 (KLR) (6 September) (Judgment);
- (c) Ndung'u v Council of Legal Education; Kenya School of Law (Interested Party) (Appeal E016 of 2023) [2023] KELEAT 384 (KLR) (14 July 2023) (Judgment); and

- (d) *Masila v Kenya School of Law; Council of Legal Education (Interested Party) (Appeal E025 of 2023) [2023] KELEAT 1189 (KLR) (Civ) (18 August 2023) (Judgment).*

Public Office, Political Activities and Affiliations

51. The nominee submitted that she had previously held the following appointive public offices:
- (a) Senior Legal Officer, KBC;
 - (b) Company Secretary/Legal Manager, National Oil Corporation of Kenya Limited;
 - (c) Lecturer, KSL; and
 - (d) Member, Legal Education Appeals Tribunal.

Integrity

52. The nominee submitted that she has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that she has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

53. The nominee estimated her net worth to be Kshs. 400.4 million comprising family immovable property, a motor vehicle and shares in legal practice. She indicated her current sources of income to include earnings from legal practice.

Potential Conflict of Interest

54. The nominee declared that she is currently not associated with any persons or matters that would present a potential conflict of interest should she assume the position of the Chairperson of the PBODT. If a conflict of interest were to arise, she stated that she would resolve it according to the provisions of the law including the Judicial Code of Conduct and Bangalore Principles of Judicial Conduct.

Pro Bono and Charity Work

55. The nominee indicated that she is engaged in the following charitable activities:
- (a) Pro bono legal services at her legal practice;
 - (b) Donations at Wang'arot Primary School;
 - (c) Charitable golf tournaments;
 - (d) Payment of school fees for KSL students; and
 - (e) Service as a Synod Member of the ACK Mahaya Parish.

3.1.2 General and Sector Specific Questions for the Nominee

56. The Committee posed several questions to the nominee on her suitability for appointment as Chairperson of the PBODT. The nominee responded as follows:

On her service in the Legal Education Appeals Tribunal

57. The nominee informed the Committee that she no longer serves in the Legal Education Appeals Tribunal and that her tenure came to an end in 2024.

On the use of ADR at the PBODT

58. The nominee submitted that the Constitution recognizes the use of Alternative Dispute Resolution (ADR) as part of mechanisms for resolving disputes and that the Judiciary has developed a structured system on its use by courts and tribunals. The nominee submitted

that, if approved, the PBODT would actively pursue the use of ADR because it is cheaper and efficient.

59. In addition, the nominee noted the importance of looking at the merits of a case before deciding what method of ADR to be used. She further reiterated the Public Benefits Organizations Act, 2013 recognises the use of ADR through the powers given to PBODT.

On potential conflict of interest

60. The nominee stated that she recognises the importance of being nominated as the Chairperson of the PBODT and that there are mechanisms used in resolving conflict of interest including disclosure and recusal if necessary. The nominee, therefore, stated that in case she is in a position where her private interests are in conflict with the performance of her duties as the Chairperson, she would make the necessary declaration and, if necessary, recuse herself.

On treating illegally obtained evidence

61. Noting that section 52(3) of the Public Benefits Organizations Act, 2013 provides for admission of evidence that would otherwise be considered inadmissible under the Evidence Act, Cap 80, the nominee stated that the PBODT would be guided by the written laws including the Constitution and judicial precedents on how to treat illegally obtained evidence.

On operationalization of the Public Benefits Organizations Act, 2013

62. The nominee stated that she was aware of the Act when it was enacted in 2013. In her view, the reasons as to why the Act took long to operationalize were not in the public domain and thus would not want to speculate.

On alleged unfair treatment of PBOs

63. The nominee stated that, if approved, she would be independent and adhere to the Constitution with respect to accountability, transparency and fairness. She further stated that every case that would be lodged before the PBODT would be determined on merit and decisions would be made objectively.
64. With respect to disputes relating to denial of registration she assured the Committee that if approved as the chairperson of the PBODT, she would be guided by the law and that the Tribunal would review such decisions in a fair and just manner.

3.1.3 Committee Observations on the Suitability of the Nominee

65. The Committee, having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F her *curriculum vitae*, and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as Chairperson of PBODT:
- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
 - (2) THAT the nominee is an Advocate of the High Court of Kenya of over twenty (20) years having been admitted to the Bar in 1998 thereby meets the requirements of section 50(1)(a) of the Public Benefits Organizations Act, 2013.
 - (3) THAT the nominee demonstrated a history of integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.

- (4) THAT the nominee, having been cleared by EACC, HELB, ODPP and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

3.2 Ms. Christabel Mideva Eboso – Nominee to the Office of Member of PBODT

66. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine her suitability. The Committee noted the following:

3.2.1 Questions from General Questionnaire

Citizenship, Date and Place of Birth

67. The nominee is a female Kenyan citizen and does not hold any other citizenship. She was born on 24th December 1992 in Vihiga County.

Academic and Professional Qualifications

68. The nominee's academic and professional qualifications include:
- (a) Current: PhD Researcher, University of Kent;
 - (b) 2024 to date: Fellow, Africa Climate Academy, Africa Centre for Energy Policy;
 - (c) 2023: Summer School, University of Amsterdam, Institute of Sustainable Global Economic Law;
 - (d) 2023: Research Fellow, Global Scholar's Academy, Institute for Global Law and Policy, Harvard Law School;
 - (e) 2020-2021: Associate Fellowship AFHEA (Diploma), The University of Kent, United Kingdom;
 - (f) 2018: Master of Laws (Distinction), University of Nairobi;
 - (g) 2018: Post Graduate Diploma, KSL;
 - (h) 2016: Bachelor of Laws (Second Class Upper Division), University of Nairobi; and
 - (i) 2008-2011: KCSE, Alliance Girls High School.

Employment Record and Work Experience

69. The nominee has worked in the following capacities, both full and part-time:
- (a) March 2024 to date: Board Member and Founder, Tree Niches;
 - (b) January 2024 to date: Researcher, Kituo cha Sheria;
 - (c) September 2022 to date: Lecturer and Researcher, University of Embu, School of Law;
 - (d) March 2022 to date: Gender Justice Advocate, Feminists for Peace, Rights and Justice Centre;
 - (e) June 2021 to date: Social Justice Advocate/Facilitator, International Centre for Reproductive Health;
 - (f) February 2021 to date: Social Justice Advocate/Board Member, Kisumu Feminists Society;
 - (g) February 2021 to date: Project Manager, Maklweta;
 - (h) December 2019 to date: Founder/Legal Advisor, Hope254;
 - (i) September 2019 – December 2021: Graduate Teaching, Assistant Researcher, University of Kent, Canterbury, School of Law;
 - (j) March 2019 – March 2022: Gender Committee Member, LSK;
 - (k) February 2015 – 2016: Researcher, National Crime Research Centre;
 - (l) October 2018 – July 2022: Advocate, Nyaanga and Mugisha Advocates; and
 - (m) January 2018 – October 2018: Pupillage, Havi and Company Advocates.

70. The nominee also indicated that she has undertaken the following project consultancies:

- (a) Co- Consultant and curriculum development working with The African Land Policy Centre (ALPC), on a collaborative project on Land Governance Rights and Protection in Eastern and Central Kenya. The project is a joint programme of the tripartite consortium consisting of the United Nations Economic Commission for Africa (ECA), University of Embu and Internationale Zusammenarbeit (GIZ) GmbH (2025).
- (b) Co-lead and curriculum development consultant "Kenya Carbon Emissions Reduction Tool kit" at the Strathmore Energy Research Centre (2024- date).
- (c) Think-Tank and convenor of the 2025 Regional Africa Human Rights Academic Network Conference on "Human Rights, Environment and Climate Change; Access to Environmental and Climate Justice within the region and sub-region human rights systems in Africa" by Raoul Wallenberg Institute of Human Rights and Humanitarian Law (2024-2025).
- (d) Consultant and programme developer, Great Lakes Regional Training in International Humanitarian Law with a focus on ecocide and Human Rights. (2024).
- (e) Consultant on Sexual Gender Based Violence and gender mainstream in the face of the climate crisis themed "closing the gap in 8 counties in Kenya-Mombasa, Kilifi, Kwale, Kisumu, Siaya, Homabay and Samburu" for Akili Dada. (2024)
- (f) Research Specialist on gender and climate change for the United Nations Development Programme (2024).
- (g) Key Facilitator and project implementor of the "Women Gaining Grounds' program in Kigali, Rwanda for the Dutch Embassy, Rwanda. (2024).
- (h) Key facilitator in the People's Anti-Corruption summit for Transparency International and Embassy of the United States of America (2024).
- (i) Trained 30 fellows from Ministry of Health (MoH) Kenya, Zambia, Central African Republic, Senegal, Sierra Leone and Gambia at the Health Systems Accelerator Fellowship Program, 2024 in Sexual Reproductive Health vis- à-vis climate change Rights and policies for Finance Alliance for Health (2024).
- (j) Developed the Feminists' Curriculum for the Akili Dada Feminist and Leadership Institute (2024).
- (k) Co-Lead Consultant and curriculum developer for Internationale Zusammenarbeit (GIZ) GmbH and Digital Transformation Center Kenya supporting Universities in Kenya by offering short courses on data protection and digital rights transformation.
- (l) Led the Feminist Leadership Institute and gender mainstream training 20 young women in Mombasa, Kilifi and Kwale counties in climate justice for Akili Dada.
- (m) Trained community-based women and girls in Semi-Arid Lands communities in Kenya on the intersection of climate justice Gender Based Violence and sexual reproductive rights for Akili Dada.
- (n) Reviewed and developed the National Adolescent Health Policy for the Ministry of Gender in Kenya. Conducted trainings on Gender-Based Violence and sexual reproductive rights, and policy briefs for various organizations, including urban slums of Kibera, Nairobi for FIDA Kenya.
- (o) Developed the Model County Sexual and Reproductive Health Rights Act and developed a strategic plan for adolescents and persons living with HIV/AIDS for KELIN Kenya.
- (p) Developed the Sexual and Reproductive Health Rights and Gender Based Violence content for training voices health coalition in Uganda and Kenya with a focus on GBV and climate justice for International Planned Parenthood Federation.

- (q) Reviewed and developed policies and strategies related to gender equality and human rights that enabled the inclusion of a rights-based approach to HIV care for key populations, adolescents, and the youth, including partner notification, and led the analysis of the HIV stigma index in Coastal Kenya for International Centre for Reproductive Rights-Kenya.
- (r) Developed policy briefs on Gender Based Violence facilitation modules for UHAI-EASRI's.

Honours and Awards

71. The nominee has received the following awards:
- (a) 2025: Semi-Finalist, Mandela Washington Fellowship;
 - (b) 2023: Atlas Crops Leadership Fellow;
 - (c) Multiple small conference grants;
 - (d) 2023: Collaborative Centre for Research grant for Sexual and Reproductive Rights and Violations (SRR) and the place of climate change as an intervention to SRR;
 - (e) 2022: Court Room Mall, Top 100 Influential Young Women in the Legal Profession, Africa;
 - (f) 2021: The Palm of Africa, Top Legal Millennial;
 - (g) 2019: Vice Chancellor's Scholarship, University of Kent; and
 - (h) 2018: Best Post Graduate LLM Student, The University of Nairobi.

Memberships and Professional Associations

72. The nominee indicated that she is associated with the following professional bodies:
- (a) Current: Member, Socio-Legal Association;
 - (b) Current: Board Member, Trees Niches;
 - (c) 2023 to date: Coordinator and Founder, Human Rights Hub, University of Embu, School of Law;
 - (d) 2022 to date: Patron and Coordinator, Moot Court Society, University of Embu, School of Law;
 - (e) 2019 to date: Board Member, Vihiga White Flute Private General Hospital;
 - (f) 2018 to date: Member, LSK;
 - (g) 2015 to date: Member, Federation of Women Lawyers (FIDA-Kenya);
 - (h) 2021-2023: Board Member, Kisumu Feminists Society;
 - (i) 2020-2022: Member, LSK Gender Committee; and
 - (j) 2015-2016: Chairperson, Kenya Law Students' Society.

Published Writings

73. The nominee indicated that she has the following publications:
- (a) 'The one-third gender principle in Kenya: A critical appraisal of its history, design and failed implementation', Stellenbosch University (Global Scholars Academy), January, 2023.
 - (b) 'Rethinking sexual and reproductive health rights in the Context of climate change' <https://theplatform.co.ke/rethinking-sexual-and-reproductive-health-rights-in-the-context-of-climate-change/> (Published by the Platform Law justice, April 2023 Edition).
 - (c) 'Women's role in Agricultural economic development in Africa' (seminar presentation for The Sustainable Global Economic (SGEL) law summer school, University of Amsterdam (June, 2023).

- (d) 'Defending the wretched of the earth; Supreme Court Petition No.16 of 2019; Non-Governmental Organisations Co-ordination Board vs Eric Gitari and Others.' (Published by the Platform Law Justice, October 2023 Edition).
- (e) 'Green Deals and Reproductive Justice: A Promise of Just Transition.' Afronomics law/ Sustainable Global Economic Law (SGEL) Green Project. (Published by the Afronomics Law, December 2023).
- (f) 'Advancing Sexual Reproductive Rights in the Context of Climate Change: Mitigating the HIV/AIDS Crisis through Effective Interventions.' The Universal Declaration of Human Rights a 75: Rethinking and Constructing its Future Together. (University of Ghent, December 2023).
- (g) 'A contextual Appraisal of the freedom of Association; Convergence of Association Guarantees and Human Rights Norms to Strengthen the Rights of sex minorities in Kenya', University of Nairobi, "Advancing Human Rights and Social Justice for Sustainable Development," conference. (Published by the University of Nairobi Law Journal, 2024).
- (h) 'Navigating Climate-Related Loss and Damage Governance: European Climate Laws Impact on Africa's Climate Resilience.' (peer reviewed publication underway by the University of Pretoria, Law Journal).
- (i) 'The Immunity question under the Malabo Protocol'- Presentation at the Great Lakes Regional Training in International Humanitarian Law and Human Rights (Held in Kigali, Rwanda 2024).
- (j) "Climate Action Policy and Local Adaptation; Expanding Women's Rights in Kenya's Fishing Lake Region" 2025 Regional Africa Human Rights Academic Network Conference on "Human Rights, Environment and Climate Change; Access to Environmental and Climate Justice within the region and sub- region human rights systems in Africa" (February, 2025, in Abuja, Nigeria).
- (k) "Re-imaging International Legal Principles in Financing Energy Sustainability Projects in Africa" 2025 Regional Africa Human Rights Academic Network Conference on "Human Rights, Environment and Climate Change; Access to Environmental and Climate Justice within the region and sub-region human rights systems in Africa" (February 2025, in Abuja, Nigeria).

74. She also indicated that she was involved in preparation of a memoranda for International Transparency-Kenya on the proposed Witness Protection Bill and the Conflict of Interest Bill, 2023.

Integrity

75. The nominee submitted that she has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that she has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

76. The nominee estimated her net worth to be Kshs. 16 million. She indicated her current sources of income to include salary from the University of Embu and consultancies, earnings from contractual agreements and dividends from sacco and deferred income from treasury bonds, Money Market Fund and earnings from shares and savings.

Potential Conflict of Interest

77. The nominee declared that she is currently not associated with any persons or matters that would present a potential conflict of interest should she assume the position of the Member of the PBODT. If a conflict of interest were to arise, she stated that she would resolve it according to the provisions of the law including Judicial Service Code of Conduct.

Pro Bono and Charity Work

78. The nominee indicated that she serves as a Board Member of Tree Niches and Board of Directors of White Flute Private Hospital in Vihiga County on pro bono basis.

3.2.2 General and Sector Specific Questions for the Nominee

79. The Committee posed several questions to the nominee on her suitability for appointment as Member of the PBODT. The nominee responded as follows:

On her current role

80. The nominee stated she is currently teaching International Environmental Law, Human Rights Law, Land Use Law and Research Methodology at the University of Embu.

On potential conflict of interest

81. The nominee submitted that having worked with multiple non-governmental organizations does not necessarily mean that she would be biased. In her view, conflict of interest must be apparent. However, in the event that it occurs, she stated that she would recuse herself.

3.2.3 Committee Observations on the Suitability of the Nominee

82. The Committee having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F her *curriculum vitae* and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as Member of PBODT:

- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
- (2) THAT the nominee is an Advocate of the High Court of Kenya of over five years having been admitted to the Bar in 2018 thereby meets the requirements of section 50(1)(b) of the Public Benefits Organizations Act, 2013.
- (3) THAT the nominee demonstrated an aspiration for integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.
- (4) THAT the nominee, having been cleared by EACC, HELB, ODPD and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

3.3 Ms. Elizabeth Mbithe Mulwa – Nominee to the Office of Member of PBODT

83. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine her suitability. The Committee noted the following:

3.3.1 Questions from General Questionnaire

Citizenship, Date and Place of Birth

84. The nominee is a female Kenyan citizen and does not hold any other citizenship. She was born on 11th June 1984 in Machakos County.

Academic and Professional Qualifications

85. The nominee's professional and academic qualifications include:
- (a) 2018: Certified Professional Mediator, Mediation Training Institute International East Africa;
 - (b) 27th November 2013: Master of Laws (LLM) Merit Honours and LLM in International Business Law, University of Leeds, United Kingdom;
 - (c) 15th October 2009: Admission to the LSK;
 - (d) August 2009: Post Graduate Diploma in Law, KSL;
 - (e) 7th December 2007: Bachelor of Laws (Second Class Honours-Upper Division), University of Nairobi;
 - (f) 2002-2003: IMIS Diploma Part 1 and 2 (Foundation Diploma), Strathmore College;
 - (g) 1998-2001: KCSE, Alliance Girls High School; and
 - (h) 1990-1997: KCPE, Machakos Primary School.

Employment Record and Work Experience

86. The nominee has worked in the following capacities:
- (a) September 2018 to date: Adjunct Lecturer, KSL Paralegal and Advocates Training Program;
 - (b) November 2014 to date: Senior Associate, Mulwa and Mulwa Company Advocates;
 - (c) January 2014 – October 2014: Legal Officer, Gulf African Bank;
 - (d) September 2009 – December 2012: Associate, Shapley Barret and Company Advocates; and
 - (a) January – August 2009: Pupil, Christine Oraro and Company Advocates.

Memberships and Professional Associations

87. The nominee indicated that she is a:
- (a) Member, LSK; and
 - (b) Member (LIMIS SFIA Level 3), Institute for the Management of Information Systems.

Public Office, Political Activities and Affiliations

88. The nominee indicated that she is a member of the UDA Party.

Integrity

89. The nominee submitted that she has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that she has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

90. The nominee estimated her net worth to be Kshs. 1.5 million comprising land, shares and savings in a Money Market Fund. She indicated her current sources of income to include salary from the KSL and legal fees from Mulwa and Mulwa Advocates.

Potential Conflict of Interest

91. The nominee declared that she is currently not associated with any persons or matters that would present a potential conflict of interest should she assume the position of the Member of the PBODT. If a conflict of interest were to arise, she stated that she would resolve it according to the provisions of the law.

Pro Bono and Charity Work

92. The nominee indicated that she undertakes two to three pro bono cases annually through the Judiciary pauper brief scheme, participates in the annual community legal service weeks organized by the LSK and mediation of children's matters at the Children's Office and ultimately in court.

3.3.2 General and Sector Specific Questions for the Nominee

93. The Committee posed several questions to the nominee on her suitability for appointment as Member of the PBODT. The nominee responded as follows:

On alleged unfair deregistration of NGOs

94. The nominee stated that the Public Benefits Organizations Regulatory Authority has the power to deregister NGOs that fail to comply with established laws and regulations. On the other hand, the PBODT is mandated to review and assess the decisions of the Authority and examine the due process followed whenever an NGO challenges deregistration. To ensure fair and just decisions, she noted the need for adherence to the right to fair hearing and fair administrative action in interrogating such deregistration. She added that, if approved, the PBODT would comply with the Constitution and the law in interrogating deregistration issues.

On PBOs in marginalized areas

95. The nominee stated that, if approved, she would provide civic and public education to PBOs operating in remote areas for a better understanding of their legal obligations and operational requirements. In her view, this would empower them to serve their communities more effectively.

On her competence

96. The nominee stated that having practiced law for over fifteen years and attended all levels of courts up to the Court of Appeal and various tribunals, she had developed a deep understanding of judicial procedures from an Advocate's perspective. She added that she had handled a wide range of cases which have equipped her with diverse knowledge in dispute resolution.

3.3.3 Committee Observations on the Suitability of the Nominee

97. The Committee having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F her *curriculum vitae* and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as Member of PBODT:
- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
 - (2) THAT the nominee is an Advocate of the High Court of Kenya of over ten years having been admitted to the Bar in 2009 thereby meets the requirements of section 50(1)(b) of the Public Benefits Organizations Act, 2013.
 - (3) THAT the nominee demonstrated an aspiration for integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.
 - (4) THAT the nominee, having been cleared by EACC, HELB, ODPP and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

3.4 Dr. Leonard Kinyulusi – Nominee to the Office of Member of PBODT

98. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine his suitability. The Committee noted the following:

3.4.1 Questions from General Questionnaire Citizenship, Date and Place of Birth

99. The nominee is a male Kenyan citizen and does not hold any other citizenship. He was born on 27th December 1978 in Bungoma County.

Academic and Professional Qualifications

100. The nominee's academic and professional qualifications include:
- (a) November 2024: Post Graduate Diploma in Law, KSL;
 - (b) March 2023: Project Management Institute, Project Management Professional (PMP);
 - (c) December 2022: Bachelor of Laws, University of Nairobi;
 - (d) December 2019: Doctorate of Philosophy: Project Planning and Management, University of Nairobi;
 - (e) August 2014: Master of Arts: Project Planning and Management, Moi University;
 - (f) July 2004: Certificate Course in Disaster Preparedness and Management, Kenya Institute of Professional Counselling;
 - (g) April 2004: Certificate Course in Management and Administration, Daystar University;
 - (h) November 2003: Bachelor of Education Arts, Moi University;
 - (i) November 2007: KCSE, Friends School Kamusinga; and
 - (j) November 1993: KCPE, Siloba RC Primary School.

Employment Record and Work Experience

101. The nominee has worked in the following capacities:
- (a) June 2024 to date: Chairperson of Finance, Planning and Development Committee, Alupe University Council;
 - (b) 2022 to date: Council Member, Alupe University;
 - (c) March 2022 – March 2023: Member, Political Parties Disputes Tribunal, Judicial Service Commission;
 - (d) January 2020 – August 2022: Adjunct Faculty of Project Management and Fundraising, United States International University – Africa;
 - (e) August 2021 – June 2022: Project Manager, World Bank Funded Project, Teachers Service Commission Midterm Evaluation of School Based Teacher Support System (SBTSS);
 - (f) September 2021 – June 2022: Project Manager, Africa Development Bank Funded Project, Ministry of Education End of Project Evaluation for the Support to enhancement of Quality and Relevance in Higher Education, Science and Technology (HEST) Project, Kenya;
 - (g) March 2021 – to date: Project Manager, The National Treasury and Planning Estimation of National Parameters and Commodity Specific Conversion Factors (CSCF);
 - (h) September 2021: Project Manager, National Cohesion and Integration Commission's Development of a Peace and Political Accountability Charter, Nairobi, Funded by the Swedish Embassy in Kenya;

- (i) September 2020 – January 2021: Project Manager, CPF Financial Services Ltd's Project on Provision of Hydropower Transaction Advisory Services, Nairobi and Kapsabet;
- (j) September – October 2021: Project Manager, Jomo Kenyatta Foundation's Staff Company Reorganization, Nairobi;
- (k) July – August 2021: Project Manager, KSL's Employee and Work Environment Satisfaction Survey, Nairobi;
- (l) May – September 2021: Project Manager, Developing of an Asset Management Policy, Bomas of Kenya, Ltd;
- (m) January – March 2020: Project Manager, KSL's Training Needs Assessment, Nairobi;
- (n) September – December 2019: Project Manager, Development of Sanitation Conference Management System, Ministry of Water, Sanitation and Irrigation;
- (o) 2019: Project Manager, Launch of NEA and Visibility Strategy, National Employment Authority;
- (p) 2018: Project Manager, Development of 'Coming of Age' Documentary, Kenya Medical Research Institute;
- (q) 2018: Project Manager, Restructuring of Kenya Livestock Marketing Council, International Livestock Research Institute;
- (r) 2017: Project Manager, Statutory Safety and Environment Audit, National Cereals and Products Board – 20 Nationwide depots;
- (s) 2017: Project Manager, Kenya Institute of Supplies Management (KISM), Development of a Publication of KISM's Achievements, Nairobi;
- (t) 2017: Project Manager, Development of School Improvement Plan, Ministry of Education;
- (u) 2017: Project Manager, Development of Integrated Urban Development Plans, County Government of Bungoma;
- (v) 2016: Project Manager, Water Resource Assessment, Wajir for Water Resources Management Authority;
- (w) 2016: Project Manager, Impact Assessment of the Farmer Communication Program, International Centre of Insect Physiology and Ecology;
- (x) 2015: Project Manager, Development of MSEA Strategic Plan, MSEA;
- (y) 2015: Project Manager, Development of Continuous Voter Education Strategy Independent Electoral and Boundaries Commission (IEBC);
- (z) 2014: Project manager, Employee Satisfaction and Work Environment Survey Numerical Machining Complex;
- (aa) 2014: Project Manager, Customer and Employee Satisfaction Exit Survey, Ministry of Devolution and Planning;
- (bb) 2014: Project Manager, Alcohol and Drug Abuse Workplace Policy, National Treasury;
- (cc) 2014: Project Manager, Development of State of the ASALs Report, Ministry of Devolution and Planning;
- (dd) 2014: Project Manager, Establishment of Value Chain Information in ASALs (Lamu, Isiolo and Wajir), Ministry of Devolution and Planning;
- (ee) 2014: Project Manager, Development of Communication strategy, ASAL Stakeholder Forum;
- (ff) 2014: Project Manager, Customer Satisfaction Survey, Numeric Machining Complex;
- (gg) 2013: Project Manager, Customer Satisfaction Survey, Kenyatta National Hospital;

- (hh) 2013: Project Manager, Needs Assessment for Expansion of University Education Commission for Higher Education;
- (ii) 2012: Project Manager, Baseline Survey, National Campaign Against Drugs and Alcohol Abuse (NACADA);
- (jj) 2012: Project Manager, Baseline Survey on the Perception of Corruption, Ministry of State for Planning;
- (kk) 2012: Project Manager, Customer Satisfaction Survey, National Biosafety Authority;
- (ll) 2011: Project Manager, Evaluation of HIV/AIDS and Alcohol and Drug Abuse, Ministry of State for Immigration;
- (mm) 2011: Project Manager, Baseline Survey on Employment Creation in RDAs, Ministry of Region Development Authorities;
- (nn) 2010: Project Manager, Development of a Communication Strategy, National Commission on Gender and Development;
- (oo) 2010: Project Manager, Development of IEC Materials, Action Aid International, Kenya;
- (pp) 2010: Project Manager, Development of Communication Strategy, Ministry of Regional Development Authorities;
- (qq) 2009: Director, Eldoret Splendid College;
- (rr) 2007: Principal, Rapha Education Centre, Eldoret;
- (ss) 2002: Teaching Intern, Cheptiret High School; and
- (tt) 2001: Teaching Intern, Bokoli High School.

Memberships and Professional Associations

102. The nominee indicated that he is a:
- (a) Member, Institute of Legal Project Management;
 - (b) Member, Kenya Institute of Management;
 - (c) Member, LSK;
 - (d) Director and Shareholder, Three Dimension Africa Communications Limited;
 - (e) Director, Geekan Kenya Limited;
 - (f) Proprietor, Carol Mushrooms Kenya;
 - (g) Shareholder, Corner Gardens Development Limited; and
 - (h) Member, Research Gate.

Published Writings

103. The nominee indicated that he has the following publications:
- (a) Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Performance Contracting Planning and Target Achievement of Academic Programmes in Public Universities in Kenya, International Journal of Innovative Research and Knowledge, Vol-4 (9)
 - (b) Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Performance Contracting Monitoring and Evaluation and Target Achievement of Academic Programmes in Public Universities in Kenya, International Journal of Humanities and Social Studies, Vol-7 (9)
 - (c) Kinyulusi, L., Kyalo, D., Mulwa, A., Matula D., 2019, Adoption of Performance Contracting Implementation and Target Achievement of Academic Programmes in Public Universities in Kenya, International Journal of Science and Research, Vol-8 (12)
 - (d) Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Disseminating Performance Contracting Results and Target Achievement of Academic

104. The nominee also indicated that he had contributed in the preparation of a:
- (a) Ruling at the Political Parties Disputes Tribunal;
 - (b) Charter developed for National Cohesion and Integration Commission; and
 - (c) Strategic Plan developed for a local public benefit organization.

Integrity

105. The nominee submitted that he has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that he has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

106. The nominee estimated his net worth to be Kshs. 40,800,000 comprising residential property, land and a motor vehicle. He indicated his current sources of income to include salary from Alupe University and United States International University and earnings from consultancy.

Potential Conflict of Interest

107. The nominee declared that he is currently not associated with any persons or matters that would present a potential conflict of interest should he assume the position of the Member of the PBODT. If a conflict of interest were to arise, he stated that he would resolve it according to the provisions of the law.

Pro Bono and Charity Work

108. The nominee indicated that he has been involved in the following community assignments:
- (a) 2017-2023: Chairman, Disciples' Garden Estate;
 - (b) 2020-2021: Chairman Std 8 PTA, Juja Preparatory School; and
 - (c) 2016-2022: Chairman, Bypass Fitness Jaguars, a neighbourhood fitness and health club.

3.4.2 General and Sector Specific Questions for the Nominee

109. The Committee posed several questions to the nominee on his suitability for appointment as Member of the PBODT. The nominee responded as follows:

On his tenure as Member of the PPDT

110. The nominee stated that during his tenure as a member of the Political Parties Disputes Tribunal (PPDT), he learnt that the right of access to justice should be enjoyed by everyone including those at the grassroots level. He added that the language used in the Tribunal's proceedings and documents should be simple enough for everyone to understand.
111. In addition, the nominee stated that he is no stranger to writing judgments since he has previously written judgments while serving at the PPDT. He added that he had benefited from the Judiciary's capacity-building support which, in his view, would be useful to the PBODT.

3.4.3 Committee Observations on the Suitability of the Nominee

112. The Committee having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F his *curriculum vitae* and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Member of PBODT:
- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
 - (2) THAT having specialized in project planning and management, having served at the Political Parties Disputes Tribunal and being an Advocate of the High Court, the nominee possesses the necessary skills and knowledge for the discharge of the functions of a Tribunal thereby meets the requirements of section 50(1)(c) of the Public Benefits Organizations Act, 2013.
 - (3) THAT the nominee demonstrated a history for integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.
 - (4) THAT the nominee, having been cleared by EACC, HELB, ODPP and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

3.5 Mr. Mohamed Sheikh Noor – Nominee to the Office of Member of PBODT

113. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine his suitability. The Committee noted the following:

3.5.1 Questions from General Questionnaire Citizenship, Date and Place of Birth

114. The nominee is a male Kenyan citizen and does not hold any other citizenship. He was born in December 1974 in Wajir County.

Academic and Professional Qualifications

115. The nominee's academic and professional qualifications include:
- (a) Current: PhD in Management and Leadership, The Management University of Africa, Nairobi;
 - (b) 2008-2012: Master of Philosophy in Conflict Transformation and Management, Nelson Mandela Metropolitan University, South Africa;
 - (c) 2007: UN safety in the Field Certificate, UNON;
 - (d) 2004-2005: Diploma in Information Technology and A+ Certification, Kenya Institute of Professional Studies;
 - (e) 1999: Certificate in Information Studies, Institute of Computer Science;
 - (f) 1995-1998: Bachelor of Commerce (Honours), University of Delhi, India;
 - (g) 1997-1998: Diploma in Marketing and Sales Management, Management Studies Promotion Institute, New Delhi; and
 - (h) 1990-1993: KCSE, Wajir High School.

Employment Record and Work Experience

116. The nominee has worked in the following capacities:
- (a) October 2024 to date: Consultant, Optimum Results Consultant Limited;
 - (b) March 2022 – September 2024: NEDI Coordinator, Wajir County, World Bank Projects;

- (c) May 2021 – March 2022: Head of Liaison Services, County Government of Wajir;
- (d) October 2018 – May 2021: KDRDIP Focal Person, County Government of Wajir;
- (e) 2011-2017: Director, Sustainable Development Solutions (SDS);
- (f) 2009-2010: Project Manager, USAID-EA, Overcoming Barriers to Peace, Burundi;
- (g) 2009-2010: Program Manager, Conflict Transformation, African Council of Religious Leaders (ACRL);
- (h) 2005-2008: Participatory Planning Specialist, UNDP, Kenya; and
- (i) 2001-2005: Program Officer, Community Development, WASDA/Oxfam GB.

Honours and Awards

117. The nominee has received the following awards:
- (a) February 2025: SIYB-ILO Certification as a Trainer by ILO; and
 - (b) 2016: Member, Kenya Institute of Management.

Memberships and Professional Associations

118. The nominee indicated that he is a:
- (a) Member, Kenya Institute of Management;
 - (b) Life Member, Kenya Red Cross Society Wajir Branch;
 - (c) SIYB-ILO Certified Trainer and Member, ILO Network;
 - (d) Member, Network of Monitoring and Evaluation Professionals;
 - (e) Member, Peace Building and Conflict Impact Assessment;
 - (f) Member, Kenya Integrity Forum representing the civil society;
 - (g) Director, Optimum Results Consultants;
 - (h) Board Member, Sustainable Development Solutions; and
 - (i) Contributor, African Union Peacebuilding Forums.

Published Writings

119. The nominee indicated that he has the following publications:
- (a) Exploring the Management of Inter-Clan Conflicts in Wajir County, Kenya”
Published in the Journal of South East Academics Libraries Systems
http://vital.seals.ac.za:8080/vital/access/manager/Repository?exact=sm_subject:%22Clans+--+Kenya+--+Wajir+District%22
 - (b) Reports and evaluations for UN Women, PACT Kenya, Oxfam Novib, Coffey International, and others IGPO Evaluation by Mohamed Sheikh Noor Published in the UN Women Gate Research
<https://gate.unwomen.org/EvaluationDocument/Download?evaluationDocumentID=9085>
 - (c) Joint Evaluation Report UNFPA/UNICEF Published in the UNFPA Global website
https://www.unfpa.org/sites/default/files/admin-resource/FGM_Eval_VolI_FINAL.pdf
 - (d) Developed Diverse Technical Reports and strategies including the Development of Kamukunji Technical and Vocational College (KTVC) Strategic Plan 2022-2027.

Public Office, Political Activities and Affiliations

120. The nominee stated that he has served in the following public offices:
- (a) NEDI Coordinator (appointive), Wajir County;
 - (b) Head of Liaison Services (appointive), Wajir County; and
 - (c) KDRDIP Focal Person (appointive), Wajir County.

Integrity

121. The nominee submitted that he has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that he has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

122. The nominee estimated his net worth to be Kshs. 35 million. He indicated his current sources of income to include salary from public service and earnings from consultancy.

Potential Conflict of Interest

123. The nominee declared that he is currently not associated with any persons or matters that would present a potential conflict of interest should he assume the position of the Member of the PBODT. If a conflict of interest were to arise, he stated that he would resolve it according to the provisions of the law.

Pro Bono and Charity Work

124. The nominee indicated that he is involved in the following charitable activities:
- (a) United Nations Volunteer;
 - (b) Life Member, Kenya Red Cross; and
 - (c) Provision of community support and philanthropy.

3.5.2 General and Sector Specific Questions for the Nominee

125. The Committee posed several questions to the nominee on his suitability for appointment as Member of the PBODT. The nominee responded as follows:

On registration of PBOs

126. The nominee submitted that challenges on the registration of public benefit organizations is nationwide and, if approved, would ensure adherence to the registration requirements and criteria as provided in the Public Benefits Organizations Act, 2013.

On potential conflict of interest

127. The nominee noted that, if approved, he would be executing his mandate as a Member of the PBODT for the benefit of all Kenyans. He submitted that he would be impartial and discharge his functions in accordance with the Public Benefits Organizations Act, 2013.

128. The nominee added that he was aware that the Public Benefits Organizations Regulations were being prepared and as such would be guided by the same. He also informed the Committee that where conflict of interest arises, he would disclose it and recuse himself.

On previous nomination

129. The nominee submitted that he had previously applied for and was shortlisted for appointment as a Director of the NGO Coordination Board but was not successful for appointment.

3.5.3 Committee Observations on the Suitability of the Nominee

130. The Committee having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F his *curriculum vitae*

and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Member of PBODT:

- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
- (2) THAT having specialized in conflict transformation and management, and leadership the nominee possesses the necessary skills and knowledge for the discharge of the functions of a Tribunal thereby meets the requirements of section 50(1)(c) of the Public Benefits Organizations Act, 2013.
- (3) THAT the nominee demonstrated a history of integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.
- (4) THAT the nominee, having been cleared by EACC, HELB, ODPP and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

CHAPTER FOUR

4 COMMITTEE OBSERVATIONS

131. Pursuant to sections 6(7) and (8) and 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Committee observed that:

(a) Procedure for Nomination

- (1) The nominees were selected in accordance with the provisions of section 50(1) and (2) of the Public Benefits Organizations Act, 2013.

(b) Constitutional and Statutory Requirements

- (2) The nominees have satisfied all the constitutional and statutory requirements including those on citizenship; leadership, ethics and integrity and tax compliance.
- (3) The nominees meet the integrity threshold, demonstrate knowledge of topical, administrative and technical issues of the positions to which they have been nominated, and have the requisite abilities, academic qualifications and professional experience to be approved for appointment.

(c) Suitability of the nominees for the proposed appointments having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which the nominations are made

- (4) The nominees have demonstrated deep understanding of the affairs of the public benefits organizations, dispute resolution and their respective roles of Chairperson and Members of the PBODT. They possess the requisite abilities, academic qualifications and professional experience required for persons nominated to serve as the Chairperson and Members of the PBODT.

(d) General Observations

- (5) The Committee noted that the PBODT is the only Tribunal whose membership is vetted for appointment by the National Assembly. Despite the rigorous process employed by the Judiciary in inviting applications, shortlisting and interviewing persons for appointment to the Tribunal, there may be need to have all appointment of members of Tribunals approved by the National Assembly. The Committee shall be re-introducing the Tribunals Bill with these proposed amendments.

CHAPTER FIVE

5 COMMITTEE RECOMMENDATIONS


132. Having considered the nominees pursuant to section 50(1) of the Public Benefits Organizations Act, 2013 and sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Committee recommends that the National Assembly:

- (1) **approves** the appointment of **Ms. Eunice Adoyo Otieno-Arwa** to the Office of **Chairperson** of the **Public Benefits Organizations Disputes Tribunal**;
- (2) **approves** the appointment of **Ms. Christabel Mideva Ebo** to the Office of **Member** of the **Public Benefits Organizations Disputes Tribunal**;
- (3) **approves** the appointment of **Ms. Elizabeth Mbithe Mulwa** to the Office of **Member** of the **Public Benefits Organizations Disputes Tribunal**;
- (4) **approves** the appointment of **Dr. Leonard Kinyulusi** to the Office of **Member** of the **Public Benefits Organizations Disputes Tribunal**; and
- (5) **approves** the appointment of **Mr. Mohamed Sheikh Noor** to the Office of **Member** of the **Public Benefits Organizations Disputes Tribunal**.

SIGNED..... *17. G. Murugara* DATE *17.6.2025*


HON. GEORGE GITONGA MURUGARA, CBS, MP
CHAIRMAN
DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS

G. Murugara

| | |
|---|--|
|  THE NATIONAL ASSEMBLY PAPERS LAID | |
| DATE: 17 JUN 2025 | DAY: TUESDAY |
| TABLED BY: | HON. GITONGA MURUGARA (CHAIRPERSON) |
| CLERK-AT-THE-TABLE: | WILLIS OBIRO |

Annexure **1**

**Report from the Office of the Honourable
Chief Justice on the Interviews of the
Chairperson and Members of the Public
Benefit Organizations Disputes Tribunal**

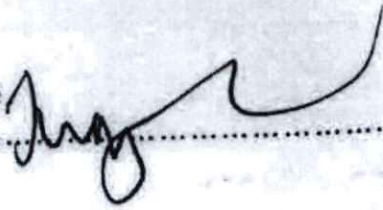


OFFICE OF THE CHIEF JUSTICE

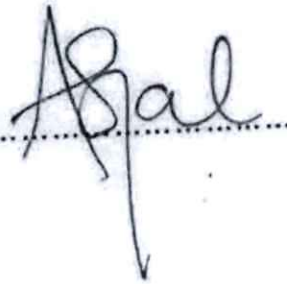
REPORT ON THE INTERVIEWS OF THE CHAIRPERSON AND MEMBERS OF
THE PUBLIC BENEFIT ORGANIZATIONS DISPUTES TRIBUNAL CONDUCTED
ON 10- 13TH MARCH, 2025

MARCH, 2025

Hon. Lady Justice Judith Omange
Judge, ELC- Chairperson.....




Hon. Ann Asugah
Registrar & Head Tribunal Secretariat - Member.....



Mr. George Balozi
Deputy Director Human Resource-Member.....



Mr. Muciimi Mbaka
Senior Legal Counsel, OCJ-Member/Secretary.....



Secretariat:

- Hon. Esther Mburu- Deputy Registrar, Office of the Chief Justice
- Hon. Diana Muigai- Assistant Deputy Registrar, Office of the Chief Justice
- Ms. Doris Kamau- Office Administrator, Office of the Chief Justice



REPORT ON THE INTERVIEWS OF THE POSITIONS OF CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFIT ORGANIZATIONS DISPUTES TRIBUNAL CONDUCTED ON 10TH - 13TH MARCH, 2025

1. BACKGROUND

Pursuant to Article, 159 (1) of the Constitution of Kenya, 2010 and Section 50 (1), of the Public Benefits Organizations Act, No.18 of 2013, on 30th October, 2024, The Honourable Chief Justice published an advertisement in the print media and Judiciary website, inviting applications from qualified persons for the positions of Chairperson and Members of the Public Benefit Organizations Disputes Tribunal (PBODT).

A total of twenty-five applications were received at the close of the application period, 15th, December, 2024. Four applied for the one (1) position of Chairperson and twenty-one (21) for the four (4) vacancies of the position of Member of the PBODT.

The four vacancies of member included two members with legal qualifications and two with non-legal qualifications.

2. QUALIFICATIONS FOR POSITION OF CHAIRPERSON AND MEMBERS

Further to Section 50 (1), of the Public Benefits Organizations Act, No.18 of 2013, the qualifications of Chairperson and Members are as follows:

A. QUALIFICATIONS FOR POSITION OF CHAIRPERSON

- i. Bachelors of Law from a recognized university.
- ii. An advocate of at least seven (7) years or Judicial office in Kenya.
- iii. Member of relevant professional body in good standing.
- iv. High moral character as per Chapter 6.
- v. Knowledge and experience in non- Profit Sector on areas that serve public interest will be an added Advantage.

B. QUALIFICATIONS FOR MEMBER- LEGAL

- i. Bachelors of Law from a recognized university.

- ii. An advocate of at least five (5) years or Judicial office in Kenya.
- iii. Member of relevant professional body in good standing.
- iv. High moral character as per Chapter 6.
- v. Knowledge and experience in non- Profit Sector on areas that serve public interest will be an added Advantage.

C. QUALIFICATIONS FOR MEMBER- NON-LEGAL

- i. Degree from recognized university or recognised equivalent qualifications.
- ii. Having at least five years (5) experience in any of the following areas; governance, administration, finance, community development.
- iii. Member of relevant professional body in good standing.
- iv. High moral character as per Chapter 6.
- v. Knowledge and experience in non- Profit Sector on areas that serve public interest will be an added Advantage.

3 ADVERTISEMENT OF VACANCIES

The Honourable Chief Justice published an advertisement in the print media on 30th October, 2024 and Judiciary website, on 7th November, 2024, inviting applications from qualified persons for the positions of Chairperson and Members of the Public Benefit Organizations Disputes Tribunal (PBODT).

4 REVIEW OF APPLICATIONS AFTER CLOSE OF ADVERTISEMENT

The closing date for submission of the applications was on 15th November, 2024. By close of the submission date, the following applications had been tendered;

| Chairperson | Member-Legal | Member-Non legal | Total number of applications |
|-------------|--------------|------------------|------------------------------|
| 4 | 8 | 13 | 25 |

5 BIODATA FOR APPLICANTS FOR THE POSITION OF CHAIRPERSON



The position of Chairperson had attracted four candidates as indicated here below:

| S/ No | Name of the Applicant | ID NO. | Date of Birth | Gender | County | Applicant's Qualifications |
|-------|-----------------------|----------|---------------|--------|----------|--|
| 1. | Peter Muchoki Njoroge | 4880040 | 01/01/1954 | Male | Murang'a | <ul style="list-style-type: none"> ✓ PhD-UK(on going ✓ LLM-University of Nairobi (Law of international trade ✓ Admitted to the bar in 1979 ✓ LLM- University o Nairobi (International Economic Law) ✓ LLB- University of Nairobi ✓ Member institution of public secretaries |
| 2. | Florence Kajuju | 10381379 | 29/09/1969 | Female | Meru | <ul style="list-style-type: none"> ✓ Masters of Art in Governance & Ethics-Mount Kenya University. ✓ Diploma-Kenya School of Law. ✓ LLB- University of Nairobi ✓ Admitted to the bar in 1995 (30 years) ✓ Member Law Society of Kenya |

| S/ No | Name of the Applicant | ID NO. | Date of Birth | Gender | County | Applicant's Qualifications |
|-------|--------------------------|----------|---------------|---------|---------|--|
| 3. | James Ang'awa Atanda | No show | No show | No show | No show | <ul style="list-style-type: none"> ✓ LLB, Pune University India, ✓ Bachelors of Arts Punjab India. ✓ Diploma- Kenya School Law ✓ Admitted to the bar in 2001. (24years) ✓ Member Law Society of Kenya |
| 4. | Eunice Adoyo Otieno Arwa | 12425491 | 01/01/1973 | Female | Homabay | <ul style="list-style-type: none"> ✓ LLM- University Nairobi ✓ Diploma-Kenya School of Law. ✓ LLB- University Nairobi ✓ Admitted to the bar in 1998(27 years) ✓ Certified Public Secretary |

6 BIODATA FOR APPLICANTS FOR POSITION OF MEMBER (NON-LEGAL)

Thirteen candidates submitted their applications for consideration for the **two vacant** positions of Member non -legal as follows:



| S/No. | Name of the Applicant | ID No. | Date of Birth | Gender | County | Applicant's Qualifications |
|-------|-----------------------|-----------------|-----------------|-----------------|-----------------|---|
| 1 | Mohamed Sheikh Noor | 12969932 | 01/01/1974 | Male | Wajir | <ul style="list-style-type: none"> • PhD Management and leadership, The Management University of Africa • -Masters of Philosophy, Nelson Mandela Metropolitan University, South Africa • -Bachelor of Commerce, University of Delhi, India. • -Member times professional Institute. |
| 2 | Dr. Edward K. Boor | Not shortlisted | Not shortlisted | Not shortlisted | Not shortlisted | <ul style="list-style-type: none"> • PhD, Leadership and governance. • Master of Art Sociology • Bachelor Science of Animal Production. • Diploma in Animal Health |
| 3 | Dr. Josephine Kibaru. | No show | No show | No show | No show | <ul style="list-style-type: none"> • Master of Medicine in Obstetrics, University of Nairobi. • Bachelor of Medicine & Surgery, University of Nairobi. |

| S/No. | Name of the Applicant | ID No. | Date of Birth | Gender | County | Applicant's Qualifications |
|-------|-------------------------------|----------|---------------|---------|----------|--|
| | | | | | | <ul style="list-style-type: none"> Member medical practitioner and Dentist board. |
| 4 | Dr. Destaings Nyenyi Nyongesa | 22304763 | 20/05/1981 | Male | Bungoma | <ul style="list-style-type: none"> PhD- Philosophy in economics, Maseno University Masters of Arts in Economics, Maseno University. Bachelors of Arts, Maseno University. Kenya institute of social workers. |
| 5 | Lydia Nyawira Mburia | No show | No show | No show | No show | <ul style="list-style-type: none"> Bachelors of Art in Community Development. Member EIA, SEA Nema Association expert. |
| 6 | Prof. Thomas Katua Ngui | 14472023 | 1977 | Male | Machakos | <ul style="list-style-type: none"> PhD in Human Resources, Kenyatta University Master's in Business Administration, Kenyatta University Bachelors of Education Kenyatta University. Member IHRM |

| S/No. | Name of the Applicant | ID No. | Date of Birth | Gender | County | Applicant's Qualifications |
|-------|--------------------------|-----------------|-----------------|-----------------|-----------------|---|
| 7 | Bryan Lomwa Ejore | Not shortlisted | Not shortlisted | Not shortlisted | Not shortlisted | <ul style="list-style-type: none"> • Diploma in Law. • Diploma in computer Repair • Certificate in Graphics and Design. |
| 8 | James Kinyanjui Njenga | Not shortlisted | Not shortlisted | Not shortlisted | Not shortlisted | <ul style="list-style-type: none"> • Bachelor Public Administration, University of Nairobi. |
| 9 | Dr. Leonard Kinyulusi | 2244036 | 1978 | Male | Bungoma | <ul style="list-style-type: none"> • LLB, University of Nairobi. • PhD- Project Planning Management, University of Nairobi. • Masters of Arts...Project planning Management, University of Nairobi. • Bachelor of Education, Moi University. • Project management institute. |
| 10 | James Kibe Mwangi | Not shortlisted | Not shortlisted | Not shortlisted | Not shortlisted | <ul style="list-style-type: none"> • Masters of Public Administration. • Bachelors Business Administration • CPA...Part one. |
| 11 | Florence Mugure Muchiri. | Not shortlisted | Not shortlisted | Not shortlisted | Not shortlisted | <ul style="list-style-type: none"> • Masters of Arts --- Daystar. |

| S/No. | Name of the Applicant | ID No. | Date of Birth | Gender | County | Applicant's Qualifications |
|-------|-----------------------|-----------------|-----------------|-----------------|-----------------|---|
| | | | | | | <ul style="list-style-type: none"> Bachelors of Arts, Daystar University. |
| 12 | Washington Opiyo Sati | Not shortlisted | Not shortlisted | Not shortlisted | Not shortlisted | <ul style="list-style-type: none"> Student political science & public Administration. Masters human rights & Governance Bachelors degree in political science Member common wealth professional fellowship. |
| 13 | Sanya Alpha Kennedy | 5497991 | 08/07/1966 | Male | Busia | <ul style="list-style-type: none"> Bachelors of Art in Criminology Studies, Egerton University. Certified Professional Mediator. |

BIODATA FOR APPLICANTS FOR POSITION OF MEMBER (LEGAL)

The **two vacant positions** for Member – Legal attracted **eight (8)** candidates as indicated as follows:



| S/N | Name of the Applicant | ID No. | Date of Birth | Gender | County | Applicant's Qualifications |
|-----|--------------------------|-----------------|-----------------|-----------------|-----------------|--|
| 1. | Elizabeth Mbithe Mulwa | 23997935 | 11/06/1984 | Female | Machakos | <ul style="list-style-type: none"> • LLM International Business, University of Leeds, United Kingdom. • LLB, University of Nairobi. • Certified Professional Mediator. |
| 2. | Lorraine Adhiambo Oluoch | 30969069 | 16/10/1993 | Female | Siaya | <ul style="list-style-type: none"> • LLB – Catholic University of Eastern Africa • Diploma- Kenya School of Law. • Member Law Society of Kenya. |
| 3. | George Kanyago Mugo | Not shortlisted | Not shortlisted | Not shortlisted | Not shortlisted | <ul style="list-style-type: none"> • LLB – Egerton University. • Diploma- Kenya School of Law. • MBA... University of Nairobi • Bachelors Commerce in Accounting. • CPA-K |
| 4. | Eng. Kariuki Muchemi | 493432 | 01/01/1954 | Male | Nyeri | <ul style="list-style-type: none"> • LLB---Mt Kenya University. • Diploma- Kenya School of Law. • MSc. Highway Engineering for developing |

| S/N | Name of the Applicant | ID No. | Date of Birth | Gender | County | Applicant's Qualifications |
|-----|-------------------------|-----------------|-----------------|-----------------|-----------------|--|
| | | | | | | Countries.....UK <ul style="list-style-type: none"> • BSc, Civil Engineering..... UON • Member Law Society of Kenya. |
| 5. | Sylvia Ngere | 27482634 | 23/09/1989 | Female | Nyandarua | <ul style="list-style-type: none"> • LLM-University of Nairobi. • LLB--Catholic University of Eastern Africa. • Member Kenya School of Law. • CPS(K)--KASNEB |
| 6. | Dr. Owiso Owiso | Not shortlisted | Not shortlisted | Not shortlisted | Not shortlisted | <ul style="list-style-type: none"> • PhD in Law--- Public International Law. Luxembourg. • Masters of Law- Geneva. • LLB--- University of Nairobi • Kenya School of Law. |
| 7. | Christabel Mideva Eboso | 31063613 | 24/12/1992 | Female | Vihiga | <ul style="list-style-type: none"> • PhD. Researcher. University of Kent.(ongoing) - - • LLM-University of Nairobi • LLB-- University of Nairobi |

| S/N | Name of the Applicant | ID No. | Date of Birth | Gender | County | Applicant's Qualifications |
|-----|---------------------------|----------|---------------|--------|---------|--|
| | | | | | | <ul style="list-style-type: none"> • Kenya School of Law. • Member Law Society of Kenya. |
| 8. | Stanley Ndung'u Kinyanjui | 30275943 | 12/03/1994 | Male | Nairobi | <ul style="list-style-type: none"> • LLM- University of Nairobi • LLB---Catholic University of Eastern Africa. • Kenya School of Law. • Member Law Society of Kenya. |

7 SHORTLISTING PANEL

Upon closure of the application period, a panel was constituted by the Hon. Chief Justice to shortlist the qualified candidates. The panel comprised of the following members;

- i. Hon. Lady Justice Judith Omenge, Judge ELC- Chairperson.
- ii. Hon. Ann Asugah, Registrar & Head Tribunal Secretariat-Member
- iii. Mr. George Balozi -Deputy Director Human Resource & Development.
- iv. Mr. Muciimi Mbaka -Senior Legal Counsel, Office of the Chief Justice.

8 SHORTLISTING CRITERIA

The criterion for shortlisting included;

- i) Academic qualifications
- ii) Professional qualifications
- iii) Experience
- iv) Regional Balance
- v) Persons living with Disability (PWD)

vi) Gender parity.

9 BIODATA OF SHORTLISTED CANDIDATES FOR POSITION OF CHAIRPERSON

The Four candidates who met the criteria for shortlisting for the position of Chairperson are as indicated here below:

| S/No | Name of the Applicant | ID NO. | Date of Birth | Gender | County | Applicant's Qualifications |
|------|-----------------------|----------|---------------|--------|----------|---|
| 1. | Peter Muchoki Njoroge | 4880040 | 01/01/1954 | Male | Murang'a | <ul style="list-style-type: none">✓ PhD-UK (on going)✓ LLM- University of Nairobi (Law of international trade)✓ Admitted to the bar in 1979. (46years)✓ LLM- University of Nairobi. (International Economic Law)✓ Member institution of public secretaries✓ LLB- University of Nairobi. |
| 2. | Florence Kajuju | 10381379 | 29/09/1969 | Female | Meru | <ul style="list-style-type: none">✓ Masters of Art in Governance & Ethics- Mount Kenya University. |

| S/No | Name of the Applicant | ID NO. | Date of Birth | Gender | County | Applicant's Qualifications |
|------|--------------------------|----------|---------------|---------|---------|---|
| | | | | | | <ul style="list-style-type: none"> ✓ Diploma-Kenya School of Law. ✓ LLB-University of Nairobi. ✓ Admitted to the bar in 1995 (30 years). ✓ Member Law Society of Kenya. |
| 3. | James Ang'awa Atanda | No show | No show | No show | No show | <ul style="list-style-type: none"> ✓ LLB, Pune University India, ✓ Bachelors of Arts; - Punjab India. ✓ Diploma-Kenya School of Law. ✓ Admitted to the bar in 2001. (24years) ✓ Member Law Society of Kenya. |
| 4. | Eunice Adoyo Otieno Arwa | 12425491 | 01/01/1973 | Female | Homabay | <ul style="list-style-type: none"> ✓ LLM-University of Nairobi ✓ Kenya School of Law |

| S/No | Name of the Applicant | ID NO. | Date of Birth | Gender | County | Applicant's Qualifications |
|------|-----------------------|--------|---------------|--------|--------|---|
| | | | | | | <ul style="list-style-type: none"> ✓ LLB- University of Nairobi. ✓ Admitted to the bar in 1998(27 years) ✓ CPS |

10. BIODATA OF SHORTLISTED CANDIDATES FOR POSITION OF MEMBER (NON-LEGAL)

Seven (7) candidates were shortlisted for the position of Member-Non legal as follows:

| S/NO | Name of Applicant | ID No. | Date of Birth | Gender | County | Applicant's qualifications |
|------|----------------------|----------|---------------|---------|---------|---|
| 1. | Mohamed Sheikh Noor | 12969932 | 01/01/1974 | Male | Wajir | <ul style="list-style-type: none"> • PhD Management and leadership.... SA • -Masters of Philosophy, South Africa. • Bachelor of Commerce; Delhi India. • Member times professional Institute. |
| 2. | Dr. Josephine Kibaru | No show | No show | No show | No show | <ul style="list-style-type: none"> • Master of Medicine in Obstetrics, |

| S/ NO | Name of Applicant | ID No. | Date of Birth | Gender | County | Applicant's qualifications |
|-------|-------------------------------|----------|---------------|---------|----------|---|
| | | | | | | University of Nairobi. <ul style="list-style-type: none"> • Bachelor of Medicine & Surgery, University of Nairobi. • Member medical practitioner and Dentist board. |
| 3. | Dr. Destaings Nyenyi Nyongesa | 22304763 | 20/05/1981 | Male | Bungoma | <ul style="list-style-type: none"> • PhD- Philosophy in economics- Maseno University. • Masters of Arts in Economics, Maseno University. • Bachelors of Arts, Maseno University. • Kenya institute of social workers. |
| 4. | Lydia Nyawira Mburia | No show | No show | No show | No show | <ul style="list-style-type: none"> • Bachelors of Art in Community Development. • Member EIA, SEA Nema Association expert. |
| 5. | Prof. Thomas Katua Ngui | 14472023 | 1977 | Male | Machakos | <ul style="list-style-type: none"> • PhD in Human Resources, Kenyatta University. |

| S/ NO | Name of Applicant | ID No. | Date of Birth | Gender | County | Applicant's qualifications |
|-------|-----------------------|----------|---------------|--------|---------|---|
| | | | | | | <ul style="list-style-type: none"> • Master's in Business Administration, Kenyatta University. • Bachelors of Education, Kenyatta University. • Member IHRM |
| 6. | Dr. Leonard Kinyulusi | 22444036 | 1978 | Male | Bungoma | <ul style="list-style-type: none"> • LLB, University of Nairobi. • PhD- Project Planning Management, University of Nairobi. • Masters of Arts...Project planning Management, University of Nairobi. • Bachelor of Education, Moi University. • Project management institute. |
| 7. | Sanya Alpha Kennedy | 5497991 | 08/07/1966 | Male | Busia | <ul style="list-style-type: none"> • Bachelors of Art in Criminology Studies, Egerton University. |

| S/ NO | Name of Applicant | ID No. | Date of Birth | Gender | County | Applicant's qualifications |
|-------|-------------------|--------|---------------|--------|--------|--|
| | | | | | | <ul style="list-style-type: none"> • Certified Professional Mediator. |

10. BIODATA OF SHORTLISTED CANDIDATES FOR POSITION OF MEMBER (LEGAL)

Six (6) candidates were shortlisted for the position of Member legal as follows:

| S/ No | Name of Applicant | ID No. | Date of Birth | Gender | County | Applicant's qualifications |
|-------|----------------------------|----------|---------------|--------|----------|---|
| 1. | Elizabeth Mbithe Mulwa | 23997935 | 11/06/1984 | Female | Machakos | <ul style="list-style-type: none"> • LLM International Business.....UK. • LLB, University of Nairobi. • Certified Professional Mediator. |
| 2. | Lorraine Adhiamboko Oluoch | 30969069 | 16/10/1993 | Female | Siaya | <ul style="list-style-type: none"> • LLB – Catholic University of Eastern Africa. • Kenya School of Law. • Member Law Society of Kenya. |
| 3. | Eng. Kariuki Muchemi | 493432 | 01/01/1954 | Male | Nyeri | <ul style="list-style-type: none"> • LLB--Mt Kenya • Kenya School of Law. • MSc. Highway Engineering for |

| S/ No | Name of Applicant | ID No. | Date of Birth | Gender | County | Applicant's qualifications |
|-------|---------------------------|----------|---------------|--------|-----------|--|
| | | | | | | <ul style="list-style-type: none"> developing Countries.....UK. BSc, Civil Engineering.....UON Member Law Society of Kenya. |
| 4. | Sylvia Ngere | 27482634 | 23/09/1989 | Female | Nyandarua | <ul style="list-style-type: none"> LLM-University of Nairobi. LLB---Catholic University of Eastern Africa. Member Law Society of Kenya. CPS(K) - KASNEB |
| 5. | Christabel Mideva Eboso | 31063613 | 24/12/1992 | Female | Vihiga | <ul style="list-style-type: none"> PhD. Researcher. University of Kent.(ongoing) --- LLM-University of Nairobi. LLB-- University of Nairobi. Kenya School of Law Member Law Society of Kenya. |
| 6. | Stanley Ndung'u Kinyanjui | 30275943 | 12/03/1994 | Male | Nairobi | <ul style="list-style-type: none"> LLM-University of Nairobi. |

| S/No | Name of Applicant | ID No. | Date of Birth | Gender | County | Applicant's qualifications |
|------|-------------------|--------|---------------|--------|--------|--|
| | | | | | | <ul style="list-style-type: none"> • LLB---Catholic University of Eastern Africa. • Kenya School of Law. • Member Law Society of Kenya. |

11 INTERVIEW PROCESS

On 11th February 2025, the Hon. Chief Justice appointed the interview panel comprising of the following;

- i. Hon. Lady Justice Judith Omenge-Judge, ELC- Chairperson
- ii. Hon. Ann Asugah- Registrar & Head Tribunal Secretariat - Member
- iii. Mr. George Balozi- Deputy Director Human Resource-Member
- iv. Mr. Muciimi Mbaka- Senior Legal Counsel, OCJ-Member/Secretary

12 NOTIFICATION TO CANDIDATES

On 21st February 2025, by letters dated 21st February 2025, the shortlisted candidates were notified of the interview dates, venue and time. The same were sent out through their respective emails and a follow up call made on 28th February, 2025.

13 ASSESSMENT CRITERIA

The panel convened on 6th & 7th March, 2025 and developed an assessment criterion. The assessment had a cumulative score of one hundred (100) points as indicated below.

INTERVIEW SCORESHEET

| S/NO. | Interview coverage Areas | Range of scores | Total scores |
|-------|---------------------------|--|--------------|
| 1. | Academic and professional | Bachelor of Laws degree or its equivalent from a | 5 |

| S/NO. | Interview coverage Areas | Range of scores | Total scores |
|-------|--|---|----------------------------|
| | qualifications | <p>recognized university for non-Legal member</p> <p>Member of professional body</p> <p>Added advantage</p> <p>PHD</p> <p>Masters</p> | <p>2</p> <p>2</p> <p>1</p> |
| 2. | Experience in the non-profit sector focusing on areas that serve public interest | Demonstrate work with Civil society and public interest | 5 |
| 3. | Knowledge and experience in the profession | <ul style="list-style-type: none"> -Judicial administration and anchorage of tribunals (3) -Promotion of collegiality (3) -Interdependence in Judicial function (3) -Quorum issues in tribunals (3) -Role of members (3) | 15 |
| 4. | An understanding of what the PBOF tribunal is about | <ul style="list-style-type: none"> -Mandate of Tribunal (3) -Composition and powers (3) - Who do you consider to be the Stakeholders (3) -Transition process of NGO Board to PBOT (3) -What was the courts decision on this PBOT (why did it take so long to operationalize the PBOT (3) | 15 |
| 5. | Integrity, professionalism, fairness, impartiality | <ul style="list-style-type: none"> -State five national values and principles of public service articulated under article 10 and article 232 of the constitution -Demonstrate ability on; | 10 10 |

| S/NO. | Interview coverage Areas | Range of scores | Total scores |
|-------|--|---|--------------|
| | | -Independence and impartiality -Code of conduct -Conflict of interest | |
| 6. | General knowledge on Tribunal set up & legal writing | Elements of judgment Writing (3) -Active case management (3) -Alternative dispute Resolution Mechanisms (3) -Uptake of Technology in justice administration (3) - Knowledge of STAJ (3) | 15 |
| 7. | Presentation | Demeanor Communication Document Presentation Articulation | 10 |
| 8. | Current Affairs. | -Global -Regional -National | 10 |
| | | Total Out of 100 | 100 |

14 PASS MARK

The panel set the Chairperson and member Interview Pass mark to be 70%. Consequently, candidates who scored seventy per cent and above were considered to have met the requirements for consideration. The candidates with the highest score could be recommended for the vacant positions in the PBODT.

15 INTERVIEW PROCESS

The candidates appeared before a four-panel oral interview between 10th- 13th March, 2025. Each candidate was interviewed based on the criterion aforementioned. Each panelist independently recorded the candidate score and submitted the original signed score sheets to the Panel Secretary at the end of each interview. An average score was determined for each candidate.

16 SELECTION OF NOMINEE FOR CHAIRPERSON

The section panel took into account constitutional and statutory requirements in considering and selecting candidates for the positions they applied. Specifically, the panel used the following parameters:

- i. Academic and professional qualifications
- ii. Experience- employment record
- iii. Gender
- iv. Regional representation
- v. Ethnicity
- vi. Disability
- vii. Integrity

Score card for the Applicants for Chairperson

| S/N o. | Name | Gender | County | Panelist 1 | Panelist 2 | Panelist 3 | Panelist 4 | Total | Average score |
|--------|---------------------------|--------|----------|------------|------------|------------|------------|-------|---------------|
| 1. | Eunice Adoyo Otieno Arwa. | Female | Homabay | 78 | 75 | 69 | 77 | 299 | 74.75 |
| 2. | Florence Kajuju | Female | Meru | 70 | 73 | 71 | 72 | 286 | 71.5 |
| 3. | Peter Muchoki Njoroge | Male | Murang'a | 73 | 60 | 71 | 69 | 273 | 68.25 |
| 4. | James Ang'awa Atanda | Male | N/A | No Show | No Show | No show | No Show | N/A | N/A |

From the above scores, the ranking was as follows;

- i. Eunice Adoyo Otieno Arwa with an average score of 74.75%
- ii. Florence Kajuju with an average score of 71.5%
- iii. Peter Muchoki Njoroge with an average score of 68.25%
- iv. James Ang'awa Atanda failed to show up for the interview.

17 SELECTION OF NOMINEE FOR MEMBER (NON-LEGAL)**Score card for Member (Non-Legal)**

| S/N O. | Name | Gender | County | Panelist 1 | Panelist 2 | Panelist 3 | Panelist 4 | Total | Average score |
|-----------|-------------------------|--------|----------|------------|------------|------------|------------|-------|---------------|
| 1 | Dr. Leonard Kinyulusi | Male | Bungoma | 78 | 83.5 | 68 | 80 | 309.5 | 77.4 |
| 2 | Mohamed Sheikh Noor | Male | Wajir | 69 | 74 | 68 | 78 | 289 | 72.3 |
| 3 | Prof. Thomas Katua Ngui | Male | Machakos | 70 | 69 | 72 | 73 | 284 | 71 |
| 4 | Dr. Destaings Nyenyi | Male | Bungoma | 64 | 67.5 | 76 | 71 | 278.5 | 69.6 |
| 5 | Sanya Alpha Kennedy | Male | Busia | 59 | 51 | 49 | 57 | 216 | 54 |
| 6 | Dr. Josephine Kibaru | Female | Embu | No Show | No Show | No Show | No Show | N/A | N/A |
| 7 | Lydia Nyawira Mbura | Female | N/A | No Show | No Show | No Show | No Show | N/A | N/A |

From the above scores, the ranking was as follows;

1. Dr. Leonard Kinyulusi with an average score of 77.3 %
2. Mohamed Sheikh Noor with an average score of 72.3 %
3. Prof. Thomas Katua Ngui with an average score of 71 %
4. Dr. Destaings Nyenyi with an average score of 69.5 %
5. Sanya Alpha Kennedy with an average score of 54 %
6. Dr. Josephine Kibaru failed to show up for the interview.

7. Lydia Nyawira Mburia failed to show up for the interview.

18 SELECTION OF NOMINEE FOR MEMBER (LEGAL)

Score card for Members (Legal)

| S/N O. | Name | Gender | County | Panelist 1 | Panelist 2 | Panelist 3 | Panelist 4 | Total | Average score |
|--------|---------------------------|--------|-----------|------------|------------|------------|------------|-------|---------------|
| 1. | Christabel Mideva Eboso | Female | Vihiga | 86 | 77.5 | 87 | 82 | 332.5 | 83.1 |
| 2. | Elizabeth Mbithe Mulwa | Female | Machakos | 76 | 77 | 76 | 84 | 313 | 78.25 |
| 3. | Sylvia Ngere | Female | Nyandarua | 79 | 73.5 | 75 | 82 | 309.5 | 77.4 |
| 4. | Eng. Kariuki Muchemi | Male | Nyeri | 59 | 56 | 60 | 65 | 240 | 60 |
| 5. | Lorraine Adhiambo Oluoch | Female | Siaya | 61 | 54.9 | 50 | 57 | 222.9 | 55.7 |
| 6. | Stanley Ndung'u Kinyanjui | Male | Nairobi | 59 | 53.5 | 51 | 58 | 221.5 | 55.3 |

From the above scores, the ranking was as follows;

1. Christabel Mideva Eboso with an average score of 83.1 %
2. Elizabeth Mbithe Mulwa with an average score of 78.3%
3. Sylvia Ngere with an average score of 77.3 %
4. Eng. Kariuki Muchemi with an average score of 60%
5. Lorraine Adhiambo Oluoch with an average score of 55.7%
6. Stanley Ndung'u Kinyanjui with an average score of 55.3%

19 RECOMMENDATION FOR APPOINTMENT OF CHAIRPERSON AND MEMBER PBDT

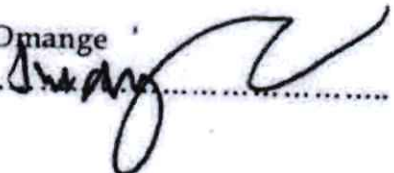
Based on the scores, the panel recommends to the Hon. Chief Justice as follows:

- i. Ms. Eunice Adoyo Otieno Arwa who had the highest score of 74% to be considered for appointment as the Chairperson PBDT.
- ii. Ms. Christabel Mideva Eboso who had a score of 83% to be considered for appointment as a Member Legal in PBDT.
- iii. Ms. Elizabeth Mbithe Mulwa with an average score of 78.3% to be considered for appointment as the Member Legal in PBDT.
- iv. Dr. Leonard Kinyulusi who had a score of 77.3% to be considered for appointment as the Member Non-Legal in PBDT.
- v. Mohamed Sheikh Noor with an average score of 72.3 % to be considered for appointment as the Member Non-Legal in PBDT.

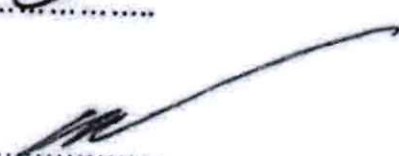
20 GENERAL RECOMMENDATIONS

The panel generally noted that the Public Benefits Organization Act No.18 of 2013, took a long period to operationalize. To fast-track the operations of the Public Organization Disputes Tribunal we recommend to the Hon. Chief Justice to publish Rules governing the practice and procedure of the Tribunal.

Hon. Lady Justice Judith Omange

Judge ELC - Chairperson.....

Muciimi Mbaka

Senior Legal Counsel, OCJ-Secretary.....

#END#

Annexure **2**

**Speaker's Communication
dated 27th May 2025 conveying the
Message from the Judiciary**



REPUBLIC OF KENYA

**THIRTEENTH PARLIAMENT – (FOURTH SESSION)
THE NATIONAL ASSEMBLY**

MESSAGES

MESSAGE FROM THE JUDICIARY

(No. 001 of 2025)

**NOMINATION OF PERSONS FOR APPOINTMENT AS THE
CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFIT
ORGANIZATIONS DISPUTES TRIBUNAL**

Honourable Members,

1. I wish to report to the House that I have received a Message from the Honourable Chief Justice and President of the Supreme Court of Kenya regarding the nomination of persons for appointment as Chairperson and Members of the Public Benefit Organizations Disputes Tribunal.
2. In the Message, the Honourable Chief Justice conveys that in accordance with the provisions of section 50 of the Public Benefits Organizations Act, 2013, she has appointed the following persons as Chairperson and Members of the Public Benefit Organizations Disputes Tribunal, and now seeks the approval of the National Assembly—

- | | | | |
|-----|------------------------------|---|--------------|
| (1) | Ms. Eunice Adoyo Otieno Arwa | - | Chairperson; |
| (2) | Ms. Christabel Mideva Eboso | - | Member; |
| (3) | Ms. Elizabeth Mbithe Mulwa | - | Member; |
| (4) | Dr. Leonard Kinyulusi | - | Member; and |
| (5) | Mr. Mohamed Sheikh Noor | - | Member. |

3. For clarity, section 50 of the Public Benefits Organizations Act, 2013 provides that, **and I quote—**

"50.(1) There is hereby established a tribunal to be known as the Public Benefit Organizations Disputes Tribunal which shall consist of members appointed by the Chief Justice and approved by the National Assembly, as follows—

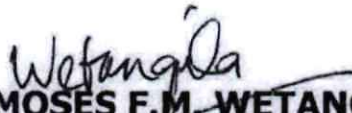
- (a) a chairperson who shall be an advocate of the High Court of not less than seven years standing;*
- (b) two advocates of the High Court of not less than five years standing;*
- (c) two persons having such specialized skill or knowledge necessary for the discharge of the functions of the Tribunal."*

4. **Honourable Members**, Standing Order 45(1) provides that, upon receipt of a notification of nomination for appointment to a State Office or such other office, the nomination shall stand committed to the relevant Departmental Committee of the House for consideration. In this regard, I hereby refer the names together with the curriculum *vitae* and other testimonials of the nominees to the Departmental Committee on Justice and Legal Affairs to undertake the necessary approval hearings.

5. **Honourable Members**, whereas the Public Benefits Organizations Act, 2013, does not expressly provide for the timeline within which the House considers the respective nominees, section 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, requires the Committee to which nominations are referred shall consider the matter and table a report in the House for debate and decision **within twenty-eight (28) days**.

6. In this Regard, the Committee is directed to expeditiously commence the approval process, and notify the nominees and the general public of the time and place for holding the approval hearings. The Committee should table its report **by Wednesday, 18th June 2025**, to enable the House consider the matter within the statutory timelines.

I thank you.


THE RT. HON. (DR.) MOSES F.M. WETANG'ULA, EGH, M.P.
SPEAKER OF THE NATIONAL ASSEMBLY

Tuesday, 27th May 2025

Annexure **3**

**Curricula Vitae, certificates and
testimonials of the nominees**

Annexure **3(1)**

Ms. Eunice Adoyo Otieno Arwa

EUNICE ADOYO OTIENO-ARWA

P.O.BOX 37030-00200 NAIROBI

EMAIL: eao@arwaassociates.co.ke/eunicearwa@gmail.com

TEL: +254-722-764594

9th June 2025

The Office of the Clerk

The National Assembly
Main Parliament Buildings
P.O.Box 481842-00100

Nairobi

Email: cna@parliament.go.ke
abdikafar.sheikh@parliament.go.ke

Dear Sirs,

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON JUSTICE AND LEGAL AFFAIRS FOR THE POSITION OF
CHAIRPERSON, PUBLIC BENEFIT ORGANIZATIONS DISPUTE
TRIBUNAL**

I acknowledge receipt of and refer to your letter dated 29th May 2025.

I confirm my availability for the approval hearing for the above-captioned position scheduled for Friday 13th June 2025 at 10:30 am.

Additionally, I have completed and returned the enclosed questionnaire as required.

I appreciate the opportunity and look forward to engaging with the Committee.

Yours Sincerely,



Eunice Adoyo Otieno-Arwa



THE JUDICIARY

OFFICE OF THE CHIEF JUSTICE AND PRESIDENT
OF THE SUPREME COURT OF KENYA

Ref: CJ/114

14th May, 2025

Mr. Samuel Njoroge, CBS
Clerk of the National Assembly
Parliament Buildings
P.O. Box 41842-00100
NAIROBI

Dear Mr. Njoroge,

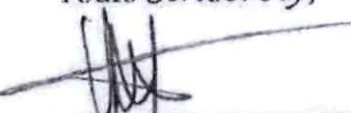
**RE: SUBMISSION OF NOMINEES FOR POSITIONS OF CHAIRPERSON AND
MEMBERS OF THE PUBLIC BENEFITS ORGANISATION TRIBUNAL**

We write further to the Hon. Chief Justice's letter dated 6th May, 2025 over the above matter.

I hereby forward the Curricula Vitae and testimonials of the nominee members of the Tribunal as follows:

| <u>Name</u> | <u>Position</u> |
|---------------------------------|------------------|
| 1. Ms. Eunice Adoyo Otieno Arwa | Chairperson |
| 2. Ms. Christabel Mideva Eboso | Member Legal |
| 3. Ms. Elizabeth Mbithe Mulwa | Member Legal |
| 4. Dr. Leonard Kinyulusi | Member Non-Legal |
| 5. Mohamed Sheikh Noor | Member Non-Legal |

Yours Sincerely,


HON. ESTHER MBURU
DEPUTY REGISTRAR
OFFICE OF THE CHIEF JUSTICE



Encl:

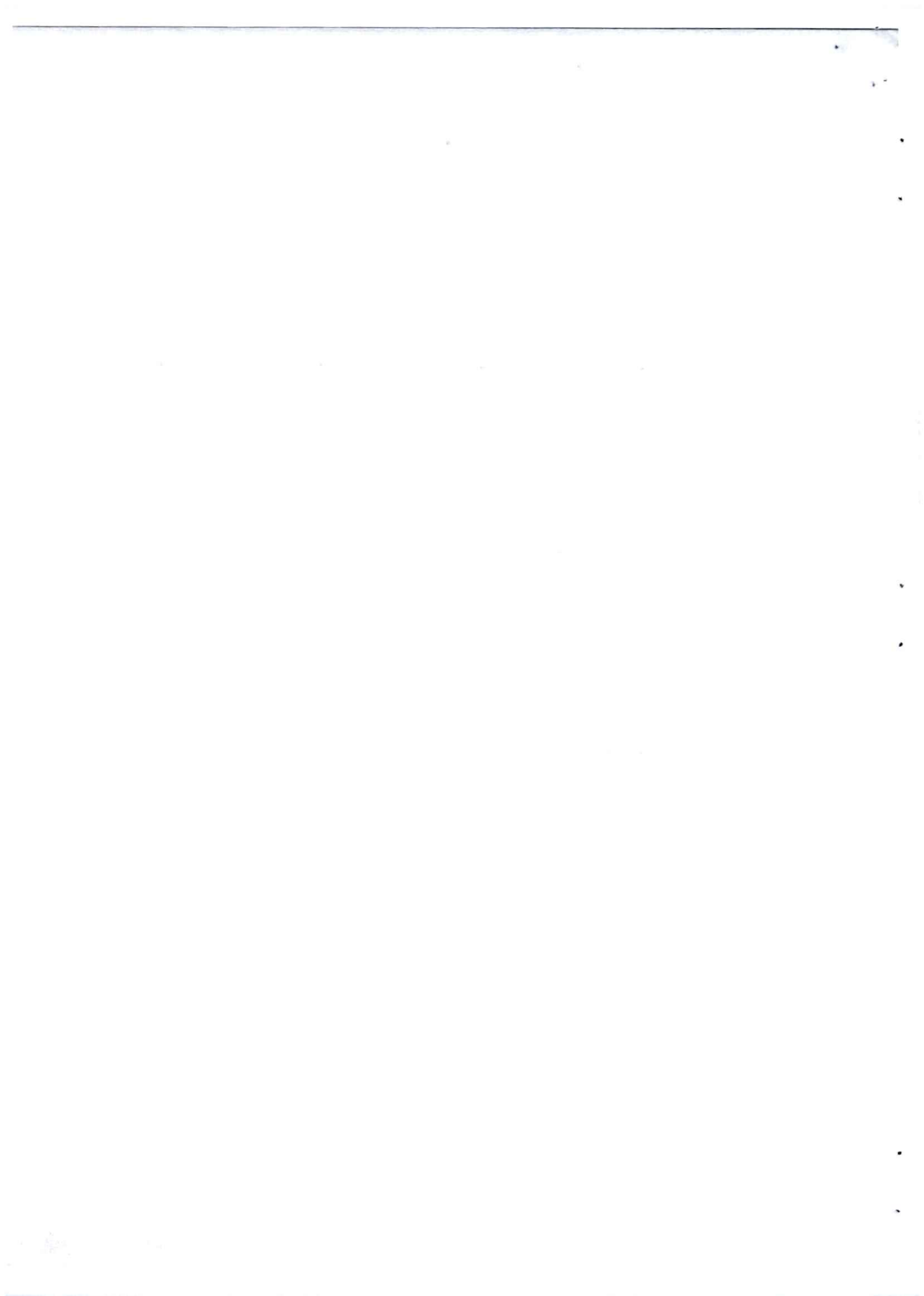
Copy to: Rt. Hon. Moses Wetangula, EGH
The Speaker, National Assembly
Parliament Buildings
P.O. Box 41842-00100
NAIROBI



Social Transformation
through Access to Justice

Supreme Court Building | Ground Floor | P.O. Box 30041-00100 | Nairobi
Tel. +254 0730 181600/700/800 | chiefjustice@court.go.ke | www.judiciary.go.ke

Justice Be Our Shield and Defender



EUNICE ADOYO OTIENO-ARWA

P.O.BOX 37030-00200 NAIROBI
EMAIL: eao@arwaassociates.co.ke
TEL: +254-722-764594

14th November 2024

The Secretary

Judicial Service Commission
P.O.Box 40048-00100

Nairobi

Email: chiefjustice@court.go.ke



Dear Sirs,

**RE: APPLICATION FOR THE POSITION OF CHAIRPERSON, PUBLIC
BENEFIT ORGANIZATIONS DISPUTE TRIBUNAL**

As a private legal practitioner with 25 years of experience handling legal matters as an advocate, company secretary, and previously as a member of the Legal Education Appeals Tribunal and tirelessly pursuing justice, I apply for the above opportunity.

I was a member of the Legal Education Appeals Tribunal from 2018 to September 2024, where for six (6) years, I, together with the Chair of the said Tribunal and other members presided over legal education disputes. Being the inaugural members of this Tribunal we successfully established the systems of the Tribunal including the draft Rules of Procedure with the support from the Office of the Registrar of Tribunals. I have also personally served in Technical Committee on the Transition of Tribunals where together with other members, we prepared a report on the Transition of Tribunals from the Executive arm of the Government to the Judiciary which report was presented to the Judicial Service Commission. I have also served as a member of the strategy team of the Office of Registrar of Tribunals that drafted the Strategic Plan for the Office of the Registrar of Tribunals. I was also a dedicated member of the technical committee for the review of the draft Tribunals Bill which concluded its assignment in March 2023.

As a private practitioner, I head the commercial and property department at the firm of Arwa & Change Advocates LLP. Before returning back to private practice in 2018, I served in various capacities both in the public and private sector as the Company Secretary and Head of Legal at the Rift Valley Railways, the Company Secretary and

Legal Manager at the National Oil Corporation of Kenya, a conveyancing and professional ethics lecturer at the Kenya School of Law, a Senior Legal Officer at Kenya Broadcasting Corporation and before that a private legal practitioner at Waruhiu K'owade and Ng'ang'a Advocates. I have also served several public benefit organizations in my capacity as a company secretary and legal practitioner.

My experience and accomplishments provide robust evidence of my interest in disputes involved in the Public Benefit Organization Dispute Tribunal.

In addition to my legal and professional expertise, I hold a Masters in Law degree (L.L.M.), Bachelor of Laws (L.L.B.) Upper Second Class (Hons) and a Post Graduate Diploma in Law from the Kenya School of Law. I am also a Certified Public Secretary and a Certified Governance Auditor.

I look forward to hearing from you regarding the next steps.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Eunice', with a long horizontal line extending to the right.

Eunice Adoyo Otieno-Arwa

CURRICULUM VITAE

Of

EUNICE ADOYO OTIENO-ARWA

**LL.B (Hons) (Nairobi), P.G Dip Law (KSL), LL.M (Nairobi) , CPS(K)
Advocate, Commissioner for Oaths, Notaries Public and Governance Auditor**

P O Box 37030-00200
NAIROBI
KENYA

CURRICULUM VITAE

| | |
|-----------------|--|
| Name | Eunice Adoyo Otieno-Arwa |
| Date of Birth | 14 th May, 1973 |
| Contact Address | P.O. Box 37030-00200 Nairobi |
| Telephone | +254-722-764594 |
| Email | eao@arwaassociates.co.ke /eunicearwa@gmail.com |

PROFESSIONAL PROFILE

A highly skilled and experienced legal practitioner currently heading the commercial and property department at a busy law firm. A valuable member of the Legal Education Appeals Tribunal with almost six(6) years of experience in managing cases efficiently, presiding over hearings, conducting thorough research, analyzing complex legal issues, and making well-reasoned and impartial decisions in accordance with relevant laws and regulations. A dedicated member of the Technical Committee on the Transition of Tribunals. Strong inter-personal skills with the ability to collaborate effectively with stakeholders. Dedicated to the highest standards of professionalism and integrity in the pursuit of justice.

Academic Qualifications

| | |
|-----------|---|
| 2005 | Master of Laws (LLM) University of Nairobi |
| 1998 | Post Graduate Diploma in Law, The Kenya School of Law |
| 1993-1997 | Bachelor of Laws (L.L.B.) Second Class Honours(Upper Division) University of Nairobi, School of Law |
| 1988-1991 | Pangani Girls High School, KCSE Grade B+ (Best Student); |
| 1981-1987 | St. Annes' Girls Primary School, Nairobi, KCPE 459 marks (4 th Best Student) |

Professional Qualifications

| | |
|-------------------|--|
| 2020 | Governance Auditor, Institute of Certified Public Secretaries of Kenya |
| 2006 | Certified Public Secretary, Institute of Certified Public Secretaries of Kenya |
| From 2017 to-date | Patent Agent by Kenya Industrial Property Institute (KIPI) |
| 2013 | Notaries Public |
| 2005 | Commissioner for Oaths |
| 1998: | Advocate of the High Court of Kenya |

Achievements/Activities

- Appointed member of the Legal Education Appeals Tribunal in 2018.
- Together with the other members of the Technical Committee on the Transition of Tribunals, prepared a report on the Transition of Tribunals from the Executive arm of the Government to the Judiciary presented to the Judicial Service Commission
- Appointed member of the strategy team of the Office of Registrar of Tribunals
- Member of the technical committee for the review of the draft Tribunals Bill which concluded its assignment in March 2023.
- Successfully launched and implemented good corporate governance practices and statutory compliance program in Rift Valley Railways and National Oil Corporation of Kenya
- Enlisted for internship and later pupillage, in a top firm (1st African Law Firm in Kenya) that offered among its opportunities, training in diverse areas of law;
- Active Member of S.A.L.A.R. (Students Association for Legal Aid and Research) where I participated in several legal aid clinics and training workshops;
- Top student Pangani Girls High School throughout high school and the 1991 KCSE.

Languages and Skills

- Fluent spoken and written English
- Fluent spoken and written Kiswahili.
- Basic French.
- Computer literate.

EXPERIENCE

- 1. October 2017 to date- Private Practitioner, Senior Partner/ Head of Commercial and Property Department at Arwa & Change Advocates LLP.**
- 2. May 2018 to September 2024- Member, Legal Education Appeals Tribunal**
The Tribunal hears appeals from decisions that give rise to disputes in Legal Education under the Legal Education Act, 2012.
- 3. July 2015 to 8th September 2017- Company Secretary Head of Legal, Rift Valley Railways (Kenya) Limited**
This is a Head of Department Position reporting to the Group Chief Executive Officer
Key tasks and Responsibilities:
 - Legal Advisory services
 - Board secretarial services;
 - Company Secretarial Services:
 - Maintenance of good corporate governance;
 - Legal Services
 - Litigation
 - Commercial/preparation and vetting of contracts
 - Conveyancing
 - Research
 - Advisory
 - Due diligence
 - Intellectual property
 - Custodial Services- ensuring the digitization of all the Company's safe custody documents;
 - Statutory Compliance management and audit;
 - Offering leadership and management of the department;
- 4. February, 2012 to June 2015-**
 - a) Lecturer Kenya School of Law (Teaching Conveyancing and Professional Ethics and Conduct)**
 - b) Private Practitioner Arwa & Associates Advocates,**
- 5. April, 2010 to February, 2012- Company Secretary/ Legal Manager National Oil Corporation of Kenya Limited**
- 6. 2006-April, 2010: Senior Legal Officer, Kenya Broadcasting Corporation**
- 7. 1998-2006: Advocate at Waruhiu & Muite Advocates**

Essays

- Corporate Insolvency Systems In Kenya: A case for reform- LLM Dissertation, 2005
- Aspects of the Nemo Dat principle and its Exceptions in modern day commercial transactions: LLB Dissertation, 1997

Public and Community Life

- Educating several less fortunate members of the community
- Served as a Synod Member ACK Mahaya Parish
- Engaged in various charitable activities at Wang'arot Primary School

Directorships and Other Positions

- Currently, a member of the Legal Education Appeals Tribunal
- Director, Ghetto Radio , 2008 to 2010
- 2006-2010- Trustee, Staff Pension Fund Kenya Broadcasting Corporation
- 2010-2012- Trustee, Staff Pension Fund National Oil Corporation
- Director, and Co-Founder, Legal Education Forum
- Director, Victoria Realities Limited
- Director, Jural Consulting Limited

Memberships

- Member, Law Society of Kenya
- Member, Commonwealth Lawyers Association
- Member East Africa Law Society
- Member, Christian Lawyers Fellowship
- Member, Association of International Petroleum Negotiators

Referees

1. Professional Referees

Mr. Mbage Ng'ang'a

Commissioner at Teachers Service Commission
Former Managing Partner, Waruhlu K'owade and Ng'ang'a Advocates
Former Chairman Kenya Law Reform Commission and Energy Tribunal
Kilimanjaro Avenue, Upper Hill

NAIROBI

Email: info@tsc.go.ke

Tel: 0722 208 552

Mrs. Rita Mwangi

General Manager - Legal, Compliance & HR
Simba Corporation Limited
Simba Corporation Building
Mombasa Road, Opposite Panari Hotel

NAIROBI

Email: ritamwangi@simbacolt.com

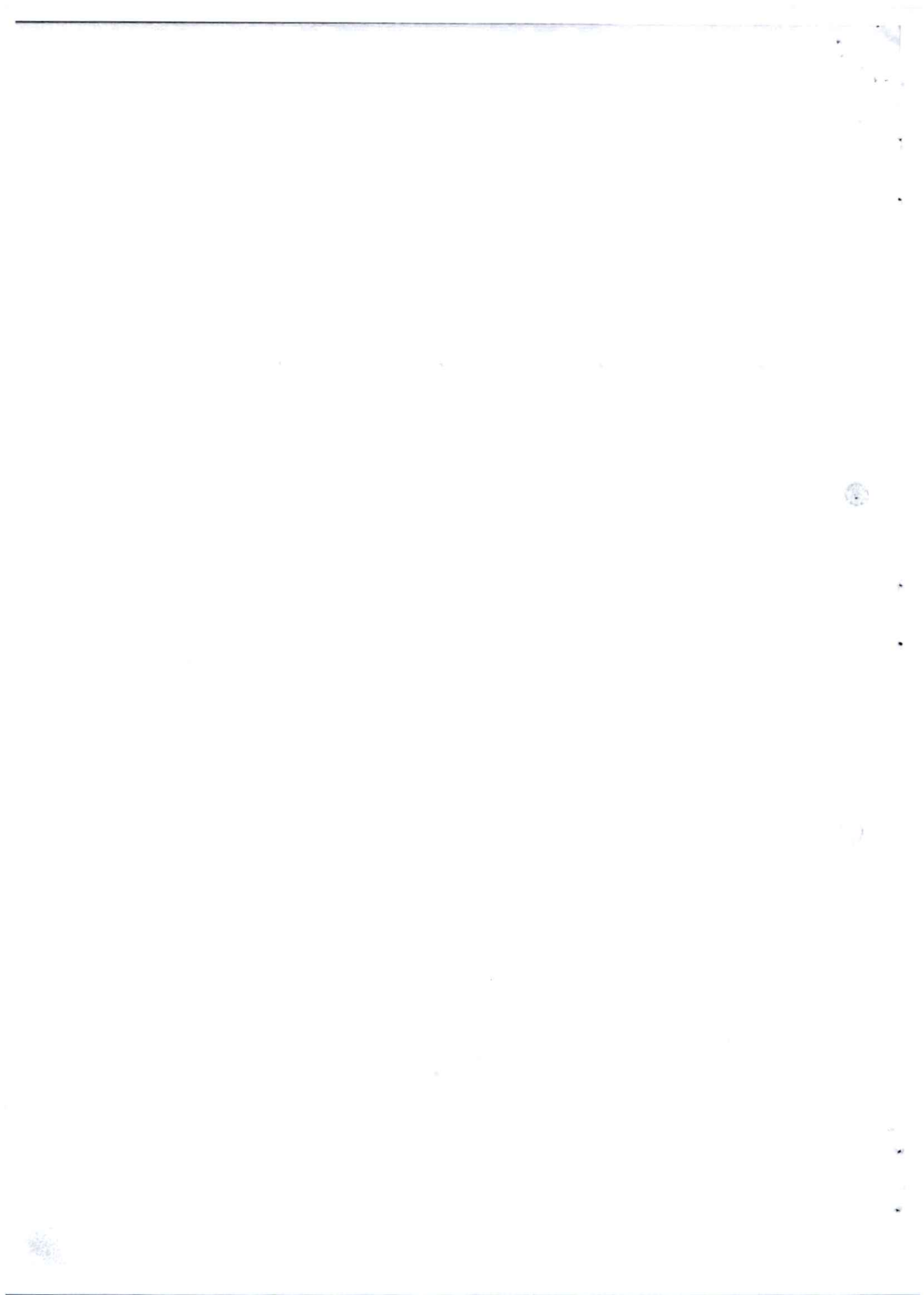
Tel: 0703046000

Mr. Ambrose Rachier
Founding Partner
Rachier & Amollo Advocates LLP
Mayfair Centre, 5th Floor, Ralph Bunche Road
P.O.Box 55645-00200
NAIROBI
Tel: 254722204778
Email:lawtech@rachieradvs.co.ke

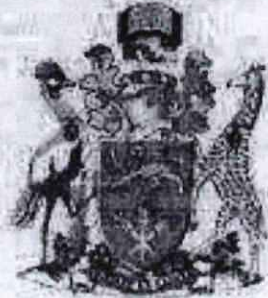
2. Character Referees

Mrs. Pamela Oyugi
Former Group General Manager, Human Resource & Administration
At CIC Insurance Group
Nairobi
Tel: 0721389319
Email:pamoyugi97@gmail.com

Mr. Alex Thangei
Waruhiu K'owade & Ng'ang'a Advocates
Mara Road, Flamingo Tower, 3rd Floor, Door Wing A
P.O. Box 47122-00100 ,
Nairobi.
Tel: 0722313366



UNIVERSITY OF NAIROBI



This is to certify that

Eunice Adoyo Arwa Oziemo

having satisfied the requirements
for the award of the degree of the

MASTER OF LAWS

was admitted to the degree
at a Congregation held at
this University on the

Ninth Day of December in the Year
2005

A handwritten signature in black ink, appearing to be 'A. N. O.', written over a horizontal line.

VICE-CHANCELLOR

A handwritten signature in black ink, appearing to be 'K. M. O.', written over a horizontal line.

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

0880



UNIVERSITY OF NAIROBI
OFFICE OF THE DEPUTY VICE-CHANCELLOR
(ACADEMIC AFFAIRS)

Telegram: Varsity
 Telex: 28520 Varsity KE
 Fax: 214325
 E-mail: dvc@uonbi.ac.ke
 website: www.uonbi.ac.ke

Telephone: 0254-020-318262
 P.O. Box 30197-00100 GPO
 Nairobi
 Kenya

G62/P/7519/04

19th March, 2007

TO WHOM IT MAY CONCERN
MS. OTIENO, ADOYO EUNICE ARWA
(ACADEMIC TRANSCRIPT)

This is to certify that Ms. Otieno Adoyo Eunice Arwa was a part-time registered postgraduate student in the Faculty of Law at this University from October, 2004.

Ms. Otieno was registered for the degree of Master of Laws. On successful completion of the course, she was awarded that degree on 9th December, 2005.

Below is a list of courses that Ms. Otieno took for the above degree programme as well as the grades that she obtained in them:-

ACADEMIC YEAR 2004/2005

Research Methodology
 Jurisprudence
 Law & Development
 Legal Regime of GATT/WATO
 New Development in Insolvent
 Advanced Tax Law
 Banking & Financial Services
 Capital Markets & Securities

A
 D*
 B
 B
 A
 C
 B
 B



(MS OTIENO ADOYO EUNICE'S TRANS. CONT.)

International Investment Law

A

*Pass after Resit

Below is the key to the grading system used above:-

- A 70% - 100%
- B 60% - 69%
- C 50% - 59%
- D 49% & Below (FAIL)



F.K. ARAIGUA (MR.)
SENIOR ASSISTANT REGISTRAR (EXAMINATIONS)

FKA/wnk

UNIVERSITY OF NAIROBI



This is to certify that

A. Eunice Otieno

having satisfied the requirements
for the award of the degree of the

BACHELOR OF LAWS

Second Class Honours (Upper Division)

was admitted to the degree
at a Congregation held at
this University on the

First Day of December in the Year
1997

A handwritten signature in black ink, appearing to be 'J. O. Ombui', written over a horizontal line.

VICE-CHANCELLOR

A handwritten signature in black ink, appearing to be 'H. A. Kariuki', written over a horizontal line.

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)



UNIVERSITY OF NAIROBI

1992/93 UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student: STEFANO BUNJIDE

Registration No: 93042004/92

Fac/Sch/Inst: LAW

Date of Admission: 15TH APR 1992

Programme: LL.B

Year of Study: FIRST YEAR

| SUBJECT/COURSE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|----------------|--|----------------|-------|
| GR100 | COMMUNICATION SKILLS | 40 | B |
| GR101 | PRINCIPLES OF TORT LAW | 50 | C |
| GR102 | SOCIAL FOUNDATIONS OF LAW | 50 | B |
| GR103 | LEGAL METHODS & RESEARCH METHODOLOGY | 50 | C |
| GR104 | CONSTITUTIONAL THEORY | 40 | B |
| GR105 | ELEMENTS OF CONTRACT | 50 | C |
| CS5005 | ENVIRONMENTAL SCIENCE | 60 | B |
| GR107 | CONSTITUTIONAL PROCESS | 50 | C |
| GR108 | LAW OF TORTS | 50 | C |
| GR109 | ENFORCEMENT OF CONTRACT | 40 | C |
| GR109 | LEGAL SYSTEMS | 50 | B |
| GR110 | CRIMINAL LAW | 40 | C |
| CS5002 | PRINCIPLES OF ENV. & IT'S APPLICATION TO KENYA | 40 | B |

RECOMMENDATION: PASS. PROMOTE TO SECOND YEAR

KEY TO GRADING SYSTEM

- A = 70% - 100% = Excellent
- B = 60% - 69% = Credit
- C = 50% - 59% = Satisfactory
- D = 40% - 49% = Pass
- E = 39% and Below = Fail



Date Issued: _____

Name: K. O. Ombao



UNIVERSITY OF NAIROBI

1994/95 UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student: **OTIENO A EDWICE**

Registration No: **034/2684/92**

FAC/SCH/INS: **LAW**

Date of Admission: **13TH APR, 1993**

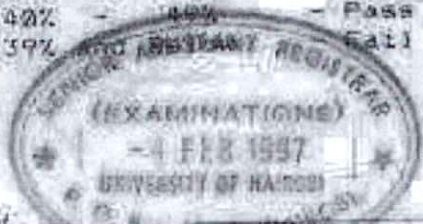
Programme: **LL.B**

Year of Study: **SECOND YEAR**

| SUBJECT COURSE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|--|------------------------------------|----------------|-------|
| GPR200 | PRINCIPLES OF CRIMINAL LIABILITY | 50 | B |
| GPR206 | CRIME | 50 | B |
| GPR201 | CRIMINAL PROCEDURE | 50 | B |
| GPR207 | EVIDENCE II | 50 | B |
| GPR202 | EVIDENCE I | 50 | C |
| GPR208 | CIVIL PROCEDURE II | 50 | C |
| GPR203 | CIVIL PROCEDURE I | 50 | C |
| GPR209 | JUDICIAL REVIEW | 50 | C |
| GPR204 | PENOLOGY | 50 | B |
| GPR210 | EQUITY | 50 | E |
| GPR205 | LAW AND ADMINISTRATIVE AUTHORITIES | 50 | B |
| GPR211 | SALE OF GOODS AND AGENCY | 50 | C |
| RECOMMENDATION: PASS. PROCEED TO THIRD YEAR | | | |

KEY TO GRADING SYSTEM

- A = 70% - 100% - Excellent
- B = 60% - 69% - Credit
- C = 50% - 59% - Satisfactory
- D = 40% - 49% - Pass
- E = 39% - 39% - Fail



L. Oduwango



UNIVERSITY OF NAIROBI

1994-95 UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student: OTIENG A EUNICE

Registration No: 634/2564/92

FAC/SCH/INS: LAW

Date of Admission: 03TH APR. 1993

Programme: LL.B

Year of Study: THIRD YEAR

| SUBJECT/COURSE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|------------------------------|------------------------------------|----------------|-------|
| GPR308 | PROPRIETARY RIGHTS & TRANSACTIONS | 45 | C |
| GPR309 | PUBLIC INTERNATIONAL LAW | 45 | C |
| GPR311 | LAW OF SUCCESSION | 45 | B |
| GPR315 | ACCOUNTING FOR LAWYERS | 45 | C |
| GPR314 | TRUSTS AND TRUST ACCOUNTS | 45 | C |
| GPR312 | CO-OPERATIVE & PARTNERSHIP LAW | 45 | A |
| GPR305 | FAMILY LAW | 45 | B |
| SPR301 | JURISPRUDENCE | 45 | B |
| SPR303 | INSURANCE LAW | 45 | C |
| SPR300 | FOUNDATIONS OF PROPERTY LAW | 45 | C |
| GPR307 | BANKRUPTCY & COMMERCIAL SECURITIES | 45 | B |
| GPR304 | COMPANY LAW | 45 | B |
| RECOMMENDATION | | | |
| PASS. PROCEED TO FOURTH YEAR | | | |

KEY TO GRADING SYSTEM

- A = 70% - 100% - Excellent
- B = 60% - 69% - Credit
- C = 50% - 59% - Satisfactory
- D = 40% - 49% - Pass
- E = 39% and Below - Fail



Date Issued

27/10/97

Signed

L. Mwangi



UNIVERSITY OF NAIROBI

1996/97 UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student: OTIENO A. EUNICE

Registration No: G34/2684/92

FAC/SCH/INS: LAW

Date of Admission: 13TH APR, 1993

Programme: LL.B.

Year of Study: FOURTH YEAR

| SUBJECT/COURSE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|----------------|---|----------------|-------|
| GPR400 | LABOUR LAW | 45 | B |
| GPR401 | CONFLICT OF LAWS | 45 | B |
| GPR402 | TAX LAW | 45 | B |
| GPR403 | INTELLECTUAL PROPERTY LAW | 45 | C |
| GPR407 | CONVEYANCING LAW & PRACTICE | 45 | C |
| GPR409 | ENVIRONMENTAL AND NATURAL RESOURCES LAW | 45 | C |
| GPR410 | RESEARCH PAPER | 45 | C |
| GPR411 | INTERNATIONAL TRADE LAW | 45 | B |
| GPR412 | INTERNATIONAL HUMAN RIGHTS AND HUMANITARIAN LAW | 45 | B |
| GPR415 | CONSUMER PROTECTION LAW | 45 | A |
| GPR416 | PROFESSIONAL ETHICS AND RESPONSIBILITY | 45 | B |

RECOMMENDATION: PASS, AWARDED THE DEGREE OF BACHELOR OF LAWS AT SECOND CLASS HONOURS, UPPER DIVISION

KEY TO GRADING SYSTEM

- | | | |
|-------------------|----------------|---|
| A = 70% - 100% | - Excellent | - First Class Honours, |
| B = 60% - 69% | - Good | - Second Class Honours, Upper Division, |
| C = 50% - 59% | - Satisfactory | - Second Class Honours, Lower Division, |
| D = 40% - 49% | - Pass | - Pass |
| E = 39% and Below | - Fail. | |

(EXAMINATIONS)
06 APR 1998
UNIVERSITY OF NAIROBI
P. O. BOX 20197 NAIROBI

Signed: *[Signature]*
REGISTRAR

Date Issued

6/4/98

The Council of Legal Education

Kenya School of Law



This is to certify that

Eunice Adoyo Otieno

who was admitted to the Kenya School of Law in

September 1997

*Was exempted from examination in all subjects and having
satisfactorily completed a course of instruction under the pupillage programme*

in accordance with Section 13 of the Advocates Act was awarded a

Postgraduate Diploma in Law

in

August 1998

Director/Secretary, Council of Legal Education

Chairman, Council of Legal Education

The Kenya National Examinations Council



This is to certify that the candidate named below sat for the Kenya Certificate of Secondary Education examination in the subjects named below and qualified for the award of a

Kenya Certificate of Secondary Education

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

OTIENO A. MUNICE

F 41017/006

PANGANI GIRLS' SCHOOL

| | GRADE |
|-----------------------------------|-----------|
| 101 ENGLISH | B (PLAIN) |
| 102 KISWAHILI | A |
| 111 HISTORY AND GOVERNMENT | B+(PLUS) |
| 112 GEOGRAPHY | A-(MINUS) |
| 121 MATHEMATICS | B+(PLUS) |
| 131 BIOLOGY | B-(MINUS) |
| 132 PHYSICS | C (PLAIN) |
| 153 CHEMISTRY | B+(PLUS) |
| 212 CHRISTIAN RELIGIOUS EDUCATION | A-(MINUS) |
| 401 FRENCH | H (PLAIN) |

SUBJECTS NAMED TEN

MEAN GRADE B+(PLUS)

EXAMINATION OF NOVEMBER/DECEMBER 1991

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

KCSE 328723

(See overleaf)

THE KENYA NATIONAL EXAMINATIONS COUNCIL



KENYA CERTIFICATE OF PRIMARY EDUCATION KCPE

This is to certify that the candidate named below sat the Examination for Kenya Certificate of Primary Education and reached the Grades shown in the subjects named -

| | | |
|--|---------------------|--------------|
| NAME : | EUNICE ADOYO OTIENO | 41017/014 |
| SCHOOL : | ST ANNES | 41017 |
| | | GRADE |
| ENGLISH LANGUAGE | | A |
| KISWAHILI | | A |
| MATHEMATICS | | B |
| SCIENCE AND AGRICULTURE | | A- |
| GEOGRAPHY, HISTORY & CIVICS AND RELIGIOUS EDUCATION | | B |
| ART & CRAFT, HOME SCIENCE AND MUSIC | | B+ |

EXAMINATION OF 1987

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

This certificate was issued without any alteration whatsoever. See overleaf for grades and mark intervals.

KCPE 0858094

Registration
of
Certified Public Secretaries Board



Certificate of Registration

This is to certify that:

Eurice Adoyo Otieno

Registration No. **R/CPSB/1918**

is hereby registered as a Certified Public Secretary in accordance with
the provisions of the Certified Public Secretaries Act (Cap. 534).
Given under our hand and the Common Seal of the Board at Nairobi

this **26th** day of **July**, 20**06**



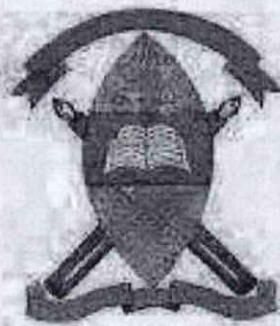
Serial No. **0962078**

This certificate is the property of the Board


Chairman


Member


Registrar



The Institute of Certified Public Secretaries of Kenya

Established under the Certified Public Secretaries of Kenya Act (Cap 534 Laws of Kenya)

Membership Certificate

This is to certify that

Eunice Adoyo Otiemo

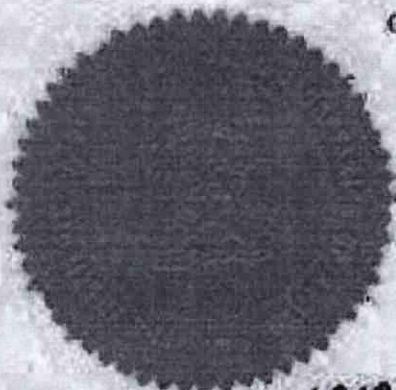
is a

Member

of The Institute of Certified Public Secretaries of Kenya

Given under the common seal of The
Institute of Certified Public Secretaries of Kenya

on this *Twenty Sixth* day of *July 2006*



Membership No. *1918*

[Signature]
Chairman

[Signature]
Member

[Signature]
Secretary

Serial No: **ICS/00322**

Institute of
Certified Secretaries

ICS

GOVERNANCE AUDITORS' ACCREDITATION CERTIFICATE

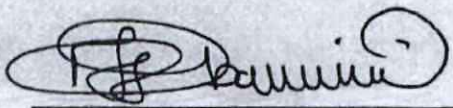
This is to certify that
Eunice Adoyo Otieno

Has been accredited as a
GOVERNANCE AUDITOR

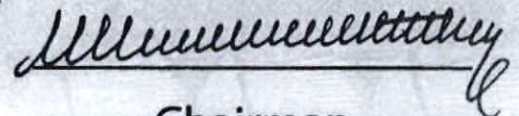
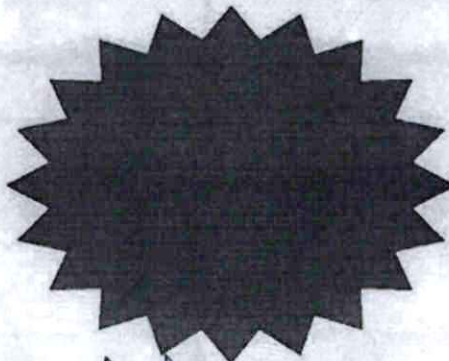
With effect from

This 9th Day of October, 2020

having satisfied the requirements of the Institute of Certified Secretaries
and successfully completed
the Governance Auditors' Accreditation Course.



Secretary



Chairman

4/12/2020

Date

Governance Auditors' Accreditation Number: GA/ 0 2 9 5 -

ICS is established under the ICPSK Act Cap 534

'The Governance Profession'

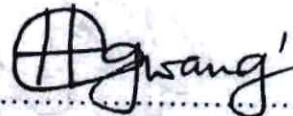


The Industrial Property Act, 2001

**CERTIFICATE OF
MAINTENANCE OF
ADMISSION AS A PATENT
AGENT**
(Regulation 64)

This is to certify that **Eunice Adoyo Otieno** of **Arwa & Change Advocates** **P.O Box 37030-00200, Nairobi** has paid the prescribed fee to maintain admission to practice before the Institute for the year **2021**.

Dated at **Nairobi** this **19 April 2021**

A handwritten signature in black ink, which appears to read 'John Onyango', is written over a horizontal dotted line.

John Onyango
Ag. Managing Director



REPUBLIC OF KENYA
HIGH COURT OF KENYA

PRACTISING CERTIFICATE FOR THE YEAR 2023

Pursuant to the Advocates Act, 1989, I hereby certify that

EUNICE ADOYO OTIENO

is duly enrolled as an Advocate of this Court and is entitled to practice as such Advocate.

Dated this **01st Day of January 2023**.

Practice No: **LSK/2023/03246**

ADM. No: **P.105/3895/98**



SIGNED BY: HON. ANNE A. AMADI
CHIEF REGISTRAR OF THE JUDICIARY

CERTIFICATE NUMBER: JUD1675275093

DATE: 2023-02-01 21:11:33

REPUBLIC OF KENYA

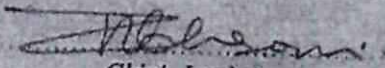
HIGH COURT OF KENYA

CERTIFICATE OF ADMISSION

This is to certify that EUNICE ADOYO OTIENO

having this day signed the Roll of Advocates of the High Court of Kenya is admitted to practise as an Advocate of the High Court and is entitled to practise in the Courts Subordinate thereto, as from the 29th day of December, 1998.

Given under my hand and the Seal of the High Court of Kenya at Nairobi this twenty-ninth day of December in the Year of Our Lord One Thousand Nine Hundred and ninety-eight


Chief Justice,
High Court of Kenya

Certified that the name of the said EUNICE ADOYO OTIENO has this day been entered on the Roll of Advocates on payment of the prescribed fee.
Dated this 29th day of December, 1998.


Deputy Registrar

Certified True Copy of the Original

 29.01.2013
FRANCIS A. OLALO, Advocate & Commissioner for Oaths





HIGH COURT OF KENYA

THE OATHS AND STATUTORY DECLARATIONS ACT (CAP.15)
LAWS OF KENYA

A COMMISSION

TO ALL TO WHOM THESE PRESENTS SHALL COME GREETING:

BE IT KNOWN that on the twelveth day of April, two thousand and five,

EUNICE ADOYO OTIENO, an Advocate of the High Court of Kenya, was

appointed to be a Commissioner for Oaths under the above mentioned Act

for as long as She continues to practice as such Advocate and this

Commission is not revoked.

Given under my hand and the Seal of the Court this 12th day of April, 2005,

at Nairobi


CHIEF JUSTICE
HIGH COURT OF KENYA

07 @ 07 05

HIGHER EDUCATION LOANS BOARD

No. 0400447



Certificate of Clearance

UNIVERSITY STUDENT LOAN

OTIENO A. EUNICE

This Certificate is awarded to

ID No.

12425491

University Registration No.

G34/2684/92

University attended

UNIVERSITY OF NAIROBI

For having repaid in full the Principal Loan and interest thereon.

Signature CEORBOARD SECRETARY

Date

19 Sep 2012

Signature HEAD OF OPERATIONS

Date

19 Sep 2012

This certificate is issued without assurances, alterations or cancellation



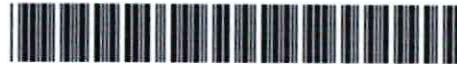
REPUBLIC OF KENYA
HIGH COURT OF KENYA

ANNUAL RENEWAL CERTIFICATE

I hereby certify that EUNICE ADOYO OTIENO has renewed her Certificate to practice as a Notary Public within Kenya for the current year ending **31st** day of **December 2023**.

Dated at Nairobi this **08th** day of **March, 2023**.

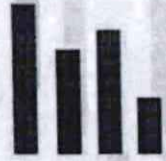
P.105/3895/98



SIGNED BY: HON. ANNE A. AMADI
CHIEF REGISTRAR OF THE JUDICIARY

CERTIFICATE NUMBER: JUD1678276351

DATE: 2023-03-08 14:52:31



FINANCIAL ACADEMY & TECHNOLOGIES

For professional Financial Advice

Certificate Of Training

This is to certify that

Lunice Arwa

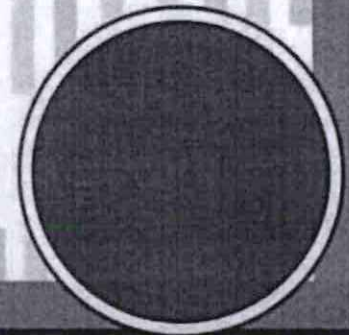
has successfully completed the course

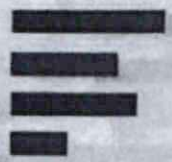
Performance Management Training

held at AON Minet Building

from 2nd July, 2010

Course Director:





FINANCIAL ACADEMY & TECHNOLOGIES

For professional Financial Advice

Certificate Of Training

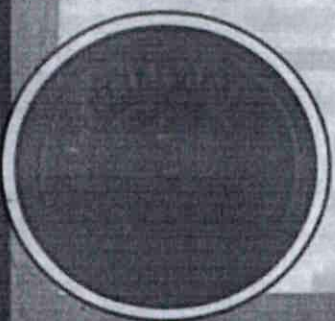
This is to certify that
Emice D. Arma

has successfully completed the course
Performance Management Training

held at **AON Minet**

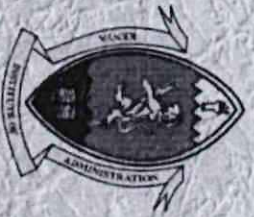
13th June 2011

Course Director:



Certificate No. **23037**

CP 23037



KENYA INSTITUTE OF ADMINISTRATION

This is to certify that

Funice O. Awida

attended **Performance Appraisal System**
Course
from **29-30 Jan 2007**

and is hereby awarded this

CERTIFICATE

Boone
Deputy Director
Business Development

Date **30 January 2007**

Njoroge
Director





REPUBLIC OF KENYA
HIGH COURT OF KENYA

PRACTISING CERTIFICATE FOR THE YEAR 2025

Pursuant to the Advocates Act, 1989, I hereby certify that

EUNICE ADOYO OTIENO

is duly enrolled as an Advocate of this Court and is entitled to practice as such Advocate.

Dated this **01st Day of January 2025**.

Practice No: **LSK/2025/001721**

ADM. No: **P.105/3895/98**



SIGNED BY: HON. WINFRIDAH B. MOKAYA
CHIEF REGISTRAR OF THE JUDICIARY

CERTIFICATE NUMBER: 4BURW4L

DATE: 2025-01-24 09:44:24



REPUBLIC OF KENYA
HIGH COURT OF KENYA

ANNUAL RENEWAL CERTIFICATE

I hereby certify that EUNICE ADOYO OTIENO has renewed her Certificate to practice as a Notary Public within Kenya for the current year ending **31st** day of **December 2025**.

Dated at Nairobi this **23rd** day of **January, 2025**.

P.105/3895/98



SIGNED BY: HON. WINFRIDAH B. MOKAYA
CHIEF REGISTRAR OF THE JUDICIARY

CERTIFICATE NUMBER: JUD4BHBZT4

DATE: 2025-01-23 10:35:42

www.kra.go.ke

Taxpayer PIN : A002649495S

Certificate Date: 05/06/2025

Name and Address :

EUNICE ADOYO OTIENO
NAIROBI, NAIROBI CITY (EAST), Nairobi East District,
PO Box:47122,
Postal Code:00100

Certificate Number:

KRASON1481837125



**This is to confirm that EUNICE ADOYO OTIENO,
Personal Identification Number A002649495S
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 04/06/2026.**

Caveat: This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.

NATIONAL POLICE SERVICE



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O. Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-M7SNJD75P**

Date. **5 June 2025**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

EUNICE ADOYO OTIENO ARWA

holder of ID No. **12425491** have been searched in Criminal Records

Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): NIL

RESULTS OF TRIAL: NIL

DATE: NIL

This Certificate has been issued without any alteration or any erasure


(W.N. KIRAI)

For: Director, Directorate of Criminal Investigations (P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.ecitizen.go.ke/verify>, send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

- 2. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 3. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 4. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 5. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 7. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

Annexure **3(2)**

Ms. Christabel Mideva Eboso



UNIVERSITY OF EMBU

P.O. Box 6-60100
Embu – Kenya
Email: sol@embuni.ac.ke
Website: www.embuni.ac.ke

Tel: +254 20 2444136
+254 727933950

DEPARTMENT OF PUBLIC LAW (SCHOOL OF LAW)

The Office of the Chief Justice, Republic of Kenya & Chairperson,
Judicial Service Commission,
Nairobi
chiefjustice@court.go.ke

12th November, 2024

Dear Hon. Chief Justice,

Member, Public Benefit Organizations Dispute Tribunal

This is to forward my enclosed application for the position of Member, Public Benefit Organizations Dispute Tribunal.

I am a practising lawyer and academic/researcher, in good standing, with over 6 years of professional experience in public and private sector in Kenya and across the region. In this capacity, I have had the privilege of appearing before courts and tribunals at all levels, especially in Kenya.

Currently, I am a lecturer at University of Embu LLB programme leading units and supervising dissertations on natural resource / environmental law, Human rights law amongst other topics. Besides these, I have had the privilege of serving in various local boards thereby exposing me to very high levels of executive decision-making and policy development.

Cumulatively, these assignments require high levels of emotional intelligence, maturity, diligence to details and balanced attitude. These are attributes that I am confident I possess and will be bringing to this role.

In terms of academic qualifications, I am currently a Doctorate Researcher in Socio- Legal Studies at the University of Kent, graduating early 2025. I hold an LLM (Law, Governance and Democracy) from the University of Nairobi. I was awarded LLB (University of Nairobi) in 2016. I have also undertaken specialised courses in dispute resolution (including mediation and arbitration in public



sector), criminal justice, public private partnerships and municipal policy/law development amongst other topics.

Please find enclosed my curriculum vitae, certificates and testimonials for your reference.

Yours Sincerely,



Christabel Mideva Eboso,
Lecturer, University of Embu, Faculty of Law
christiemideva@gmail.com / eboso.christabel@embuni.ac.ke
[+254710439605](tel:+254710439605)

CHRISTABEL M. EBOSO

Nairobi, Kenya | Tel: +254 (0)710 439 605 | Email: christiemideva@gmail.com

Researcher | Human Rights | Diversity & Inclusion

Advocate of the High Court of Kenya with over 7 years of experience in leadership, legal expertise, gender advocacy, environmental advocacy and human rights. Passionate about social justice and empowering marginalized communities. Proven ability to manage projects, lead teams, and deliver impactful results. Effective communicator with solid written and communication skills in English and Kiswahili, and technical proficiency in MS Office Suite.

Key Expertise

- Organizational Leadership – Reproductive Health Rights Policy Formulation – Gender Advocacy – Human Rights Advocacy- Constitutional Law- Community Mobilization.

PROFESSIONAL EXPERIENCE

Lecturer | Researcher | University of Embu, School of Law (September 2022 – Present)

- Key subject course instructor, developing course materials, lecturing and examining law students in the following course units; *Research Methodology, International Environmental Law, Law and Technology, and Human Rights Law*.
- Moot Court coordinator with the responsibility of preparing and training law students for national and international moot competitions.
- Founder and Patron of the Human Rights Research Hub.

Other Professional Roles (Part-time)

- Researcher | Kituo Cha Sheria (January 2024- Present)
- Researcher | Dr. Komolo & Partners Advocates (January 2023- Present)
- Gender Justice Advocate | Feminists for Peace, Rights and Justice Centre (March 2022 – Present)
- Social Justice Advocate/Facilitator | International Centre for Reproductive Health- Kenya (June 2021 - Present)
- Social Justice Advocate/ Board Member | Kisumu Feminists Society (February 2021 - Present)
- Project Manager | Maklweta (February 2021-Present)
- Founder/ Legal Advisor | Hope254 (December 2019 - Present)
- Graduate Teaching Assistant | Researcher | University Kent, Canterbury, School of Law (September 2019 - December 2021)
- Gender Committee Member, Chair | Law Society of Kenya (March 2019 - March 2022)
- Researcher | National Crime Research Centre (February 2015 - 2016)

Project Consultancies

- Consultant and programme developer, Great Lakes Regional Training in International Humanitarian Law and Human Rights. (2024)
- Consultant/facilitator on Sexual Gender Based Violence themed “*closing the gap in 8 counties in Kenya- Mombasa, Kilifi, Kwale, Kisumu, Siaya, Homabay and Samburu*” for Akili Dada. (2024)
- Research Specialist on gender and climate change for the United Nations Development Programme (2024).
- Key Facilitator, Researcher and project implementor of the “*Women Gaining Grounds*” program in Kigali, Rwanda for the Dutch Embassy, Rwanda. (2024).
- Key facilitator in the People’s Anti- corruption summit for Transparency International and Embassy of the United States of America (2024).
- Trained 30 fellows from Ministry of Health (MoH) Kenya, Zambia, Central African Republic, Senegal, Sierra Leone and Gambia at the Health Systems Accelerator Fellowship Program, 2024 in Sexual Reproductive Health Rights and policies for Finance Alliance for Health (2024).
- Developed the Feminists’ curriculum for the Akili Dada Feminist and Leadership Institute (2024). The curriculum is being implemented by myself under the Washa program. The curriculum seeks to invest in about 60 young women and girls from marginalized counties in Kenya in their personal and professional journeys by building their foundation and setting them up for growth and more substantive social and economic impact in feminist grounding.

- Co- Lead Consultant and curriculum developer for Internationale Zusammenarbeit (GIZ) GmbH and Digital Transformation Center Kenya supporting Universities in Kenya by offering short courses on data protection and digital rights transformation.
- Led the Feminist Leadership Institute training 20 young women in Mombasa, Kilifi and Kwale counties in Gender Based Violence, sexual reproductive rights and climate justice for Akili Dada.
- Trained community-based women and girls in Semi- Aridi Lands communities in Kenya on the intersection of climate justice Gender Based Violence and sexual reproductive rights for Akili Dada.
- Reviewed and developed the National Adolescent Health Policy for the Ministry of Gender in Kenya. Conducted trainings on Gender-Based Violence and sexual reproductive rights, and policy briefs for various organizations, including urban slums of Kibera, Nairobi for FIDA Kenya.
- Developed the Model County Sexual and Reproductive Health Rightst Act and developed a strategic plan for adolescents and persons living with HIV/AIDS for KELIN Kenya.
- Developed the Sexual and Reproductive Health Rights and Gender Based Violence content for training voices health coalition in Uganda and Kenya with a focus on GBV and climate justice for International Planned Parenthood Federation.
- Reviewed and developed policies and strategies related to gender equality and human rights that enabled the inclusion of a rights-based approach to HIV care for key populations, adolescents, and the youth, including partner notification, and led the analysis of the HIV stigma index in Coastal Kenya for International Centre for Reproductive Rights- Kenya.
- Developed policy briefs on Gender Based Violence facilitation modules for UHAI- EASRI's.

Education & Training

- PhD Researcher| University of Kent, Faculty of Law (Current)
- Summer School | University of Amsterdam, Institute of Sustainable Global Economic Law (2023)
- Research Fellow | Global Scholar's Academy | Institute for Global Law & Policy, Harvard Law School (2023)
- Associate Fellowship AFHEA (Diploma) – The University of Kent, UK (2020-2021)
- Master of Laws (Distinction) – The University of Nairobi, Kenya (2018)
- Post-Graduate Diploma, Law – Kenya School of Law, Kenya (2018)
- Bachelor of Laws (2nd Class- Upper Division)- University of Nairobi (2016)

Professional Training

- Extensive trainings on gender equality, human rights, and related certification from United Nations Women Training Centre.
- Extensive Continuous Professional Development courses administered through the Law Society of Kenya.

Awards and Recognition

- The University of Nairobi *Best Post-Graduate (LLM) student* (2018)
- University of Kent, *Vice- Chancellor's Scholarship* (2019)
- The Palm Africa, *Top Legal Millennial* (2021)
- Court Room Mall, *Top 100 Influential Young Women in the Legal Profession, Africa* (2022)
- Collaborative Centre for Research grant for *Sexual and Reproductive Rights and violations (SRR) and the place of climate change as an intervention to SRR* (2023)
- Multiple small conference grants
- Atlas Corps Leadership Fellow (2023)

Conferences, Presentations and Publication

- '*The one-third gender principle in Kenya: A critical appraisal of its history, design and failed implementation*', Stellenbosch University (Global Scholars Academy), January, 2023.
- '*Rethinking sexual and reproductive health rights in the Context of climate change*' <https://theplatform.co.ke/rethinking-sexual-and-reproductive-health-rights-in-the-context-of-climate-change/> (Published by the Platform Law justice, April 2023 Edition).
- '*The Legal Framework on Intellectual Property in Kenya*', University of Embu (invited workshop presentation, on 18th May 2023).

- *'Women's role in Agricultural economic development in Africa'* (seminar presentation for The Sustainable Global Economic (SGEL) law summer school, University of Amsterdam (June, 2023).
- *'Defending the wretched of the earth; Supreme Court Petition No.16 of 2019; Non- Governmental Organisations Co-ordination Board vs Eric Gitari & Others.'* (Published by the Platform Law Justice, October 2023 Edition).
- *'Green Deals and Reproductive Justice: A Promise of Just Transition.'* Afronomics law/ Sustainable Global Economic Law (SGEL) Green Project. (Published by the Afronomics Law, December 2023).
- *'Advancing Sexual Reproductive Rights in the Context of Climate Change: Mitigating the HIV/AIDS Crisis through Effective Interventions.'* The Universal Declaration of Human Rights a 75: Rethinking and Constructing its Future Together. (University of Ghent, December 2023).
- *'A contextual Appraisal of the freedom of Association; Convergence of Association Guarantees and Human Rights Norms to Strengthen the Rights of sex minorities in Kenya'*, University of Nairobi, "Advancing Human Rights and Social Justice for Sustainable Development," conference. (Published by the University of Nairobi Law Journal, 2024).
- *'Navigating Climate- Related Loss and Damage Governance: European Climate Laws Impact on Africa's Climate Resilience.'* (peer reviewed publication underway by the University of Pretoria, Law Journal).
- Accepted for the *2025 Regional Africa Human Rights Academic Network Conference on "Human Rights, Environment and Climate Change; Access to Environmental and Climate Justice within the region and sub-region human rights systems in Africa"* (Scheduled to take place in February, 2025, in Abuja, Nigeria).
- *'The Immunity question under the Malabo Protocol'*- Presentation at the Great Lakes Regional Training in International Humanitarian Law and Human Rights (Held in Kigali, Rwanda 2024)

Board Leadership & Affiliations

- *Patron and Coordinator* – Moot Court Society, University of Embu, School of Law (2022- present)
- *Coordinator and Founder*- Human Rights Hub, University of Embu, School of Law 9 2023- Present)
- *Board Member* – Kisumu Feminists Society (KFS) (2021-2023)
- *Committee Member*- Law Society of Kenya, Gender Committee (2019- 2022)
- *Board Member* – Vihiga White Flute Private General Hospital (2019-Present)
- *Member* – Law Society of Kenya (LSK) (2018-Present)
- *Member*- Federation of Women Lawyers- FIDA Kenya (2015- Present)
- *Chairperson*- Kenya Law Students' Society (2015-2016)

PROFESSIONAL REFEREES

- Dr. Erick Komolo | Partner, Dr.Komolo& Partners | ekomolo@komoloadvocates.com | +254715880726
- Dr. Nkatha Kabira | Senior Lecturer - University of Nairobi | Harvard University | Fellow - Stellenbosch Institute of Advanced Studies | nkabira@sjd.law.harvard.edu | +254718944768
- Dr. Kambo Gathongo | Dean, School of Law, University of Embu | kambo.gathongo@embuni.ac.ke | +254791362540

CHARACTER REFEREE

- Prof. Daniel Mugendi | Vice- Chancellor | University of Embu| daniel.mugendi@embuni.ac.ke | +254717285305
- Dr. Patricia Owira | Deputy Country Director | International Centre for Reproductive Health Kenya| patricia@icrhk.org | +254723091917

UNIVERSITY OF NAIROBI



This is to certify that

Christabel Mideya Ebo

having satisfied the requirements
for the award of the degree of the

BACHELOR OF LAWS

Second Class Honours (Upper Division)

was admitted to the degree
at a Congregation held at
this University on the

Second Day of December in the Year
2016

Thuraiti

VICE-CHANCELLOR

Johnstone

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

5971



S/No. 0361123

UNIVERSITY OF NAIROBI

UNDERGRADUATE ACADEMIC TRANSCRIPT

STUDENT NAME: EBOSO CHRISTABEL MIDEVA
 FAC/SCH/INST: SCHOOL OF LAW
 PROGRAMME: BACHELOR OF LAWS

YEAR OF STUDY: LEVEL ONE
 REGISTRATION NO: G34/53404/2012
 DATE OF ADMISSION 04TH-JUN-2012

| COURSE CODE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|-----------------|---------------------------------|----------------|-------|
| CCS010 | HIV/AIDS | 45 | A |
| GPR100 | LEGAL RESEARCH AND WRITING | 90 | C |
| GPR101 | TORTS I | 45 | B |
| GPR102 | CONTRACTS I | 45 | B |
| GPR103 | SOCIAL FOUNDATIONS OF LAW | 45 | C |
| GPR104 | CONSTITUTIONAL LAW I | 45 | C |
| GPR105 | CRIMINAL LAW I | 45 | D |
| GPR107 | TORTS II | 45 | D |
| GPR108 | CONTRACTS II | 45 | C |
| GPR109 | LEGAL SYSTEMS AND LEGAL METHODS | 45 | B |
| GPR110 | CONSTITUTIONAL LAW II | 45 | B |
| GPR111 | CRIMINAL LAW II | 45 | C |
| ***** END ***** | | | |

RECOMMENDATION

PASS PROCEED TO NEXT LEVEL

KEY TO GRADING SYSTEM

A=70 % - 100 % - EXCELLENT
 B=60 % - 69 % - GOOD
 C=50 % - 59 % - SATISFACTORY
 D=40 % - 49 % - PASS
 E=0 % - 39 % - FAIL
 * - PASS AFTER RESIT

Date of issue



VD



S/No. 0361124

UNIVERSITY OF NAIROBI
UNDERGRADUATE ACADEMIC TRANSCRIPT

STUDENT NAME: EROSO CHRISTABEL MIDEVA
 FAC/SCHOOL: SCHOOL OF LAW
 PROGRAMME: BACHELOR OF LAWS

YEAR OF STUDY: LEVEL TWO
 REGISTRATION NO: 03403804/2012
 DATE OF ADMISSION: 24TH-JUN-2012

| COURSE CODE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|-------------|-----------------------------|----------------|-------|
| GPR200 | CRIMINOLOGY AND PENOLOGY | 45 | B |
| GPR201 | EVIDENCE I | 45 | E* |
| GPR202 | CIVIL PROCEDURE I | 45 | B |
| GPR203 | ADMINISTRATIVE LAW I | 45 | B |
| GPR204 | PROPERTY THEORY | 45 | B |
| GPR205 | SALE OF GOODS AND AGENCY | 45 | C |
| GPR206 | CRIMINAL PROCEDURE | 45 | B |
| GPR207 | EVIDENCE II | 45 | B |
| GPR208 | CIVIL PROCEDURE II | 45 | C |
| GPR209 | ADMINISTRATIVE LAW II | 45 | C |
| GPR210 | PROPERTY LAW | 45 | B |
| GPR211 | LEGAL PRACTICE | 45 | A |

***** END *****

RECOMMENDATION
 PASS: PROCEED TO NEXT LEVEL

KEY TO GRADING SYSTEM
 A = 70% - 100% - EXCELLENT
 B = 60% - 69% - GOOD
 C = 50% - 59% - SATISFACTORY
 D = 40% - 49% - PASS
 E = 0% - 39% - FAIL
 * - PASS AFTER RESIT

Date of issue



Signed

Academic Registrar



S/No. 0361125

UNIVERSITY OF NAIROBI
UNDERGRADUATE ACADEMIC TRANSCRIPT

STUDENT NAME: EROSO CHRISTABEL MIDEVA
 YEAR OF STUDY: LEVEL THREE
 REGISTRATION NO: 03403804/2012



0361125

UNIVERSITY OF NAIROBI

UNDERGRADUATE ACADEMIC TRANSCRIPT

STUDENT NAME: EBOSO CHRISTABEL MIDEVA
FAC/SCH/INST: SCHOOL OF LAW
PROGRAMME: BACHELOR OF LAWS

YEAR OF STUDY: LEVEL THREE
REGISTRATION NO: GB453404/2012
DATE OF ADMISSION: 04TH JUN-2011

| COURSE CODE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|-----------------|--------------------------------------|----------------|-------|
| GPR300 | JURISPRUDENCE | | |
| GPR301 | PUBLIC INTERNATIONAL LAW | 45 | B |
| GPR302 | EQUITY | 45 | D |
| GPR303 | INSURANCE LAW | 45 | B |
| GPR304 | LAW OF BUSINESS ASSOCIATION I | 45 | B |
| GPR305 | FAMILY LAW | 45 | C |
| GPR306 | BANKING LAW | 45 | C |
| GPR310 | LAW OF TRUSTS | 45 | B |
| GPR311 | LAND USE LAW | 45 | B |
| GPR312 | ALTERNATIVE DISPUTE RESOLUTION | 45 | B |
| GPR316 | LAW OF BUSINESS ASSOCIATIONS II | 45 | B |
| GPR317 | BANKRUPTCY AND COMMERCIAL SECURITIES | 45 | B |
| GPR318 | LABOUR LAW | 45 | B |
| ***** END ***** | | 45 | D |

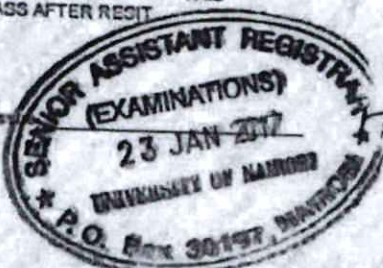
RECOMMENDATION

PASS. PROCEED TO NEXT LEVEL.

KEY TO GRADING SYSTEM

- A = 70 % - 100 % - EXCELLENT
 - B = 60 % - 69 % - GOOD
 - C = 50 % - 59 % - SATISFACTORY
 - D = 40 % - 49 % - PASS
 - E = 0 % - 39 % - FAIL
- * - PASS AFTER RESIT

Date of issue



Signed

Academic Registrar



S/No. 0361126

UNIVERSITY OF NAIROBI

UNDERGRADUATE ACADEMIC TRANSCRIPT

STUDENT NAME: EBO SO CHRISTABEL MIDEVA
 FAC/SCH/INST: SCHOOL OF LAW
 PROGRAMME: BACHELOR OF LAWS

YEAR OF STUDY: LEVEL FOUR
 REGISTRATION NO: CB4/53404/2012
 DATE OF ADMISSION: 04TH-JUN-2012

| COURSE CODE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|-----------------|-----------------------------|----------------|-------|
| GPR400 | RESEARCH PAPER I | 45 | A |
| GPR402 | CONVEYANCING LAW & PRACTICE | 45 | B |
| GPR403 | CONFLICTS OF LAWS | 45 | A |
| GPR404 | TAX LAW | 45 | C |
| GPR406 | COMPETITION LAW | 45 | A |
| GPR407 | WOMEN IN THE LEGAL PROCESS | 45 | C |
| GPR408 | ENVIRONMENTAL LAW | 45 | B |
| GPR409 | PUBLIC INTEREST CLINIC I | 45 | B |
| GPR410 | RESEARCH PAPER II | 45 | A |
| GPR411 | INTELLECTUAL PROPERTY LAW | 45 | A |
| GPR415 | CONSUMER PROTECTION LAW | 45 | B |
| GPR417 | LAW OF SUCCESSION | 45 | A |
| GPR418 | EAST AFRICA COMMUNITY LAW | 45 | A |
| GPR420 | ENERGY LAW | 45 | C |
| ***** END ***** | | | |

RECOMMENDATION

PASS: AWARDED THE DEGREE OF BACHELOR OF LAWS AT SECOND CLASS HONOURS, UPPER DIVISION

KEY TO GRADING SYSTEM

| | | |
|------------------|----------------|--------------------------------------|
| A = 70 % - 100 % | - EXCELLENT | First Class Honours |
| B = 60 % - 69 % | - GOOD | Second Class Honours, Upper Division |
| C = 50 % - 59 % | - SATISFACTORY | Second Class Honours, Lower Division |
| D = 40 % - 49 % | - PASS | Pass |
| E = 0 % - 39 % | - FAIL | |

* - PASS AFTER RESIT

Date of issue:



Academic Registrar

UNIVERSITY OF NAIROBI



This is to certify that

Christabel Mideva Ebo

having satisfied the requirements
for the award of the degree of the

MASTER OF LAWS

was admitted to the degree
at a Congregation held at
this University on the

**Twenty First Day of December in the Year
2018**

VICE-CHANCELLOR

AG. DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)



S/No. 450639

UNIVERSITY OF NAIROBI

POSTGRADUATE ACADEMIC TRANSCRIPT

ACADEMIC YEAR: 2016/2017-2018/2019

STUDENT NAME: EBOSO CHRISTABEL MIDEVA

REGISTRATION NO: G62/7482/2017

FAC/SCH/INST: SCHOOL OF LAW

DATE OF ADMISSION 06TH-SEP-2017

PROGRAMME: MASTER OF LAWS

| COURSE CODE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|-------------------|--|----------------|-------|
| GPR601 | JURISPRUDENCE AND LEGAL THEORY | 60 | A |
| GPR602 | RESEARCH METHODOLOGY | 60 | A |
| GPR603 | LAW AND DEVELOPMENT | 60 | A |
| GPR604 | COMPARATIVE CONSTITUTIONAL LAW | 60 | A |
| GPR606 | PRINCIPLES OF GOOD GOVERNANCE | 60 | B |
| GPR608 | DEMOCRACY AND THE LEGAL PROCESS | 60 | A |
| GPR609 | ACCESS TO JUSTICE | 60 | A |
| GPR625 | INTERNATIONAL COMMERCIAL ARBITRATION | 60 | B |
| GPR638 | UNITED NATIONS LAW AND PROBLEMS OF WORLD ORDER | 60 | A |
| GPR699 | PROJECT PAPER | 240 | A |
| GPR699 | PROJECT PAPER | 240 | A |
| ***** E N D ***** | | | |

RECOMMENDATION

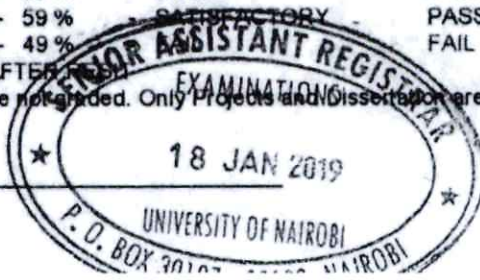
PASS: AWARDED THE DEGREE OF MASTER OF LAWS

KEY TO GRADING SYSTEM

| | | |
|------------------|----------------|------|
| A = 70 % - 100 % | - EXCELLENT | PASS |
| B = 60 % - 69 % | - GOOD | PASS |
| C = 50 % - 59 % | - SATISFACTORY | PASS |
| F = 0 % - 49 % | - FAIL | FAIL |

* - PASS AFTER RE-ENTRY
 - These are not graded. Only Projects and Dissertations are graded

Date of Issue:



Signed

Academic Registrar

This is to certify that

Christabel Eboso

**has achieved the status of
Associate Fellow (AFHEA)**

In recognition of attainment against the
UK Professional Standards Framework for
teaching and learning support in higher
education.

**Fellowship reference
PR233469**

**Date of Fellowship
08/12/2021**



Alison Johns

Chief Executive
Advance HE



Stephen Marston

Chair of the Board of Directors
Advance HE



DR. KOMOLO & PARTNERS
ADVOCATES
Commitment for Justice & History Public

November 11, 2024

The Hon. Chief Justice & Chairperson
Judicial Service Commission
Nairobi.

Dear Madam,

RECOMMENDATION - MS. CHRISTABEL MIDEVA EBOSO

I write this letter of recommendation in support of Ms. Christabel Mideva Eboso's who has applied to the Public Benefit Organizations Disputes Tribunal as a member.

I have been a part of Christabel's professional and academic journey. I am aware that Christabel is a faculty staff at the University of Embu, where she lectures and researches. Her area of research includes human rights, International Law, climate law and gendered rights. Particularly, she teaches the following course units; Land Use Law, Research Methodology and Writing, International Environmental Law, and Human Rights Law. Prior to joining the University of Embu, she worked in the legal space focusing in human rights. At the University of Nairobi, where she undertook both her undergraduate and Master degree, I confirm that she was ranked amongst top in her class. Specifically, at the Master level, her LLM thesis titles '*The Nexus Between Two-Thirds Gender Rule and Equality of Counties: A Case Study of Kenya's Senate*' was recognized as the best published paper in the class of 2018. She further graduated top of her class. I am also aware that often, she has been invited as a guest lecturer in different institutions of higher learning in Kenya based on her commitment in human rights. Some of the Universities where she has been a guest lecturer include, University of Nairobi where she has taught multiple classes on gender and the law, Strathmore University and Egerton University. I am further aware that between October, 2019 to December, 2020, she taught Public Law at the University of Kent, Canterbury as a Graduate Teaching Assistant.

I wish to confirm that other than working in the academic environment, she has implemented many projects as a researcher or consultant together with different Non-Governmental Organizations in Kenya and Rwanda. Some of the organizations she has actively and continues to actively engage include Akili Dada, International Centre for Reproductive Health- Kenya, Kenya Legal and Ethical Issues Network of HIV and AIDS(KELIN), United Nations Population Fund, United Nations Development Programme, The Kenya Institute for Public Policy, Research and Analysis. I have also worked with her at Kituo Cha Sheria, a Non- Governmental Organization in Kenya established in 1973 to empower poor and marginalized to enhance equity and access

to justice. She has on many occasions provided her invaluable insights into the organization's objects and vision. I would like to highlight that at The Kenya Institute for Public Policy, Research and Analysis, she prepared a policy brief on enhancing youth inclusion and representation in climate action in Africa in preparation for the 1st African Climate Summit that was held in September, 2023 in Nairobi.

In terms of publishing, I confirm that she has written various papers, articles and even made conference presentations. Specifically, in December 2023, she published a collaborative paper with the University of Amsterdam under the theme "Sustainable Global Economic Law" titled *'Green Deals and Reproductive Justice: A Promise of Just Transition.'* She further presented another paper in climate policy action and security at the University of Ghent. Two of her abstracts have been accepted for the 2025 Regional Africa Human Rights Academic Network Conference on *'Human Rights, Environment and Climate Change; Access to Environmental and climate justice within the regional and sub-regional human rights systems in Africa'* scheduled to take place in February, 2025, in Abuja, Nigeria. She has appeared in many other public intellectual and educative panels in Kenya to advocate for equity in climate finance and policies. In 2023, she was the only young Kenyan scholar accepted to the prestigious Harvard Law school and University of Stellenbosch's Global Scholars' Academy.

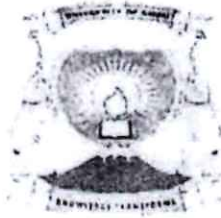
Her leadership skills are equally worth mentioning. I work with her at MAKLWETA, a community-based organization in Kenya that empowers school going children by ensuring their right to education is guaranteed in the form of meeting their financial cost to education and building infrastructure in schools. MAKLWETA equally runs a climate advocacy initiative named *'one tree and one student at a time'* in fundraising to raise funds that go towards improving education. Christabel has previously served at the Law Society of Kenya's gender committee as a member whose role was formulate, implement, and facilitate issues on gender for the benefit of the public. She is a fellow of the United States of America's prestigious Atlas Corps Leadership Fellowship. She serves in various boards of different organizations that relate to the well-being of the public.

I am convinced that the position, if accepted will be beneficial to not only Christabel but the community she works with in Kenya. Specifically, the University of Embu, being a public University in rural Kenya and one that is still growing would largely benefit from having its own represented in a tribunal. It therefore is imperative that the academy is empowered through acquisition of knowledge in practice necessary to advance developments. I believe Christabel is well suited for the position.

Yours Sincerely,



Dr. Erick Komolo, Ph.D.



UNIVERSITY OF EMBU

P.O. Box 6-60100
Embu – Kenya
Email: sol@embuni.ac.ke
Website: www.embuni.ac.ke

Tel: +254 20 2444136
+254 727933950

OFFICE OF THE DEAN (SCHOOL OF LAW)

REF: STAFF/VOL1/002

DATE: 12TH NOVEMBER, 2024

THE OFFICE OF THE CHIEF JUSTICE OF THE REPUBLIC OF KENYA,

REF: TESTIMONIAL IN SUPPORT OF MS. CHRISTABEL MIDEVA EBOSO

I wish to recommend Miss. Christabel M. Eboso who made an application for the position of Member, Public Benefit Organization Dispute Tribunal. I recommend her for the program in my capacity as the Dean, University of Embu, Faculty of Law and her immediate professional supervisor.

Christabel is employed on a full-time basis as a Lecturer and Researcher at the University of Embu, School of Law; a public higher learning institution situated in rural Kenya. In particular, she has taught and examined four course units being; Land Law Use, International Environmental Law, Human Rights and Research Methodology. Cumulatively, she has lectured at least 400 students in their second to final years and supervised others in their dissertation writing. At the University of Embu, she doubles as the Moot Court coordinator leading and training law students for their moot court competitions. As the coordinator, she has grown the society that has successfully participated in national and regional moot court competitions. Some of the notable moot court competitions she has trained our students recently include:

- a) *The Africa Gender Equality Moot Court Competition/ Concours Africain de Plaidoirie sur L'egalite des sexes (AGMEMCC)- University of Embu was ranked 2nd runners up in written memorial in Africa.*
- b) *The 27th Stetson International Environmental Law Moot Competition- The University of Embu represented Kenya at the finals in Florida USA.*
- c) *First Model African Committee of Experts on the Rights and Welfare of the Child Moot competition.*
- d) *Great Lakes Regional International Humanitarian Law and Human Rights Moot competition- The University of Embu represented Kenya in Kigali Rwanda and was ranked 4 out of 30 universities in Eastern Africa.*
- e) *Amnesty International Moot Court Competition on Digital Rights and Climate Justice- University of Embu was ranked 1st Runners up.*
- f) *National Environmental law and Natural Justice Moot competition, 2024.*
- g) *11th Edition of the African Region Round- John H. Jackson Moot Competition.*
- h) *The Great Lakes Regional Training Programme in International Humanitarian Law and Human Rights (Civilian Evacuations in Armed Conflict) 2024*

As a testament of her leadership and organisational skills, she has successfully organized and hosted intra-university moot competitions at the university. In October 2023, Christabel was a trainee and presenter at the Great Lakes Regional Training Programme in International Humanitarian and Human Rights in Rwanda sponsored by the Embassy of the Netherlands in Rwanda. Further, she has been involved in many administrative leadership roles at the University as appointed by the Vice-Chancellor. In 2023, she was accepted for the prestigious leadership Atlas Corps fellowship, hosted by the United States of America.

Christabel has a strong passion for Gender Justice, Climate Justice, Policy and Human Rights. She is involved with multiple Non- Governmental Organisations that work with marginalised communities and key populations in Kenya. Her research passion in Human Rights policy earned her the prestigious Research Fellowship at the Global Scholars Academy offered by the Harvard Law School, Global Institute for Law and Policy (IGLP) in collaboration with the University of Stellenbosch. She was further accepted for the Sustainable Global Economic Law, summer school at the University of Amsterdam in June, 2023 where she presented a paper titled



"Advancing Sexual Reproductive Rights in the Context of Climate Change: Mitigating the HIV/AIDS Crisis through Effective Interventions." In December, 2023, she presented a paper at "The International Inter- and Transdisciplinary Conference: The Universal Declaration of Human Rights at 75" hosted by the University of Ghent, Belgium. Two of her abstracts have been accepted for the 2025 Regional Africa Human Rights Academic Network Conference on *'Human Rights, Environment and Climate Change; Access to Environmental and climate justice within the regional and sub-regional human rights systems in Africa'* scheduled to take place in February, 2025, in Abuja, Nigeria.

Based on the above, I wish to confirm that she is an innovative thinker and is capable to diligently undertake research and critically analyse issues and the law within the professional environment with a view of providing solutions. Having been entrusted by the University of Embu to prepare undergraduate finalist year students in writing their dissertations through her research methodology lectures and supervision, it is without doubt that Christabel is a good scientific researcher. Further her of different areas of the law is an indicative of her commitment around her research interests. Christabel holds an Associate Fellow of Higher Education Certificate- Diploma (AFHEA) from the University of Kent, Canterbury. The consequence of this is that she is qualified to support teaching and learning in Higher Education institutions in the United Kingdom.

I have no doubt that Christabel has the skills and knowledge to undertake and complete cutting edge and innovative responsibilities within the tribunal. More importantly, I am confident that accepting her as a member of the tribunal will not only be impactful to her but will greatly be beneficial to the University of Embu, School of Law that is currently engaged in multiple works with Non- Governmental Organizations.

I strongly recommend Christabel for the position.

Yours sincerely,



DR. JOHANA KAMBO
DEAN, SCHOOL OF LAW





REPUBLIC OF KENYA
HIGH COURT OF KENYA

PRACTISING CERTIFICATE FOR THE YEAR 2024

Pursuant to the Advocates Act, 1989, I hereby certify that

CHRISTABEL MUDEVA EBOSO

is duly enrolled as an Advocate of this Court and is entitled to practice as such Advocate.

Dated this **25th Day of March 2024**.

Practice No: **LSK/2024/13029**

ADM. No: **P.105/15597/18**



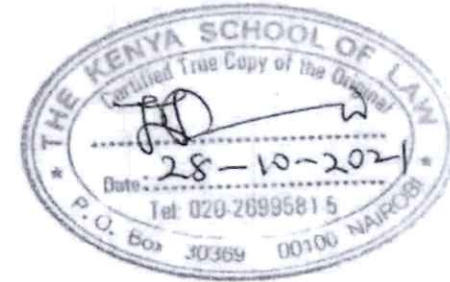
SIGNED BY: HON. WINFRIDAH B. MOKAYA
CHIEF REGISTRAR OF THE JUDICIARY

CERTIFICATE NUMBER: 3D4J6KR

DATE: 2024-03-28 11:51:00

Kenya School of Law

Registration #: 20170492
Serial #: 2020/0242



This is to certify that

Eboso Christabel Mideva

who was admitted to the Kenya School of Law in

January 2017

has duly passed the examinations of the Council of Legal Education for admission to the Roll of Advocates of the High Court of Kenya and having satisfactorily completed a course of instruction under the pupillage programme in accordance with Section 13 of the Advocates Act was awarded a

Postgraduate Diploma in Law

in

October 2018

Director/Chief Executive Officer

Chairperson, Kenya School of Law Board



Council of Legal Education

BAR EXAMINATION TRANSCRIPT

Full Name : EBOSO CHRISTABEL MIDEVA **Candidate's No.:** CLE 20170492
Programme : Bar Examinations **Date of Issue :** 09/21/18

This is to CERTIFY that the above named candidate sat the Bar Examinations and obtained the following results:

| <u>CODE</u> | <u>Subject Title</u> | <u>Result</u> |
|-------------|-----------------------------|---------------|
| ATP 100 | : CIVIL LITIGATION | [P] |
| ATP 101 | : CRIMINAL LITIGATION | [P] |
| ATP 102 | : PROBATE & ADMINISTRATION | [P] |
| ATP 103 | : LEGAL WRITING & DRAFTING | [P] |
| ATP 104 | : TRIAL ADVOCACY | [P] |
| ATP 105 | : PROFESSIONAL ETHICS | [P] |
| ATP 106 | : LEGAL PRACTICE MANAGEMENT | [P] |
| ATP 107 | : CONVEYANCING | [P] |
| ATP 108 | : COMMERCIAL TRANSACTIONS | [P] |

KEY: P – Pass (50% and above)



Dr. J.K. Gakeri
SECRETARY/CHIEF EXECUTIVE OFFICER
COUNCIL OF LEGAL EDUCATION

Printed On: 09/21/18

NB: This transcript is issued without any alterations whatsoever and is not valid without the Council of Legal Education Seal



Council of Legal Education

BAR EXAMINATION TRANSCRIPT

Full Name : EBOSO CHRISTABEL MIDEVA **Candidate's No.:** CLE 20170492

Programme : Bar Examinations **Date of Issue :** 09/21/18

This is to CERTIFY that the above named candidate sat the Bar Examinations and obtained the following results:

| CODE | Subject Title | Result |
|-------------|-----------------------------|---------------|
| ATP 100 | : CIVIL LITIGATION | [P] |
| ATP 101 | : CRIMINAL LITIGATION | [P] |
| ATP 102 | : PROBATE & ADMINISTRATION | [P] |
| ATP 103 | : LEGAL WRITING & DRAFTING | [P] |
| ATP 104 | : TRIAL ADVOCACY | [P] |
| ATP 105 | : PROFESSIONAL ETHICS | [P] |
| ATP 106 | : LEGAL PRACTICE MANAGEMENT | [P] |
| ATP 107 | : CONVEYANCING | [P] |
| ATP 108 | : COMMERCIAL TRANSACTIONS | [P] |

KEY: P – Pass (50% and above)



Dr. J.K Gakeri
SECRETARY/CHIEF EXECUTIVE OFFICER
COUNCIL OF LEGAL EDUCATION

Printed On: 09/21/18

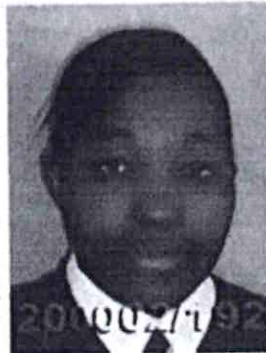
NB: This transcript is issued without any alterations whatsoever and is not valid without the Council of Legal Education Seal

The Kenya National Examinations Council



KENYA CERTIFICATE OF SECONDARY EDUCATION

This is to certify that the candidate named below sat for the Kenya Certificate of Secondary Education examination in the subjects named below.



THE CANDIDATE ATTAINED THE GRADE SHOWN IN THE SUBJECTS NAMED

NAME: EBOSO CHRISTABEL MIDEVA
SCHOOL: ALLIANCE GIRLS' HIGH SCHOOL

F1 200002/192

| | GRADE |
|-----------------------------------|------------|
| 101 ENGLISH | B (PLAIN) |
| 102 KISWAHILI | B+ (PLUS) |
| 121 MATHEMATICS | C- (MINUS) |
| 231 BIOLOGY | C- (MINUS) |
| 233 CHEMISTRY | D+ (PLUS) |
| 311 HISTORY AND GOVERNMENT | B+ (PLUS) |
| 313 CHRISTIAN RELIGIOUS EDUCATION | A- (MINUS) |

SUBJECTS NAMED SEVEN MEAN GRADE B- (MINUS)

EXAMINATION OF NOVEMBER/DECEMBER 2011

PRINTED : 130107 : 092554

Secretary

Kenya National Examinations Council

This is a secure document using special paper and inks. Please hold it up to the light to verify that the word MITIHANI and the "GENUINE" embedded thread can be seen through the paper. Not valid without a hologram.

(See overleaf for conditions of issue)



Chairman

Kenya National Examinations Council

KCSE /11 0097872



000002

THE KENYA NATIONAL EXAMINATIONS COUNCIL



KENYA CERTIFICATE OF PRIMARY EDUCATION

K C P E

This is to certify that the candidate named below sat for the Kenya Certificate of Primary Education examination and qualified for the award of this certificate. The candidate attained the grades shown below:

NAME : EBOSO CHRISTABEL MIDEVA 602165/015

SCHOOL : MARELL ACADEMY 602165

| | GRADE |
|--|-------|
| ENGLISH LANGUAGE | A- |
| KISWAHILI | A |
| MATHEMATICS | A |
| SCIENCE | A- |
| SOCIAL STUDIES AND RELIGIOUS EDUCATION | A- |

EXAMINATION OF 2007

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

This certificate was issued without any alteration whatsoever. See overleaf for grades and mark intervals.

KCPE 10771157

NATIONAL POLICE SERVICE



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-JRSGBE5Q**

Date: **17 June 2025**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

CHRISTABEL MIDEVA EBOSO

holder of ID No. **31063613** have been searched in Criminal Records
Office's database with/without previous record. The validity of the
information on this certificate is as of the date of issue.

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

This Certificate has been issued without any alteration or any erasure

(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document,
use the link <https://dci.ecitizen.go.ke/verify>,
send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

2

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

3

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

4

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

5

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

7

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**



KENYA REVENUE
AUTHORITY

Tax Compliance Certificate

For General Tax Questions
Contact KRA Call Centre
Tel: +254 (020) 4999 999
Cell: +254(0711)099 999
Email: calicentre@kra.go.ke

www.kra.go.ke

Taxpayer PIN : A009794705D

Certificate Date: 30/05/2025

Name and Address :

CHRISTABEL MIDEVA EBOSO

Nation House, Nairobi, Langata District,
PO Box:41171,
Postal Code:00100

Certificate Number:

KRASON1479524825



**This is to confirm that CHRISTABEL MIDEVA EBOSO,
Personal Identification Number A009794705D
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 29/05/2026.**

Caveat This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.

Annexure **3(3)**

Ms. Elizabeth Mbithe Mulwa



Elizabeth Mbithe Mulwa,
P.O.Box 2460-90100
Machakos.
mbimulwa@yahoo.com
Tel No: 0737 725606/ 0702451157

Recruitment Officer,
Office of the Chief Justice.

13TH November 2024

Dear Sir/Madam,

RE: APPLICATION FOR MEMBER, PUBLIC BENEFITS ORGANIZATION DISPUTES TRIBUNAL

I am writing to apply for the position of Member, Public Benefits Organization Disputes Tribunal. I am an advocate of the High Court of Kenya with fourteen years of experience in the Legal sector.

In relation to my education qualifications, I am a Graduate of the University of Nairobi with a Bachelor of Law Degree (LL.B) with Upper Second Honours. Professionally, I successfully completed the Advocates Training Program in 2008 and was admitted to the Roll of Advocates in October 2009. I also completed my LL.M in International Business Law at the University of Leeds and graduated with a Degree of Masters of Laws with Merit Honours in December 2013.

Post admission, I worked for two years at Shapley Barret and Company Advocates in the commercial and litigation department. I also worked, for a period of nine months before the start of my LL.M and for a brief period in late 2013, at the firm of Mulwa and Mulwa Advocates where I further sharpened my litigation skills. I was also employed as a legal officer at Gulf African Bank where I worked as an in house counsel dealing mostly with the Bank's litigation matters and recoveries. I am currently working for Mulwa and Mulwa advocates as a litigation lawyer practicing in various areas of the law. I am also an adjunct lecturer at the Paralegal Program, Kenya School of Law.

I believe that I have both the education and the practical experience to be an asset for your organization. My years of experience have exposed me to different work environments and clients which have made me highly adaptable to any environment. I therefore kindly request you to consider me for the above mentioned position. Attached hereto is a copy of my Resume detailing my educational back ground and work experience.

Thank you in advance and I look forward to a favourable response.

Yours Respectfully,

ELIZABETH MBITHE MULWA

RESUME

ELIZABETH MBITHE MUNANYE MULWA

Contact information

Name: Elizabeth Mbithe Munanye Mulwa

Address: P.O.Box 2460-90100, Machakos

Cell Number: 0737 725606 or 0702 451157 (Current Daytime contact)

Email Address: mbimulwa@yahoo.com

Personal Information

Date of Birth: 11th June 1984

Place of Birth: Nairobi

Citizenship: Kenyan

Sex: Female

Work Experience

- September 2019 - Currently;

Kenya School of Law, Paralegal Programme.

Part Time Lecturer

Job Description:

I also work as a part time lecturer at the Paralegal Programme teaching the Law of Property in Land and Conveyancing Law. The position entails the following duties:

Course Preparation: Develop and prepare course syllabi, lesson plans, and teaching materials. This involves selecting textbooks, preparing lectures, creating presentations, and compiling case studies and other instructional resources.

Teaching: Deliver lectures, lead discussions, and conduct seminars on land law and conveyancing. Use a variety of teaching methods to engage students, including lectures, interactive activities, and practical exercises.

Course Design: Design and update course content to ensure it remains current and relevant and aligning the curriculum with industry standards and accreditation requirements.

Assessment Creation: Develop exams, quizzes, assignments, and other assessment tools to evaluate student performance and understanding of the material.

Grading: Assess and grade student assignments, exams, and other coursework. Provide constructive feedback to help students improve their understanding and skills.

- November 2014- Currently;
2012: January – August
Mulwa and Mulwa Company Advocates
Position: Senior Associate

Job Description:

I work as an advocate in the litigation department of the firm and I am in charge of the Mavoko Branch. The firm handles matters of a commercial and civil nature including matters dealing with insurance claims, employment disputes, and family and succession issues, registration of businesses and companies and conveyancing transactions including any litigation that may arise from the said transaction. It also undertakes miscellaneous legal work such as drafting of creation of various other commercial agreements and debt collection.

I am involved in matters in all these areas but my main focus is in litigation. I handle the claims from their inception by advising the client on the viability of the claim and preparing the necessary court documents and witness statements. I also conduct the hearing of the suit and any interlocutory applications therein until the conclusion of the matter. I am also assist the Managing Partner in the administration of the law firm by assignment of duties to the subordinate staff and overall case management. I also assist in the recruitment of staff members where required.

- January 2014- October 2014
Gulf African Bank
Position: Legal Officer

Job Description:

I worked in Legal Department as an In- House counsel advising the Bank on all the legal matters arising in the Bank. More specifically, I handled all the litigation work instituted by or against the Bank in relation to debt recovery. I was mainly tasked with the coordination of these matters with external advocates to ensure that the Bank's interests were protected.

Apart from the litigation aspect, I also gave general legal advice on any legal issues encountered by the various departments in the Bank; reviewed contracts and represented the Bank in meetings of a legal nature. I also assisted in the securitization process for the facilities advanced by the Bank.

- September 2009- December 2011

Shapley Barret and Company Advocates

Position: Associate

Job description:

I began working at the firm in a holding over position in the month of September 2009 while I was awaiting my Admission to the Kenyan Bar. Once I was admitted on 15th October 2009, I was engaged as an advocate in the Litigation and Commercial Department. We undertook any court related matters in the firm in the areas of Insurance claims, Employment disputes, Family and Succession Matters, Environmental claims at NEMA, Procurement disputes, Litigation arising from conveyancing transactions and Contractual breaches. The firm is also engaged in a number of arbitration proceedings.

I was engaged in most of these matters although I was mainly assisting the partners in the conduct of the matters by doing the relevant research and handling any interlocutory applications. However I was conducting the proceedings of smaller claims by myself.

- 2009: January -August

Christine Oraro and Company Advocates

Position: Pupil

Job Description:

I undertook my legal training at this firm whose major focus was in Insurance matters. At the time, I was not qualified to conduct any court proceedings therefore my role was limited to the preparation of the cases for court. I was, under the supervision of my pupil master, allowed to draft various pleadings and undertake the correspondence to the Insurance Companies and other parties in the case. I was also tasked with the conduct of client interviews and the preparation of the witness statements where necessary.

I also undertook the necessary research on behalf of my pupil master to assist her in the conduct of the matter and I accompanied my pupil master to court in order to observe the proceedings and learn how to conduct such matters.

○ Education

- September 2012- August 2013
University of Leeds, United Kingdom
LL.M in International Business Law
Degree of Master of Laws with Merit Honours.
- 15th October 2009
Admission to the Kenya Bar Association
- 2008: January to December
The Kenya School of Law Advocates Training Program,
Passed all examinations for admission to the Kenya Bar Association.
Received a Post Graduate Diploma in Law
- 2003-2007
The University of Nairobi, Faculty of Law,
Bachelor of Laws Degree (Second Class Honours- Upper Division)
- 1998-2001
The Alliance Girls High School
Kenya Certificate of Secondary Education: Grade B+
- 1990-1997
Machakos Primary School
The Kenya Certificate of Primary Education: 590 marks

○ Skills, Professional Accreditations and Certifications

Professional accreditation

2013

Mediation Training Institute International East Africa

Certified Professional Mediator

2002-2003

Strathmore College

IMIS Diploma Part 1 and 2 (Foundation Diploma)

Computer Skills

- i. Virtual Platforms: Microsoft Teams/ Google Meet/Zoom
- ii. Operating Systems: Windows 98/2000/XP/Vista/7/8/10

- iii. Word Processors: Microsoft Word
- iv. Databases and Spreadsheets: Microsoft Excel
- v. Desk top Publishing Applications: Microsoft Power Point
- vi. Internet Applications : Microsoft explorer/ Mozilla Fire Fox / Google Chrome

Languages

English, Kiswahili, Kamba

Professional Membership

- The Law Society of Kenya
- The Institute for the Management of Information Systems, Qualification: LIMIS SFIA Level 3

Interests

Reading, swimming, cooking

References

Professional References

1. Anastasia Otieno,
Kenya School of Law,
Development House, 5th Floor,
P.O.Box 30369-00100,
Nairobi.
Tel No: 0724619212
Email: aotieno@ksl.ac.ke
2. Desterio Oyatsi,
Shapley Barret and Company Advocates,
P.O.Box 40286-00100
Nairobi.

Tel No: +254-20-222731/2
Email:law@shapleybarret.com

Character Reference

3. Evelyne Maika,
Advocate and Prosecutor,
Office of the Director of Public Prosecution,
Nairobi.
Tel No: 0721479490/ 0735955051
Email: kimireimaika@gmail.com

6206

The Kenya National Examinations Council



This is to certify that the candidate named below sat for the Kenya Certificate of Secondary Education examination in the subjects named below and qualified for the award of a

Kenya Certificate of Secondary Education

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

MULWA MBITHE

#F# 200002/066

ALLIANCE GIRLS HIGH SCHOOL

- 101 ENGLISH
- 102 KISWAHILI
- 121 MATHEMATICS
- 251 BIOLOGY
- 233 CHEMISTRY
- 311 HISTORY AND GOVERNMENT
- 312 GEOGRAPHY
- 541 ACCOUNTING

- GRADE
- B+ (PLUS)
- B (PLAIN)
- A
- B (PLAIN)
- B (PLAIN)
- A
- B- (MINUS)
- B- (MINUS)

SUBJECTS NAMED EIGHT MEAN GRADE B+ (PLUS)

EXAMINATION OF NOVEMBER/DECEMBER 2001

[Handwritten Signature]

Secretary

Kenya National Examinations Council



[Handwritten Signature]

Chairman

Kenya National Examinations Council

This is a secure document using special paper. Please hold it up to the light to verify that the word 'MITHANI' can be seen through the paper.

KCSE 1830719

a true copy of the Original
Not valid without a hologram (See overleaf)

OBWOGE OUYANGO-ADVOCATE

Certificate of Membership

This is to Certify that

Mbithe Mulwa LIMIS

was admitted

Licentiate

Member of the Institute

On: **13 August 2003**

Membership Number: **320042**



Given Under the Common Seal of
The Institute for the Management of Information Systems

President

Chairman of Council

Chief Executive

I Certify that this is
a true copy of the Original

OSWEGO CHANGO-ADVOCATE
P. O. Box 5/2 - OSWEGO, ATHI RIVER

This is to Certify that

Mbithe Mulwa

has been awarded the

Diploma

and has achieved the following grades in each module

| | |
|---|-------------|
| D01 Information Technology 1 | Pass |
| D02 Business Communications | Pass |
| D04 Information Technology 2 | Pass |
| D05 Programming Project | Pass |
| D07 Financial and Quantitative Methods | Distinction |
| D08 Microcomputer and Networked Systems | Merit |

Awarded 12-August-2003

Membership Number 320042



Rachel Binnett

Chairman of Council

Michael

Chief Executive

Given Under the Common Seal of
The Institute for the Management of Information Systems

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a true copy of the Original

OBWOCE ONYANGO-ADVOCATE
P. O. Box 512, 00204, ATHI RIVER



UNIVERSITY OF NAIROBI

UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student **MULWA MBITHI**

Registration No. **G34/9644/2003**

SCHOOL OF **LAW**

Date of Admission **29TH-SEP-2003**

Programme **BACHELOR OF LAWS**

Year of Study **LEVEL FOUR**

| SUBJECT / COURSE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|------------------|--|----------------|-------|
| GPR400 | RESEARCH PAPER I | 45 | B |
| GPR401 | LAW, SCIENCE & TECHNOLOGY | 45 | D |
| GPR402 | CONVEYANCING LAW & PRACTICE | 45 | A |
| GPR406 | COMPETITION LAW | 45 | B |
| GPR407 | WOMEN IN THE LEGAL PROCESS | 45 | B |
| GPR408 | ENVIRONMENTAL LAW | 45 | B |
| GPR410 | RESEARCH PAPER II | 45 | B |
| GPR411 | INTELLECTUAL PROPERTY LAW | 45 | C |
| GPR414 | PROFESSIONAL ETHICS AND RESPONSIBILITY | 45 | C |
| GPR415 | CONSUMER PROTECTION LAW | 45 | B |
| GPR417 | LAW OF SUCCESSION | 45 | C |
| GPR420 | ENERGY LAW | 45 | C |

RECOMMENDATION

PASS. AWARDED THE DEGREE OF BACHELOR OF LAWS AT SECOND CLASS HONOURS, UPPER DIVISION

KEY TO GRADING SYSTEM

A=70% - 100% - EXCELLENT
 B=60% - 69% - GOOD
 C=50% - 59% - SATISFACTORY
 D=40% - 49% - PASS
 E=0% - 39% - FAIL
 * - PASS AFTER RESIT

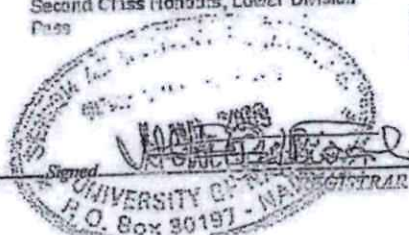
First Class Honours
 Second Class Honours, Upper Division
 Second Class Honours, Lower Division
 Pass

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OBWOGI ONYANGO-ADVOCA
P. O. Box 512-00204, ATHI RIVE

Date Issued

27/7/09





UNIVERSITY OF NAIROBI

UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student **MULWAMBITHI**

Registration No. **G34/9644/2003**

SCHOOL OF LAW

Date of Admission **29TH-SEP-2003**

Programme

BACHELOR OF LAWS

Year of Study **LEVEL THREE**

| SUBJECT / COURSE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|------------------|--------------------------------------|----------------|-------|
| GPR300 | JURISPRUDENCE | 45 | C |
| GPR301 | PUBLIC INTERNATIONAL LAW | 45 | B |
| GPR302 | EQUITY | 45 | C |
| GPR304 | LAW OF BUSINESS ASSOCIATION I | 45 | B |
| GPR305 | FAMILY LAW | 45 | C |
| GPR306 | BANKING LAW | 45 | D |
| GPR308 | ACCOUNTING FOR LAWYERS | 45 | C |
| GPR310 | LAW OF TRUSTS | 45 | C |
| GPR316 | LAW OF BUSINESS ASSOCIATIONS II | 45 | C |
| GPR317 | BANKRUPTCY AND COMMERCIAL SECURITIES | 45 | C |
| GPR318 | LABOUR LAW | 45 | D |
| GPR320 | NEGOTIABLE INSTRUMENTS | 45 | B |

RECOMMENDATION

PASS. PROCEED TO LEVEL FOUR

KEY TO GRADING SYSTEM

- A=70% - 100% - EXCELLENT
- B=60% - 69% - GOOD
- C=50% - 59% - SATISFACTORY
- D=40% - 49% - PASS
- E=0% - 39% - FAIL
- * - PASS AFTER RESIT

I Certify that this is a true copy of the Original

OBWOGE ONYANGO - ADVOC
P.O. Box 512-00204, ATHI RI

Date Issued

27/7/09

Signed





UNIVERSITY OF NAIROBI

UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student **MULWA MBITHI**

Registration No. **G34/9644/2003**

SCHOOL OF **LAW**

Date of Admission **29TH-SEP-2003**

Programme **BACHELOR OF LAWS**

Year of Study **LEVEL TWO**

| SUBJECT / COURSE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|------------------------------|-----------------------------|----------------|-------|
| GPR200 | CRIMINOLOGY AND PENOLOGY | 45 | B |
| GPR201 | EVIDENCE I | 45 | D |
| GPR202 | CIVIL PROCEDURE I | 45 | C |
| GPR203 | ADMINISTRATIVE LAW I | 45 | A |
| GPR204 | PROPERTY THEORY | 45 | C |
| GPR205 | SALE OF GOODS AND AGENCY | 45 | B |
| GPR206 | CRIMINAL PROCEDURE | 45 | B |
| GPR207 | EVIDENCE II | 45 | C |
| GPR208 | CIVIL PROCEDURE II | 45 | D |
| GPR209 | ADMINISTRATIVE LAW II | 45 | A |
| GPR210 | PROPERTY LAW | 45 | B |
| GPR211 | LEGAL PRACTICE | 45 | B |
| RECOMMENDATION | | | |
| PASS. PROCEED TO LEVEL THREE | | | |

KEY TO GRADING SYSTEM

A=70% - 100% - EXCELLENT
 B=60% - 69% - GOOD
 C=50% - 59% - SATISFACTORY
 D=40% - 49% - PASS
 E=0% - 39% - FAIL
 * - PASS AFTER RESIT

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OBWOGE ONYANGO ADVOCATE
P.O. Box 512, 00204, ATHI RIVER



Date Issued

27/7/09

AT
1/1



UNIVERSITY OF NAIROBI

UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student **MULWA MBITHE**
 SCHOOL OF LAW
 Programme **BACHELOR OF LAWS**

Registration No. **G34/9644/2003**
 Date of Admission **29TH-SEP-2003**
 Year of Study **LEVEL ONE**

| SUBJECT / COURSE | DESCRIPTIVE TITLE OF COURSE | ACADEMIC HOURS | GRADE |
|----------------------------|---------------------------------|----------------|-------|
| GPR100 | LEGAL RESEARCH AND WRITING | 45 | C |
| GPR101 | TORTS I | 45 | B |
| GPR102 | CONTRACTS I | 45 | C |
| GPR103 | SOCIAL FOUNDATIONS OF LAW | 45 | D |
| GPR104 | CONSTITUTIONAL LAW I | 45 | B |
| GPR105 | CRIMINAL LAW I | 45 | D |
| GPR106 | ADVOCACY | 45 | D |
| GPR107 | TORTS II | 45 | C |
| GPR108 | CONTRACTS II | 45 | C |
| GPR109 | LEGAL SYSTEMS AND LEGAL METHODS | 45 | C |
| GPR110 | CONSTITUTIONAL LAW II | 45 | B |
| GPR111 | CRIMINAL LAW II | 45 | D |
| RECOMMENDATION | | | |
| PASS. PROCEED TO LEVEL TWO | | | |

KEY TO GRADING SYSTEM

- A = 70 % - 100 % - EXCELLENT
- B = 60 % - 69 % - GOOD
- C = 50 % - 59 % - SATISFACTORY
- D = 40 % - 49 % - PASS
- E = 0 % - 39 % - FAIL
- * - PASS AFTER RESIT



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OSWEGO ONYANGO - ADVOCATE
 P.O. Box 512-00204, ATHI RIVER

Date Issued **29/7/09**

Signed

REGISTRAR

UNIVERSITY OF NAIROBI



This is to certify that

Mabilhe Muisua

having satisfied the requirements
for the award of the degree of the

BACHELOR OF LAWS

Second Class Honours (Upper Division)

was admitted to the degree
at a Congregation held at
this University on the

seventh Day of December in the year

2007

VICE-CHANCELLOR

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

I Certify that this is
a true copy of the Original

2077

OBWOGE OMONYANGO - ADVOCATE
P. O. Box 512 00204 NAIROBI



Serial #: 2009/1113

COUNCIL OF LEGAL EDUCATION/KENYA SCHOOL OF LAW

Academic Transcript

FULL NAME: Muliwa, Elizabeth Mbithe Muranyo

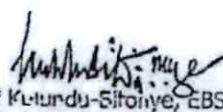
GENDER: Female

ADMISSION #: 2008287

NO. OF SITTINGS: 1

The above named candidate sat the JUN-DEC, 2008 Examinations and obtained the following marks and grades. Pass-mark is 50% and -1 incomplete.

| SUBJECTS LIST | | | |
|---------------|---------------------------|-------|-------|
| Code | Subject Title | Marks | Grade |
| ATP100 | Civil Litigation | 57 | P |
| ATP101 | Criminal Litigation | 50 | P |
| ATP102 | Probate & Administration | 72 | U |
| ATP103 | Legal Writing & Drafting | 50 | P |
| ATP104 | Trial Advocacy | 65 | P |
| ATP105 | Professional Ethics | 72 | P |
| ATP106 | Legal Practice Management | 74 | P |
| ATP107 | Conveyancing | 68 | P |
| ATP108 | Commercial Transactions | 62 | P |


Prof. W. Kulundu-Sitonye, EBS
Director/Chief Executive &
Secretary, Council of Legal Education

NB: This slip is only valid with a School Logo and Seal.

I Certify that this is
a true copy of the Original

OBWOCE ONYANGO - ADVOCATE
P. O. Box 512-00204, ATHI RIVER

Telephone: Nairobi 254-020-890044/890094
891399/891200

Fax: Nairobi 254-020-391722
Email: lawschool@ksl.ac.ke
Website: www.ksl.ac.ke



Kenya School of Law
P.O. Box 50369
00100 Nairobi
Dropping Zone 141
Revlon Professional Plaza
Tubman Road
Nairobi, Kenya

When replying please quote

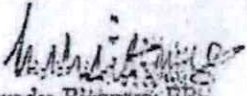
Ref: No.....2008287(15).....
and date

11th August, 2009

CERTIFICATE OF COMPLIANCE

MULWA ELIZABETH MBITHE MUNANYE

I certify that the candidate herein stated has duly satisfied the requirements of the Council of Legal Education in accordance with the provisions of Regulation 3 of the Council of Legal Education (Admissions) Regulations, Legal Notice 400 of 2007 and of Section 13 of the Advocates Act, Cap. 16 of the Laws of Kenya and may accordingly be gazetted for enrolment as an Advocate of the High Court of Kenya.


Prof. W. Kulundu-Bitonye, BBS
DIRECTOR/CHIEF EXECUTIVE &
SECRETARY, COUNCIL OF LEGAL EDUCATION

I Certify that this is
a true copy of the original

CEWOCCE ONYANGO - ADVOCATE
P. O. Box 512-00201, ATHI RIVER

REPUBLIC OF KENYA
HIGH COURT OF KENYA
P.105/7771/09

CERTIFICATE OF ADMISSION
MBITHI MUEWA

This is to certify that

having this day signed the Roll of Advocates of the High Court of Kenya is admitted to practise as an Advocate of the High Court and is entitled to practise in the Courts Subordinate thereto, as from the

15th day of October 20 09

Given under my hand and the Seal of the High Court of Kenya at

Nairobi

this 15th day of October

in the Year of Our Lord Two Thousand

and nine


Chief Justice
High Court of Kenya

MBITHI MUEWA

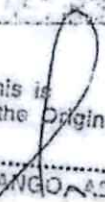
Certified that the name of the said

has this day been entered on the Roll of Advocates on payment of the prescribed fee.

Dated this 15th day of October 20 09


Deputy Registrar

I Certify that this is a true copy of the Original.


GEWOGE OUYANGO ADVOCATE

THE UNIVERSITY OF LEEDS

Diploma Supplement and Transcript

Name: Elizabeth Mbithe Mulwa
Date of Birth: 11-Jun-1984
Identification No: 200738893
HESA No: 1211247388935
Date of Admission: 17-Sep-2012
Date of Leaving: 27-Nov-2013
Status at Leaving: Successful completion of course

Award: Master of Laws
Classification: Pass with Merit
Programme: International Business Law
Date awarded: 27-Nov-2013

Academic Transcript

| | Results | Level | Credits | ECTS | |
|---|---|-------|---------|------|-----|
| Programme Year 1 LLM International Business Law 2012/13 (Full-time study) | | | | | |
| LAW 5338M | International E-Commerce Law | 54 | M | 15 | 7.5 |
| LAW 5440M | Competition Law | 63 | M | 15 | 7.5 |
| LAW 5580M | International Law of Credit and Security | 57 | M | 15 | 7.5 |
| LAW 5585M | International Trade Finance Law | 68 | M | 15 | 7.5 |
| LAW 5645M | The International Law of Foreign Investment | 72 | M | 15 | 7.5 |
| LAW 5955M | World Trade Organisation Law | 72 | M | 15 | 7.5 |
| LAW 5960M | Research Methods | 64 | M | 15 | 7.5 |
| LAW 5970M | Dissertation | 70 | M | 60 | 30 |
| LAW 5942M | Conflict of Laws in Business Transactions | 75 | M | 15 | 7.5 |
| End | | | | | |



R. P. ...

Vice-Chancellor

R. P. ...

University Secretary



The University of Leeds

DEGREE OF MASTER OF LAWS

It is hereby certified that

Elizabeth Mbithe Mulwa

was admitted to the degree of Master of Laws

with Merit

having followed a programme of advanced study in

International Business Law

on the 27th of November 2013



Handwritten signature of the Vice-Chancellor.

VICE-CHANCELLOR

Handwritten signature of the University Secretary.

UNIVERSITY SECRETARY
a true copy of the Original
2013/200738893

OBWOCE UNIVERSITY ADVOCATE
P. O. Box 512 - 00204, ATHI RIVER

NATIONAL POLICE SERVICE



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-A6S5M665E**

Date: **9 June 2025**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

ELIZABETH MBITHE MUNANYE MULWA

*holder of ID No. **23997935** have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.*

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): NIL

RESULTS OF TRIAL: NIL

DATE: NIL

This Certificate has been issued without any alteration or any erasure

(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.ecitizen.go.ke/verify>, send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

2

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

3

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

4

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

5

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

7

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

www.kra.go.ke

Taxpayer PIN : A005339560C

Certificate Date: 22/05/2025

Name and Address :

Elizabeth Mbithe Munanye Mulwa
KCB BUILDING, MACHAKOS, Machakos District,
PO Box:2460,
Postal Code:90100

Certificate Number:

KRASON1475809525



**This is to confirm that Elizabeth Mbithe Munanye Mulwa,
Personal Identification Number A005339560C
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 21/05/2026.**

Caveat: This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.

Annexure **3(4)**

Dr. Leonard Kinyulusi



DR. LEONARD KINYULUSI, PhD

P.O Box 28225 Nairobi, Kenya 00100

Email: Lkinyulusi@gmail.com Mobile no.: +254 723 729096

November 14, 2024.

The Secretary,
Judicial Service Commission,
P.O. Box 40048 – 00100, Nairobi.

Dear Secretary,

RE: MEMBER OF THE PUBLIC BENEFIT ORGANIZATIONS DISPUTE TRIBUNAL (NON-LEGAL).

I write to be considered as a Non-Legal Member of the Public Benefit Organizations Dispute Tribunal. I believe my qualifications and experience match what you need. In my past role at the Political Parties Disputes Tribunal, I participated in the hearing and determination of more than 30 disputes in the Meru, Kisumu and Nairobi Benches of the PPDT as a Non legal Member.

My resume provides more details on PPDT and other roles during my 20 years as a Managing Director, a Project Management Consultant, a Lecturer and University Council Member. Specific knowledge and skills that are transferable to this position include:

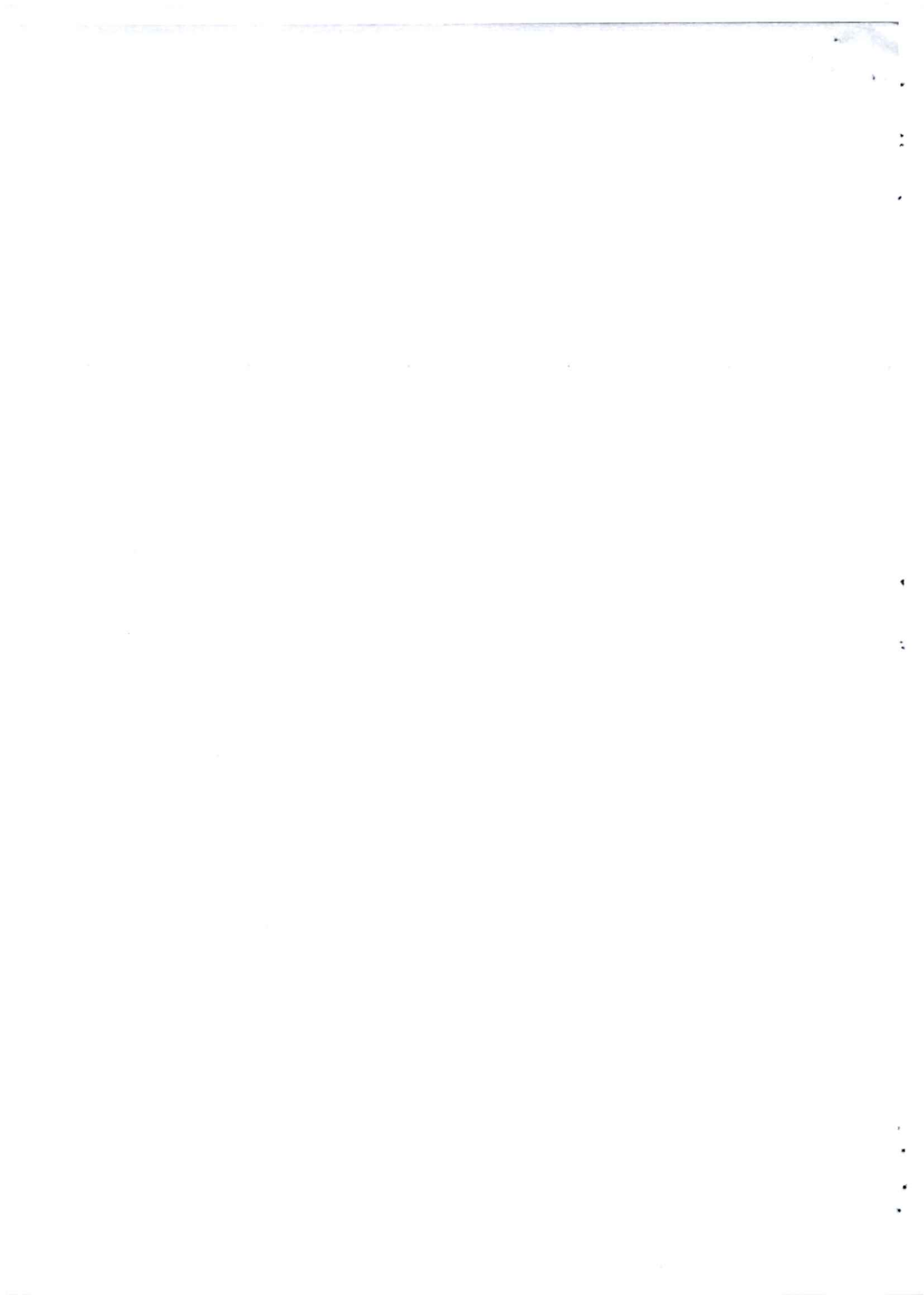
- Hearing and determination of political disputes in the Meru, Kisumu and Nairobi Benches of the PPDT
- Recording proceedings clearly and accurately
- Writing judgments and rulings issued by the PPDT
- Education Management and Governance derived from being a University Council Member
- Competency in Legal matters derived from my Bachelor of Laws Degree.
- Classroom teaching on fundraising in Public Benefit Organizations as a University Lecturer.

I possess a Doctor of Philosophy in Project Planning and Management with a specialization in Monitoring and Evaluation from the University of Nairobi, a Master of Arts in Project Planning and Management (University of Nairobi), a Bachelor of Education, Arts (English and Literature) from Moi University and Bachelor of Laws from the University of Nairobi. These academic qualifications and work experience have equipped me with practical strategic leadership and management skills and a deep understanding of the role that this assignment presents.

I have enclosed my resume for your review with copies of professional certificates, testimonials and academic certificate and a recent colored passport size photograph. I hope to hear from you soon for a deeper discussion on this role.

Yours Sincerely,

DR. LEONARD KINYULUSI





DR. LEONARD KINYULUSI, PhD, MKIM

P.O Box 28225-00100, Nairobi | +254723729096 |
Lkinyulusi@gmail.com

Professional Summary

Senior Director with almost 20 years' experience in government and private sector affairs. Visionary with a keen understanding of corporate governance, legislative and regulatory process, and expert skills in strategic leadership and management. Extensive competency in stakeholder management within government, industry and political communities. Expertise in project planning and management, organizational development including, policy formulation and resource mobilization, human and capital resource management.

Dr. Leonard Kinyulusi is the Founding and Managing Director at Three Dimension (3D) Africa Communications Ltd. and Geekan Kenya Ltd, which are private Consultancy Firms in Kenya that serve Kenya's public and private sectors.

Dr. Leonard Kinyulusi has recently sat on the Judicial Bench of Political Parties Disputes Tribunal in Kenya as a member, is a Member of the Council of Alupe University and an Adjunct Professor of Project Management and Fundraising at the United States International University-Africa.

Skills

- Corporate governance
- Business planning
- Project fundraising
- Consulting
- Program oversight
- Project management
- Research
- Grant compliance
- Public procurement
- Accountability
- Risk management
- Corporate decision making
- Image and reputation management
- Performance management
- Teamwork
- Good corporate citizenship
- Ethical leadership
- Financial management and administration
- Internal controls
- Monitoring and evaluation
- Staff management

Work History

2022 - Present: Council Member, Alupe University

- Determining the method of recruitment, appointment and promotion of all staff of the University
- Appointing and determining the terms and conditions of service for all staff of the University
- Conferring after receiving a report from the Senate, the title of Emeritus Professor, Visiting Professors, Honorary Professor, Honorary Lecturer or Honorary Fellow;
- Approving the University budget
- Promoting and making financial provisions and facilities for execution of the functions of the University
- Determining, after considering the recommendations of the Senate, all fees payable to the University
- Approving the investment of any money belonging to the University including any unutilized income, in such stocks, funds, fully paid shares or securities as Council may from time to time deem fit, in accordance with the general law for the investment of trust moneys or in the purchase of freehold or leasehold properties, including rents and subject to the Act with the powers of varying such investment from time to time by sale or re-investment or otherwise
- Subjecting to the laid down government procedures to approve sale, purchase, exchange, lease, or take on, lease movable and immovable property on behalf of the University
- Subjecting to the laid down government procedures, to approve the borrowing of money on behalf of the university; and for that purpose and subject to the Act, to mortgage or charge all or any part of the property unless the conditions of the property so held provide otherwise, and to give such other security whether upon movable and immovable property or otherwise as the Council may deem fit
- On the recommendation of the Senate provide in accordance with the Statutes, for the creation of new divisions, faculties, schools, institutes, departments, Centers or other bodies of learning, research and production in the University, whether formed by the sub-division of any one or more than one of any such new body or otherwise, and for the abolition from time to time of any such body, and to approve the establishment, abolition or subdivision of any such body however so described
- Instituting on the recommendation of the Senate fellowships, scholarships, studentships, exhibitions, bursaries, prizes and other aids to study and research
- Approving the terms and conditions upon which internal and external examiners shall be appointed by the Senate

- Empowering committees to act jointly with any Committees appointed by the Senate, provided that the Council shall not delegate to the Chairman or to a Committee the powers to approve without further reference to the Council the annual estimates of expenditure
- Approving regulations governing the conduct and discipline of the students of the University
- Receiving, on behalf of the University, donations, endowments, gifts, grants or other moneys and make legitimate disbursements wherefrom;
- Approving the constitution of the Students Organization and so far as is reasonably practicable, to ensure that the Students' Organization operates in a fair and democratic manner and is accountable for its finances
- Providing for the welfare of the staff and students of the University
- Approving regulations governing the recruitment, conduct and discipline of the staff of the University
- Monitoring and evaluating the implementation of strategies, policies, and the management criteria and plans of the University
- Constantly reviewing the viability and financial sustainability of the University once every year
- Ensuring that the University complies with the constitution, other relevant laws, regulations, governance practices, accounting and auditing standards
- Performing such other duties as may be contained in the Statutes and may have such other powers as contained in the Act.

March 2022-March 2023, Member, Political Parties Disputes Tribunal, Judicial Service Commission

- Participating in hearing of all disputes which come before the full bench.
- Entering judgments in default of appearance.
- Determining and pronouncing upon any point of law arising in the course of proceedings before the Tribunal.
- Approving, signing, issuing and certifying orders, decrees and certificates of costs, copies of proceedings and warrants of attachments for execution of court decrees and order; and
- Writing and pronouncing awards, judgments, orders, rulings and decrees issued by the Tribunal.

Jan 2022- Present: Adjunct Faculty of Project Management and Fundraising at the United States International University - Africa teaching the following;

- Overview of project management
- Project organization strategy, structure and culture
- Project identification, evaluation and selection approaches
- Project scope and time management
- Project cost and resource management
- Developing project plans, schedules and networks
- Monitoring and evaluation
- Project management ethics and professional conduct
- Fundraising methods and strategies
- Grant writing

Aug 2021- June 2022: Project Manager, World Bank Funded Project, Teachers' Service Commission Midterm Evaluation of School Based Teacher Support System (SBTSS), Nairobi, Kenya.

- Supporting in evaluating, reviewing and verifying results achieved under the SBTSS program for the science, mathematics and English subjects
- Supporting TSC in preparation of a report with recommendations for scaling up the program to the remaining schools in the targeted sub-counties

Sept 2021- June 2022: Project Manager, Africa Development Bank Funded Project, Ministry of Education End of Project Evaluation for the Support to enhancement of Quality and Relevance in Higher Education, Science and Technology (HEST) Project, Kenya

- Identifying and documenting the performance milestones and targets reached by the project
- Assessing the effect/impact of the project on the delivery of quality training, relevance of training for the labour market, research, and establishment of partnerships
- Identifying and documenting challenges faced, the successes experienced and lessons learned
- Assessing the impact of Covid-19 pandemic on delivery of quality training and research

March 2021- Date: *Project Manager, The National Treasury and Planning Estimation of National Parameters and Commodity Specific Conversion Factors (CSCF)*

- Estimated the key National Parameters that will be used in standardizing the appraisal of public investments in the country.
- Estimate the commodity specific conversion factors and listed them under a harmonized system for classifying tradable and non-tradable goods.
- Developed a web-based software with the capability to automatically calculate commodity-specific conversion factors.
- Developing training materials, PowerPoint presentation and case studies for the training of trainers.
- Training 200 champions from the different sectors on the use of the National Parameters and the database of CSCFs as presented by the harmonized classification

Sept 2021: *Project Manager, National Cohesion and Integration Commission's Development of a Peace and Political Accountability Charter, Nairobi. Funded by the Swedish Embassy in Kenya.*

- Undertook Desktop review of all the necessary documents to inform the development of the Peace and Political Accountability Charter
- Presented a draft report arising from the desktop review
- Developed a draft Peace and Accountability Charter in consultation with the Project team
- Coordinated and facilitated a 2-day workshop to improve on the draft Peace and Political Accountability Charter in consultation with the project team
- Coordinated and facilitated a one-day workshop to validate for the Peace and Political Accountability Charter in consultation with the project team
- Incorporated feedback from the validation workshop and finalizing the Peace and Political Accountability Charter
- Presented a final Peace and Political Accountability Charter to NCIC

Sept 2020-Jan 2021: *Project Manager, CPF Financial Services Ltd's project - Provision of Hydropower Transaction Advisory Services, Nairobi and Kapsabet, Kenya*

- Reviewed, assessed and provided feedback on key technical documents.
- Reviewed, assessed, interpreted and provided feedback on key project documents, including Land Title/Concession, EPC Contract, and others
- Able to review, asses and advised the project stakeholders on Hydrological Risk,

Construction Risk, Political Risks, Risk of Design Flaws, Social and Environmental Risks

- Reviewed, assessed and provided feedback on financial projections/ models.
- Performed sensitivity analysis and Stress testing and made necessary recommendations
- Undertook the needed due diligence, risk, analysis and mitigation work towards the structuring of equity investment.
- Provided leadership in negotiations with the project developers, sponsors, and financiers

Sept – Oct 2021: Project Manager, Jomo Kenyatta Foundation's Staff and Company Reorganization, Nairobi, Kenya

- Reviewing Organizational Structure
- Reviewing, mapping and analyzing staff functions, establishment, current business processes,
- Analysis of business processes and requirements
- Gap analysis between current performance and proposed improved performance
- Establishing the most optimal staff component
- Proposing a step-by-step action plan
- Recommend Change Management tool and Capacity Building

July-Aug 2021: Project Manager, Kenya School of Law's Employee and Work Environment Satisfaction Survey, Nairobi, Kenya

- Developing survey instruments
- Reviewing employee and work environment satisfaction.
- Defining the mode of data collection to be used.
- Conducting a qualitative and quantitative research on employee satisfaction and work environment.
- Undertaking data analysis
- Computing an overall employee/work environment satisfaction level

May-Sept 2021: Project Manager, Developing of an Asset Management Policy, Bomas of Kenya Ltd.

- Review the existing Asset Management Policy, Asset Management Policy, Asset Management Strategy, Asset Management Plan.
- Held consultative meetings and discussions with the top and middle-level management

- Came up with an Asset Management Policy that shall guide the client in prudent Asset Management Procedures, with underlying assumptions and expected outcomes
- Reviewed Performance Indicators in the current Strategic Plan regarding Asset Management and make recommendations thereafter
- Review and revise the Fixed Assets Movement Schedule, the Assets Register and other Internal Control procedures and manuals regarding Asset Management.
- Engaged other stakeholders such as staff and members of the public on the effectiveness of the service delivery offered by major assets and other classes of assets owned and operated by the Bomas of Kenya.
- Revise the client's practice and documentation manuals for the client's preparation of Annual Procurement Plans (APP)

Jan- March 2020: *Project Manager, Kenya School of Law's Training Needs Assessment, Nairobi, Kenya*

- Organizational Analysis
- Personal Analysis
- Work analysis /Task Analysis
- Performance Analysis
- Cost-Benefit Analysis
- Analysis of Knowledge, Skills and Abilities

Sept-Dec 2019: *Project Manager, Development of Sanitation Conference Management System, Ministry of Water, Sanitation and Irrigation*

- Site design and development
- Site multilingual translation
- Conference registration system
- Conference financial management system with M-Pesa Integration and KCB Cybersource
- Tallying system
- Conference E-ticketing system
- Mass mailing system
- Live streaming of the conference on the website
- Final report on the website design, development and upgrade.

2019: *Project Manager, Launch of NEA and Visibility Strategy, National Employment Authority*

- NEA Communication strategy

- Plan of activities (road map) for Official Launch of NEA
- Plan for branding and publicity material production
Production of design concepts - Launch collateral, NEA Branding and Resource Packs, Brand manual
- Production of launch material, NEA branding material, resource packs
- NEA Launch Management Plan
- Public Awareness Campaign Plan
- Final Report development - indicating the following: Launch report, postmortem meeting report and post-launch profiling initiatives for continual visibility

2018: Project Manager, Development of 'Coming of Age' Documentary, Kenya

Medical Research Institute

Managing documentary development:

- Reconnaissance
- Script writing
- Actual filming in targeted research projects and stations in Nairobi, Taita Taveta, Thika, Kilifi, Malindi, Kwale, Kericho, Kirinyaga, Kisumu and Busia
- Editing and Voice Over recording

2018: Project Manager, Restructuring of Kenya Livestock Marketing Council,

International Livestock Research Institute

- Provided an organogram, clear guidelines and a clear road map on restructuring of KLMC, including the review of the registration of KLMC and checking whether it was in line with their mandate and promotes uptake of opportunities available in livestock sector
- Consulted with other stakeholders/actors in the livestock sector and proposed the best fit for the roles, responsibilities and mandate of KLMC and its branches (CLMC, LMA), vis-à-vis its sustainability
- Reviewed and recommended a mechanism that ensures sustainable funding and possible sources that ensures sustainability of KLMC and its branches
- Proposed an operational environment with KLMC that is required for effectiveness, efficiency and sustainability of the agreed upon roles and responsibilities

2017: Project Manager, Statutory Safety & environmental Audit, National Cereals and Products Board - 20 Nationwide depots, Kenya,

- Carried out safety and environmental audit in 20 NCPB depots in Nairobi Eastern region, Lake-Western region, Coast region, North rift region, South rift region and Northern region

- Submission of report to NEMA for approvals

**2017: Project Manager, Kenya Institute of Supplies Management (KISM),
Development of a Publication of KISM's Achievements, Nairobi, Kenya**

- Interviews with the stakeholders
- Documentation of the organization's milestones and achievements since inception
- Publication of booklet with pictures detailing the milestones and achievements

**2017: Project Manager, Development of School Improvement Plan, Ministry of
Education**

Development of School Improvement Plan, Training of Key Stakeholders in the 4000 Pilot schools (Nzoia B Region, Trans Nzoia, West Pokot and Turkana Counties). School Improvement Planning (SIP) was one of the four sub-components of Component 2 of the PRIEDE project, which targeted 4,000 primary schools whose KCPE mean score in 2012 and 2013 was less than 243:

- Built the capacity of schools to formulate School Improvement Plans through a consultative process
- Developed a School Improvement Plan through a participatory process
- Enhanced community participation and ownership of school management and development initiatives
- Strengthened partnerships and unity of purpose among the stakeholders
- Integrated all components of the school in improvement planning processes
- Strengthened school management, transparency and accountability for improved learning outcomes

**2017: Project Manager, Development of Integrated Urban Development Plans,
County Government of Bungoma**

Developed Integrated Urban development plan for Kimilili and Kapsokwony Towns.
Managed:

- Data collection
- Data analysis and projections
- Integrated Strategic Structure Plan preparation
- Stakeholder engagements
- Design of the plans
- Stakeholder validation
- Handing over the plans to the county for operation and implementation

2016: Project Manager, Water Resource Assessment - Wajir for Water Resources Management Authority

- Ground Water Assessment
- Surface water assessment
- Water surveys
- Water quality assessment
- Water resources monitoring
- Training stakeholders on the findings

2016: Project Manager, Impact Assessment of the Farmer Communication Program, International Centre of Insect Physiology and Ecology

Managed the impact assessment of the Biovision Farmer Communication Program:

- Identified priority interventions to evaluate
- Developed an appropriate evaluation design (Counterfactual)
- Coordinated data collection
- Established program impacts

2015: Project Manager, Development of MSEA Strategic Plan, Micro & Small Enterprises Authority (MSEA)

- Identified the organization's strategic position
- Conducted situational analysis using PESTEL, Porter's Five Forces Analysis, SWOT
- Formulated strategic objectives
- Developed draft strategic plan
- Organized stakeholder forum
- Finalized strategy

2015: Project Manager, Development of Continuous Voter Education Strategy, Independent Electoral and Boundaries Commission (IEBC)

- Carried out a comprehensive review of legal framework, practices and precedent related to voter education in Kenya
- Performed a detailed comparative review of all relevant literature on voter education
- Reviewed the then voter education curriculum
- Formulated strategies to effectively involve key stakeholders in voter education
- Developed relevant civic education implementation plan and logical framework for the period 2014-2018

- Developed an effective monitoring and evaluation systems for civic education programs

2014: Project Manager, Employee Satisfaction and Work Environment Survey, Numerical Machining Complex

- Gathered and documented feedback from employees and determined overall employee satisfaction in the organization
- Measured and prioritized areas where improvement was required
- Obtained information on new services
- Found out the perceived levels of job satisfaction
- Determined the effectiveness of supervision, evaluation and appraisal of staff
- Evaluated the effectiveness of communication within the organization
- Found out staff perception of the Working Environment
- Determine quantitatively the satisfaction levels of external customers
- Reviewed and determined employee perception and image

2014: Project Manager, Customer and Employee Satisfaction Exit Survey, Ministry of Devolution and Planning

- Designed an appropriate tools to develop a methodology for determining, classifying, segmenting, and sampling Ministry of Devolution and planning customers
- Identified and mapped the ministry's customers and stakeholders
- Established the population accessing the Ministry's information and services
- Reviewed customer satisfaction indicators for Ministry services
- Identified existing and emerging internal and external impediments to customer satisfaction
- Monitored customer satisfaction trends and identify areas requiring attention
- Made appropriate recommendations for addressing existing and emerging issues for each segment within the ministry for optimal customer satisfaction
- Proposed segmented interventions to address existing and emerging service delivery gaps
- Prepared an implementation matrix showing level of access to information and level of customer

2014: Project Manager, Alcohol & Drug Abuse Workplace Policy, The National Treasury

Development and implementation of Policy to support:

- Management of cases arising from alcohol and drug abuse through early detection and intervention
- Knowledge and understanding of rules related to alcohol and drug abuse, dissemination as well as structure and procedures of dealing with alcohol and drug abuse cases
- Development of corporate culture and practices that prevent and pre-empt alcohol and drug at the workplace
- Maintenance of a drug-free, healthy and productive workforce, promotes programmes to ensure non-discrimination and non-stigmatization of the affected
- Monitoring and evaluation of the implementation of the Alcohol and Drug Abuse policy

2014: Project Manager, Development of State of the ASALs Report, Ministry of Devolution and Planning

Developed State of the ASAL's Report - funded by DANIDA for Narok, Kajiado, Samburu, Marsabit, West Pokot and Turkana Counties:

- Made relevant and useful information on the state of the ASALs available to the National and County government agencies, and more broadly to support decisions about ASAL development, policies and management at National and County levels
Reported on major causal factors that are influencing Kenya's ASALs, heritage and livelihoods change
Leveraged responses designed by the national and county government as well as other multi- sectoral agencies operating in the ASALs to ensure their effectiveness
- Highlighted the issues most relevant to the sustainability of ASAL development and heritage
- Identified relevant gaps in information
- Developed relevant indicators, data, maps and analyses which describe: environmental, social, biophysical and economic conditions or states associated with ASAL development issues, Impacts on natural and human systems, and responses by society and development agencies to the issues
- Identified and acquired appropriate data, information to underpin the ASAL development performance indicators
- Provided key information in terms of current condition; social and economic, the biophysical, natural resource, land and land use as well as the pressures on it and the drivers

- Provided a ready to use data base (to be updated periodically) for ASAL planning and development management in furtherance of the goals of the ASAL policy

2014: Project Manager, Establishment of Value Chain Information in ASALs (Lamu, Isiolo and Wajir,), Ministry of Devolution and Planning

- Undertook literature review and document existing information on value chains that was relevant to the selected ASAL counties
- Identified gaps in terms of what needs to be known more for the ASALs, specifically for the Lamu, Wajir and Isiolo counties and when relevant in ASAL counties adjoining these priority counties
- Identified specific value chains analyses that are further needed to promote private sector involvement in the ASALs, and suggest ways of overcoming bottlenecks where they exist in each value chain
- Established value chain information specific to selected products in the selected ASAL counties and identified users of this value chain information in each county
- Identified a platform for sharing information in order to increase private sector involvement in relation to specific products
Provided a methodology for targeting investments in the identified products
- Identified 3 value chains relevant to each priority county as an entry point and expand these into a broader linking of value chains, identifying the specific private sector players along the chain. Further identified investments to increase opportunities in these value chains
- Identified innovations and emerging technologies in the 3 value chains as identified above
- Undertook product/market sensitivity analysis for the selected products
- Developed a competitiveness strategy for the selected products
- Undertook a mapping of economic/business opportunities at county level (3 counties) to identify public investments and PP arrangements

2014: Project Manager, Development of Communication Strategy, ASAL Stakeholder Forum

Coordinated:

- Situation analysis to determine communication gaps and needs
- Identification and segmentation of audience
- Development of data collection tools
- Data collection
- Development strategic communication objectives, key messages and themes

- Formulation of specific strategies to reach each audience partner organizations, and other stakeholders
- Development of implementation plan
- Development of monitoring and evaluation framework

2013: *Project Manager, Customer Satisfaction Survey, Numeric Machining Complex*

- Undertook a situation analysis on the current customer satisfaction in NMC
- Developed data instruments and collected data
- Identified the gaps between NMC's capabilities and customers' requirements
- Developed a satisfaction Index
- Recommend appropriate strategies to enhance customer satisfaction levels, prioritized the proposed initiatives and outlined target results

2013: *Project Manager, Customer Satisfaction Survey, Kenyatta National Hospital*

- Undertook a situation analysis on the current customer satisfaction in KNH
- Developed data instruments and collected data
- Identified the gaps between KNH's capabilities and customers' requirements
- Developed a satisfaction Index
- Recommend appropriate strategies to enhance customer satisfaction levels, prioritized the proposed initiatives and outlined target results

2013: *Project Manager, Needs Assessment for Expansion of University Education, Commission of Higher Education*

- Undertook situation analysis, in terms of quality and access, of the status of universities in Kenya, including facilities, staffing, financing and enrolment
- Evaluated programmes in terms of relevance and market demand and suggested new areas for new university programmes
- Projected growth in university enrolments for the period 2013 – 2018
- Identified the need for new universities vis-a-viz expansion of existing universities
- Projected the number of universities required to accommodate anticipated growth in university enrolment for the period 2013 – 2018
- Projected required staffing levels to adequately address growth in enrolments
- Worked out financial implications for the envisaged growth in enrolments
- Proposed admission criteria for enhanced access, taking into consideration affirmative action and equity
- Developed criteria for spatial distribution of universities

- Articulated the roles of various stakeholders in expanding university education
- Developed broad guidelines for university development covering both public and private universities and taking into consideration the new entities created by the new constitution and Vision 2030
- Ensured that the study is informed by previous research and national policy documents.

2012: Project Manager, Baseline Survey, National Campaign Against Drug And Alcohol Abuse A

Coordinated Baseline Survey to Assess the Appropriateness, Availability and Sustainability of Existing Information, Education and Communication (IEC) Materials:

- Development of data collection instruments
- Data collection
- Data entry and analysis
- Production of survey report

2012: Project Manager, Baseline Survey on the Perception of Corruption, Ministry of State for Planning

Conducted Baseline Survey on the Perception of Corruption in the Ministry of State for Planning, National Development and Vision 2030:

- Assessed the scope and aspects of corruption in the Ministry (Corrupt Practices)
- Profiled/segmented the internal and external customers of the Ministry
- Measured the degree to which internal and external customers/clients are subjected to direct or indirect pressure to participate in corrupt practices (Corruption Pressure)
- Measured the magnitude of corruption based on the customers' assessment of the spread of corruption in the Ministry (Level of Corruption)
- Assessed the ratings of service delivery
- Assessed the customers' expectations about the capacity of the Ministry to curb corruption in the future (Expectations about the future of corruption)
- Provided segmented recommendations of measures to mitigate and monitor these corrupt practices in an implementation matrix

2012: Project Manager, Customer Satisfaction Survey, National Biosafety Authority

- Undertook a situation analysis on the current customer satisfaction in NBA
- Developed data instruments and collected data
- Identified the gaps between NBA's capabilities and customers' requirements
- Developed a satisfaction Index

- Recommend appropriate strategies to enhance customer satisfaction levels, prioritized the proposed initiatives and outlined target results

2011: Project Manager, Evaluation of HIV/AIDS and Alcohol and Drug Abuse, Ministry of State for Immigration

- Established the percentage of staff who have been sensitized on ADA/HIV, AIDS per region (provinces)
- Established the level of stigmatization and discrimination in employment, training promotion and other benefits on the basis of their actual/perceived HIV status
- Established the percentage of staff who are aware of the HIV/AIDS and ADA workplace policies
- Established the level of social dialogue on HIV/AIDS issues in the Ministry
- Determined the percentage of people living with HIV/AIDS and recovering ADA abusers in the Ministry
- Established the level of awareness of the roles and responsibilities of ACU, ADAPMC and peer educators
- Determined the percentage of staff aware of proper condom use and disposal
- Determined the number of staff that had undergone voluntary male circumcision in the Ministry
- Determined the percentage of staff aware of the existence of care and support groups
- Determined the percentage of staff aware of the existence of counselling programmes
- Determined the number of staff that had undergone counselling in the last 4 years
- Established the provision of drug for opportunistic infections and food supplements and other items to officers who have disclosed their status
- Determined the level of awareness of relief services to officers with prolonged illness
- Determined HR issues such as confidentiality, disciplinary action against employees who disclose other employee's status without their consent, transfers, promotions, medical privileges and sexual harassment in relation to HIV/AIDS and ADA
- Established the effectiveness of partnership between the various institutions working towards the preventions and management of HIV/AIDS and drug abuse

2011: Project Manager, Baseline Survey on Employment Creation in RDAs, Ministry of Region Development Authorities

- Identified potential growth sectors
- Identified key drivers of growth in these sectors and sub-sectors
- Established the extent of job creation over the last five years in each RDA
- Determined the approaches to and practices of employment such as temporary employment and its impact on the sustainable development in the RDAs
- Determined the policy frameworks and regulatory environment and their impact on job creation and growth of RDAs
- Established factors that impact on job creation including technological consideration, globalization and Capital Investment considerations

2010: Project Manager, Development of a Communications Strategy, National Commission on Gender and Development

- Performed a survey to review the Commission's activities and identify gaps in communication
- Developed clear audience segments
- Developed messages and themes
- Identified tools and channels to reach target audiences
- Developed an implementation plan
- Developed M&E framework for assessing the effectiveness of the communications strategy
- Developed a budget for implementing the strategy

2010: Project Manager, Development of IEC Materials, Action Aid International Kenya

Coordinated development of IEC materials and resource pack for *Ukweli na Haki* project - radio programme, posters and flyers:

- Development of concept for the radio scripts
- Translation of radio scripts to Kiswahili
- Scripting and production of 10-minute radio programme for use by civic educators
- Development of 10 cartoon illustrations and messages for use by the community members
- Drawing of ten illustrations for the project
- Development of flyer content for community civic education

2010: Project Manager, Development of Communication Strategy, Ministry of Regional Development Authorities

- Coordinated the following a survey to review the Ministry's activities and identify gaps in communication
- Developed clear audience segments
- Developed messages and themes
- Identified tools and channels to reach target audiences
- Developed implementation plan
- Developed M&E framework for assessing the effectiveness of the communications strategy
- Developed a budget for implementing the strategy

2009: Director, Eldoret Splendid College, Kenya

Established middle level college offering Courses from Moi University, KNEC and KASNEB. Key tasks and achievements:

- Resource Mobilization
- General College Management
- Lecturing
- Produced the Best Candidate in the Country in the KASNEB's Certified Information and Communication Technology (CICT) exams of 2008

2007: Principal, Rapha Education Centre, Eldoret, Kenya

- Monitored and evaluated educational programs to maintain high-quality performance objectives and standards.
 - Interviewed, hired, supervised and assisted all school employees and offered feedback through positive methods
 - Established positive, stimulating learning environment for students and exciting education-focused setting for teachers.
 - Supported human resources operations, including hiring, training, disciplinary action and termination in compliance with legal guidelines and requirements.
 - Prepared school budget and submitted to school board with recommendations for hiring, capital expenditures and cost-saving initiatives.
- Modelled expected and appropriate leadership to promote teaching staff and administrative personnel's positive interaction with students and families.
- Built productive relationships with parents of students facing difficult situations at school or at home.
 - Researched and wrote proposals for educational grants.
 - Monitored student behaviour and enforced discipline policies.
 - Encouraged interdepartmental and cross-functional teams collaboration in development and support of student activities, programs and lessons.

- Trained teachers on effective teaching techniques, classroom management strategies and behaviour modification.
- Cultivated positive relationships between community members, school students and teachers.
- Modelled expected and appropriate leadership to promote to teaching staff and administrative personnel positive interaction with students and families.

2002: *Teaching Intern, Cheptiret High School, Kenya*

- Classroom teaching of English and literature • School Choir and Drama Coach
- Adapted teaching methods and lesson plans to changing student needs to increase classroom participation
- Scheduled conferences with parents to discuss students' progress and classroom behaviour
- Maintained accurate and complete records for students
- Met with students, parents and administrators to address and resolve students' behavioural and academic issues
- Designed detailed learning plans for struggling students based on test, homework and assignment records
- Prepared quizzes, tests and examinations to gauge how well students were learning.

2001: *Teaching Intern, Bokoli High School, Kenya*

- Classroom teaching of English and literature
- School Choir and Drama Coach
- Adapted teaching methods and lesson plans to changing student needs to increase classroom participation
- Scheduled conferences with parents to discuss students' progress and classroom behaviour
- Maintained accurate and complete records for students
- Met with students, parents and administrators to address and resolve students' behavioral and academic issues
- Designed detailed learning plans for struggling students based on test, homework and assignment records
- Prepared quizzes, tests and examinations to gauge how well students were learning

Education

Bachelor of Laws December 2022
University of Nairobi

Doctor of Philosophy: Project Planning and Management December 2019
University of Nairobi

Thesis Title: Performance Contracting, Change Management Practices and Target Achievement of Academic Programmes in Public Universities in Kenya.

Master of Arts: Project Planning and Management August 2014
University of Nairobi

Thesis title: Influence of Information, Communication and Technology on the Management of Higher Education in Kenya: A Case of the University of Nairobi

Bachelor: Education Arts November 2003
Moi University

Kenya Certificate of Secondary Education November 2007
Friends School Kamusinga, Kenya

Kenya Certificate of Primary Education November 1993
Siloba RC Primary School, Kenya

Professional Certifications

March 2023: Project Management Institute, Project Management Professional (PMP)

July 2004: Certificate Course in Disaster Preparedness and Management, Kenya
Institute of Professional Counselling

April 2004: Certificate Course in Management and Administration, Daystar University,
Nairobi, Kenya

Journal Publications

Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Performance Contracting Planning and Target Achievement of Academic Programmes in Public Universities in Kenya, International Journal of Innovative Research and Knowledge, Vol-4 (9)

Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Performance Contracting Monitoring and Evaluation and Target Achievement of Academic Programmes in Public Universities in Kenya, International Journal of Humanities and Social Studies, Vol-7 (9)

Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Performance Contracting Implementation and Target Achievement of Academic Programmes in Public Universities in Kenya, International Journal of Science and Research, Vol-8 (12)

Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Disseminating Performance Contracting Results and Target Achievement of Academic Programmes in Public Universities in Kenya, Journal of Innovative Research and knowledge, Vol-8 (12)

Community Assignments

2020-2021: Chairman Std 8 PTA Juja Preparatory School

- Strategic planning for the performance of the 2020 KCPE class
- Organised a Parents, Teachers and Pupils team building event in Lukenya

2017-Date: Chairman Disciples' Garden Estate

- Bringing together neighbours
- Fencing of the estate
- Gating of the estate
- Tree planting
- Neighbourhood welfare

2016-Date: Chairman Bypass fitness Jaguars, a neighbourhood fitness and health club

1. Recruitment of coach
2. Recruitment of members
3. Organization of Saturday morning runs
4. Organised Ngong Hills, Longonot and Mt Kenya hikes

Personal Interests and Details

Date of Birth: 27th December 1978
ID No: 22444036
Citizenship/ Nationality: Kenyan
Languages: English and Kiswahili

Referees

- 1. Prof. Christopher Mwangi Gakuu (PhD)**
Director, ODeL Campus, University of Nairobi,
P.O. Box 92 - 00902, Kikuyu, Kenya.
Tel: +254 -066-32017/20/21/29;
Cell phone: +254 722841432
Email: cmgakuu@uonbi@ac.ke OR cmgakuu@yahoo.com
- 2. Dr. George Kipngetch Kosimbei**
Kenyatta University, Directorate of
Innovation Incubation & University Industry Linkages,
P. O. Box 43844, 00100, Nairobi, Kenya
Cell phone: +254 20-8703071, +254 722 587 390
E-mail: gkosimbei@gmail.com; kosimbei.george@ku.ac.ke
- 3. Dr. Robert Ong'eta Kinanga**
Senior Lecturer, Maasai Mara University
P.O Box 730, Njoro
Cell phone: +254 721539605 Email:
rongeta@yahoo.com



DG008702

UNIVERSITY OF NAIROBI

This is to certify that

Leonard Kinyulusi

having satisfied the requirements
for the award of the degree of the

BACHELOR OF LAWS

Second Class Honours (Upper Division)

was admitted to the degree
at a Congregation held at
this University on the

Sixteenth Day of December in the Year
2022

VICE-CHANCELLOR



DEPUTY VICE-CHANCELLOR
(ACADEMIC AFFAIRS)

G34/134674/2018

S22023936

UNIVERSITY OF NAIROBI



This is to certify that

Leonard Kingyulusi

having satisfied the requirements
for the award of the degree of the

DOCTOR OF PHILOSOPHY IN PROJECT PLANNING AND MANAGEMENT

was admitted to the degree
at a Congregation held at
this University on the

Twentieth Day of December in the Year
2019

A stylized signature in black ink, consisting of a large 'S' and 'M' followed by a horizontal line.

AG. VICE-CHANCELLOR

A stylized signature in black ink, consisting of the letters 'J. Dgenjo' followed by a horizontal line.

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

0022

UNIVERSITY OF NAIROBI



This is to certify that

Leonard Kinyulusi

having satisfied the requirements
for the award of the degree of the

MASTER OF ARTS
(IN PROJECT PLANNING AND MANAGEMENT)

was admitted to the degree
at a Congregation held at
this University on the

Twenty Ninth Day of August in the Year
2014

Handwritten signature of the Vice-Chancellor.

VICE-CHANCELLOR

Handwritten signature of the Deputy Vice-Chancellor (Academic Affairs).

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

1791

18 0251



MOI UNIVERSITY

Upon the recommendation of Senate
and on authority of the Council
hereby confers upon

Leonard Kinyulusi


the degree of

**Bachelor of Education
(Arts)**

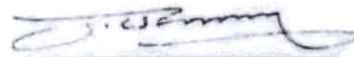
Second Class Honours (Lower Division)

with all the rights and privileges
thereunto appertaining in witness whereof
we have hereunto affixed our signatures
and the seal of the University

on the7th..... day of *November*..... 2003


SECRETARY TO SENATE


VICE-CHANCELLOR


SECRETARY TO COUNCIL



Serial No.: KIM-MSOM-63571

Valid upto 31/12/2023

THE KENYA INSTITUTE OF MANAGEMENT

Certificate of Membership

This is to certify that

DR. LEONARD KINYULUSI

was admitted

FULL MEMBER

of

THE KENYA INSTITUTE OF MANAGEMENT

on the

8 May, 2020



Membership No: M-63571

CHAIR, MEMBERSHIP COMMITTEE

HONORARY SECRETARY



REPUBLIC OF KENYA

CERTIFICATE OF EXCELLENCE



This certificate is proudly awarded to

Hon. Dr. Leonard Kinyulusi

For your extraordinary service and contribution during the Political Parties Disputes Resolution prior to the 2022 General Elections in Kenya

POLITICAL PARTIES



DISPUTES TRIBUNAL

"expeditiously adjudicate political party disputes"

Hon. Anne Amadi
Chief Registrar of the Judiciary

Hon. Justice Martha K. Koome
Chief Justice/President of the Supreme Court of Kenya

Hon. Desma Nungo
Chairperson, PPD



Social Transformation
Access to Justice



CERTIFICATE OF ACHIEVEMENT

THIS IS TO CERTIFY THAT

Dr. Leonard Kinyulusi

has successfully completed the course of study for the Certificate of Achievement in Project Management, awarded by the Project Management Institute, Inc., on the 15th day of [Month] 20[Year].



Date: _____ Registrar:
Approved: _____ (Signature) _____ (Print Name)



INSTITUTE OF CERTIFIED SECRETARIES



STATE CORPORATIONS ADVISORY COMMITTEE

REPUBLIC OF KENYA

Certificate of Participation

This is to certify that

Dr. Leonard Kinyulusi

Participated in

MWONGOZO Induction Programme for Boards of State Corporations

Held between **12th — 14th July, 2023**

At the Lake Naivasha Resort, Naivasha.

H.E. Dr. Musalia Mucaloki, IGH
Prime Cabinet Secretary

FCS Jeremiah N. Karanja
Chief Executive Officer, Institute of Certified Secretaries



RESSEN GARDENS EDUCATIONAL CENTRE

Certificate of Appreciation

Is hereby granted to

Dr. Leonard Kinyulusi

for donating computers to
Ressen Gardens Educational Centre.

Fridah Wamalwa
HEADTEACHER

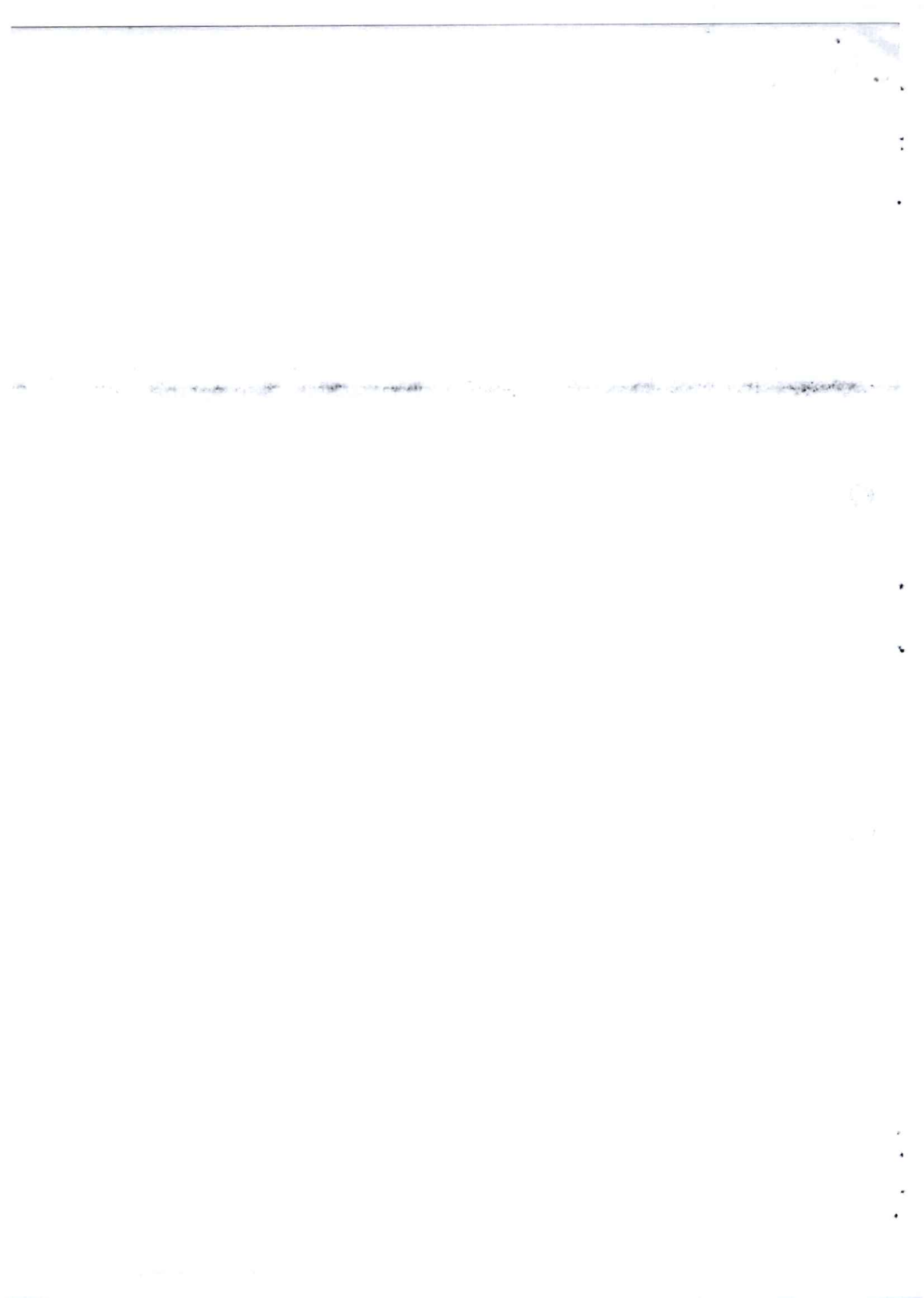
Christine Wekesa
DIRECTOR

NAIROBI LEGAL AWARDS 2024- UADILIFU EDITION

JUDGE/JUDICIAL OFFICERS OF THE YEAR CATEGORY

SHORTLISTED CANDIDATES 2024

| S/No. | Name | Position/Court Station | Award Category |
|-------|---|--|--------------------------------------|
| 1. | Hon. Justice Aleem Visram | Milimani, Commercial Tax Division | Judge of the Year |
| 2. | Hon. Justice Oguttu Mboya | Milimani, Environment and Land Court (ELRC) | |
| 3. | Hon. Lady Justice Christine Wanjiku Meoli | Milimani High Court, Civil Division | |
| 4. | Hon. Justice Esther Maina | Milimani, Anti- Corruption Court | |
| 1. | Hon. Anne Mwangi | Chief Magistrate, Kibera Law Courts | Judicial Officers of the Year |
| 2. | Hon. David Mbeja | Employment & Labour Relation Court | |
| 3. | Hon. Emily Nyakundi | Registrar, Court of Appeal | |
| 4. | Hon. Jane Kamau | Principal Magistrate, Kajiado Law Courts, <i>formerly</i> Senior Resident Magistrates Court Milimani | |
| 5. | Hon. Velnah Mochache | Resident Magistrate & Adjudicator Small Claims Court | |



NATIONAL POLICE SERVICE



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-EGSWMYBGL**

Date. **13 February 2025**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

LEONARD KINYULUSI

*holder of ID No. **22444036** have been searched in Criminal Records*

Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): NIL

RESULTS OF TRIAL: NIL

DATE: NIL

This Certificate has been issued without any alteration or any erasure

(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document,
use the link <https://dci.ecitizen.go.ke/verify>,
send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

2. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

3. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

4. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

5. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

7. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

Taxpayer PIN : A004007675W

Certificate Date: 09/08/2024

Name and Address :

LEONARD KINYULUSI
RUAKA, KIAMBU, Starehe District,
PO Box:17460,
Postal Code:00100

Certificate Number:

KRANON1432549124



**This is to confirm that LEONARD KINYULUSI,
Personal Identification Number A004007675W
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 08/08/2025.**

Caveat This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be withdrawn on grounds of outstanding debt affecting periods prior to this.



NAIROBI LEGAL AWARDS TRUST

I&M Bank House, 4th Floor, 2nd Ngong Avenue,
Ngong Road, Upperhill
P.O. Box 528-00100 Nairobi, Kenya

✉ nairobilegalawards@gmail.com
🌐 www.nairobilegalawards.com
☎ Tel: +254 202 145 300

Our Ref: 2024/NLA- JSC/04

Your Ref: TBA

Date: 14th November 2024

The Chairperson
Judicial Service Commission
CBK Pension Towers
13th Floor, Harambee Avenue, CBD
NAIROBI

BY HAND DELIVERY
"Advance Copy by Email"

Attention: Hon Lady Justice Martha Koome, EGH

Dear Madam,

**RE: REQUEST FOR ETHICAL CLEARANCE OF CANDIDATES FOR THE NAIROBI LEGAL AWARDS 2024-
JUDGE/JUDICIAL OFFICERS OF THE YEAR CATEGORY**

Please receive warm regards from the Nairobi Legal Awards Trustees.

The Nairobi Legal Awards Programme (NLA) is an initiative of the LSK- Nairobi Branch established in 2017. It recognizes law firms, legal departments and individual lawyers who demonstrate outstanding standards of practice and service delivery. Since inception, we have successfully undertaken six (6) Awards cycles, culminating into our annual Gala Dinner and Awards Ceremony, a night of celebration, networking, and camaraderie, bringing together legal luminaries and stakeholders to commemorate excellence.

THE UADILIFU EDITION

Dubbed as "The UADILIFU EDITION", this year's edition aims to recognize and appreciate those Advocates who navigate their practice with unyielded integrity, who go beyond mere compliance emerging as true role models to the current and future generation of lawyers and advocates, who showcase high ethical standards and integrate legal practice with a steadfast commitment to ethical principles.

THE ASSESSMENT PROCESS

The NLA assessment process is conducted in two phases: Phase I, which includes eleven individual award categories, and Phase II, which comprises seven corporate categories. The process begins with nominations for each category, followed by the distribution of self-evaluation tools to nominees who returned their dully filled assessment tools.

After submission, the evaluation tools undergo a thorough documentary review. Shortlisted candidates are then invited for in-person interviews with an esteemed panel from the NLA College of Assessors. Following these interviews, assessors submit their reports and feedback to the Jury, who then deliberate on the assessments to make the final selection of awardees. The Nairobi Legal Awards employ a rigorous, merit-based approach, setting it apart from traditional voting processes that may prioritize popularity over professional excellence and integrity.

NLA GALA DINNER AND AWARDS CEREMONY

The culmination of this rigorous assessment is the 7th Annual Gala Dinner & Awards Ceremony, which shall take place on **22nd November 2024 at Safari Park Hotel and Casino**. The awardees shall be unveiled during this event; a red-carpet affair where lawyers from various fields of practice will come together to network & celebrate the achievements across the legal profession.


REQUEST FOR ETHICAL CLEARANCE OF THE SHORTLISTED CANDIDATES

We are thrilled to share with you the shortlist of candidates for *Phase II of the Nairobi Legal Awards (NLA) 2024, Judge and Judicial Officers of the Year*. As we celebrate this *Uadilifu Edition*, we aim to honour individuals who not only excel professionally in the legal field but also uphold the highest standards of ethics and integrity. To this end, we respectfully request your assistance in reviewing and verifying the shortlisted candidates to confirm that none have any ethical concerns or pending complaints with the **Judicial Service Commission**. Your input will be invaluable in ensuring that our award recipients fully align with our mission to promote and celebrate integrity within the legal profession.

We kindly request that you provide your review and response by Tuesday, 19th November 2024. If you have any queries or would like to book a table for the Gala Dinner, contact the NLA Trust Secretariat through [+254734022222](tel:+254734022222) or email us on nairobilegalawards@gmail.com

Yours faithfully,

NAIROBI LEGAL AWARDS TRUST



CHARLES KANJAMA SC
CHAIRPERSON

Encl.

[EXTERNAL] APPLICATION FOR NON LEGAL MEMBER, PUBLIC BENEFITS DISPUTE TRIBUNAL



Judiciary Email

From Dr. Leonard Kinyulusi, PhD <lkinyulusi@gmail.com>
To <chiefjustice@court.go.ke>
Date 2024-11-15 00:37

Application letter -Non Legal MEMBER, PBODT.pdf(~118 KB) CV- DR LEONARD KINYULUSI.pdf(~2.8 MB)

Dear Secretary,
Judicial Service Commission.

I hope this email finds you well.

I am writing to submit my application for the position of Non Legal Member, Public Benefits Organizations Dispute Tribunal. Enclosed with this email are my detailed CV, and a cover letter outlining my qualifications and vision for the position, and the contact information for three professional references. Please do not hesitate to contact me should you need any further information.

Thank you for considering my application.

Sincerely,
Leonard Kinyulusi, PhD



Annexure **3(5)**

Mr. Mohamed Sheikh Noor



Nov 15th 2024

Name: Mohamed Sheikh Noor
Address: P.O. Box 67-70200,
Tel: 0721581698,0746274681
Wajir, Kenya
Email: awdaud@gmail.com

OFFICE OF THE CHIEF JUSTICE NAIROBI, KENYA

Dear Madam Chief Justice;

REF: POSITION: MEMBER OF PUBLIC BENEFIT ORGANIZATIONS DISPUTES TRIBUNAL

I Mohamed Sheikh Noor, humbly submit my application for the above position of non-legal member of the Public Benefits Organizations Disputes Tribunal. I have an in-depth Knowledge in matters relating to public Benefits Organization having worked as the NEDI Coordinator (World Bank Projects) in my last assignment.

I bring in proven leadership quality, problem solving and negotiation skills, excellent team building and contingency planning, having worked for diverse partners including the World Bank projects, the United Nation Development Programme, USAID-East Africa, USAID Kenya; DFID, PACT, UNICEF, NCA, FCA, and Trocaire and other local civil society organizations funded by ECHO and a wide understanding of the Public Benefit Organizations dynamics in Kenya having been a former executive committee member of the repealed National Council of NGOs.

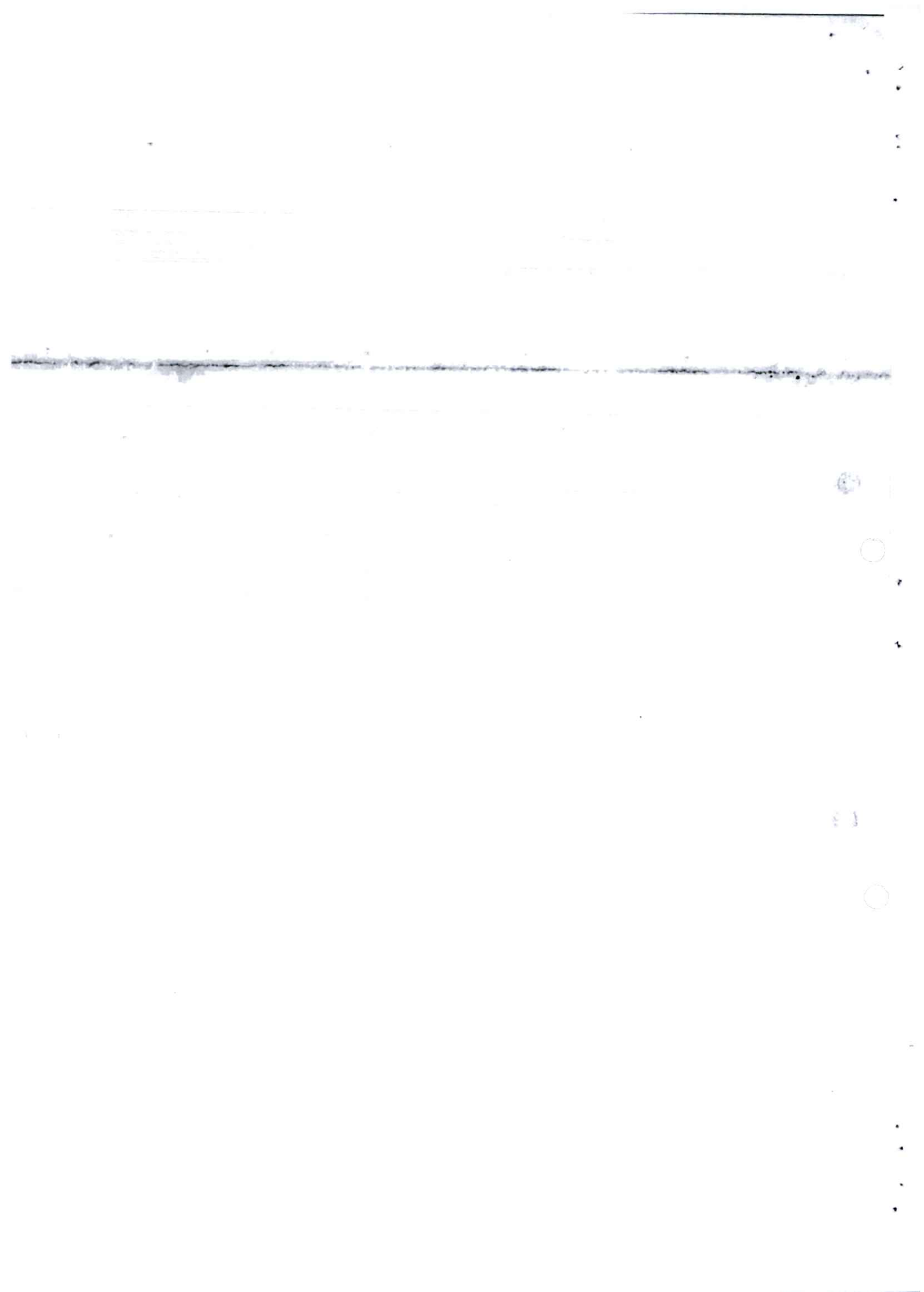
I hold a Master's degree Conflict Transformation and Management from Nelson Mandela Metropolitan University, South Africa, a degree in commerce (Hons) University of Delhi, Diploma in Marketing and Sales, Diploma in Information Technology and several on the jobs training in the Projects Monitoring and evaluations, resource mobilization and partnerships development and currently undertaking PhD at the Management University of Africa,

I am sure my two decades of humanitarian work brings in a wealth of innovative skills and competencies, good judgmental skills and a commitment to Public and Community Life as a member of the Kenya Institute of Management.

Please find herewith below my CV and copies of my testimonials, looking forward to be your Programme Officer (DP).

Yours' Sincerely;

Mohamed Sheikh Noor
ID No. 12969932



MOHAMED SHEIKH NOOR
CURRICULUM VITAE

Nationality: Kenyan
Marital Status: Married
Email: awdaud@gmail.com
Skype ID: awdaud.noor

+

Mobile No 254 721581698
(0)746274681 (WhatsApp)

SUMMARY OF QUALIFICATION

Demonstrated knowledge in matters relating to public Benefits Organization competencies for senior transformative and management positions in governance, conflict transformation, organization development, performance management, resource mobilization and accountability approaches. Senior Researcher, Monitoring, Evaluation, Reporting and Learning professional.

- Offering over Twenty years of work experience in managerial and leadership positions and Programme support with Public Benefits Organizations.
- Experienced in resource mobilization and fund-raising, programs development, monitoring and evaluations, worked in the Greater Horn of Africa and with diverse partners in the Horn of Africa region having worked with the African Council of Religious Leaders, USAID, United Nations Development Programme (UNDP) and the USAID East Africa, UN Women, and with Government of Kenya amongst others.
- Experienced social scientist in development, governance, research, as well as management and leadership. Trained on Program cycle management and proposal development techniques
- Extensive involvement in designing and integrating Conflict Sensitive programming tools and approaches into development policy, planning and management practice across different sectors.
- Demonstrated record of accomplishment in team leadership and management, organizational development and mobilization of funding, proposals and budget processes.
- Wide involvement in logical framework, monitoring, evaluation and reporting, resource mobilization, awareness, capacity building and training activities for state and non-state actors, including the design and delivery of training manuals and toolkits.
- Currently undertaking thesis PhD in Management and Leadership. hold a Masters of Philosophy (M.Phil) in Conflict Transformation and Management from the Nelson Mandela Metropolitan University (NMMU) Port Elizabeth, South Africa, Bachelors of Commerce (Honours) Degree, Diploma in Information Technology,

A+ Certification and Advanced training in Project Management. I am full member of the Kenya Institute of Management and as the secretary of the Kenya water partnership an accredited partner of the Global Water Partnership and a member of diverse professional networks

EDUCATION

The Management University of Africa, Nairobi Kenya

PhD Management and Leadership (Completed Course Work, research work ongoing)

2016- To date

Course Units Completed:

Research Methods, Strategic Management, Advanced Statistics, Management Theories, Leadership Seminar, Organizational Development (OD).

Nelson Mandela Metropolitan University, Port Elizabeth, South Africa

Masters of Philosophy in Conflict Transformation and Management 2008-2012

Completed Treatise: Exploring the Management of Inter-Clan Conflicts in Wajir County, Kenya

University of Delhi, Delhi India

Bachelor of Commerce (Honours)

1995-1998

Management Studies Promotion Institute, New Delhi.

Diploma in Marketing and Sales management

1997-1998

Kenya Institute of Professional studies (Systems administration), (**A+ Certification**),
Systems Hardware Management 2004-2005

United Nations Office in Nairobi (UNON)

Training on Safety in the Field Course

United Nations Safety in the Field Certificate

2007

Institute of Computer Science

Certificate in Information studies

1999

WORK EXPERIENCE

March 2022- to Sept 2024: NEDI Coordinator – Wajir County World Bank Projects

Leads in Coordinating World Bank supported projects in Wajir County. Projects supporting climate change initiatives, energy, and resilience of pastoralists, developments responses, roads infrastructures, health, education, urban support and support to development projects

As a County Focal Person successfully realized the following service: -

- World Bank NEDI Projects coordination and harmonization and the County level
- Organization development OD/ Capacity Development (OCA), baseline surveys
- Strategic advice to the Department and other key strategic leadership on policy and donor projects
- Supports the County Monitoring and Evaluation teams in the review of World Bank projects.
- Project / Programme management/Resource mobilization and institutional development of community organizations

May 2021- March 2022: Head of Liaison Services; County Government of Wajir Liaison's Office at Nairobi.

Led the County Liaison services and Donor relations at the Council of Governors (CoG)

Achievements:

Successfully realized the following services: -

- Secured the assets and liabilities of the office,
- Led and prepared staff establishment report and coordinated provision of services,
- Facilitated active engagements with the Council of Governors, Ministry of Devolution, World Bank, National Treasury and with other critical stakeholders with the County Government of Wajir,
- Carried out any other activity necessary for the performance of the functions of the liaison office

Oct 2018- May 2021: County Government of Wajir, Focal Person for KDRDIP Project

Led Projects supporting climate change initiatives, energy, and resilience of pastoralists, developments responses, roads infrastructures, health, education, urban support and support to development projects

Achievements:

Successfully undertook the following services to diverse clientele: -

- Led the KDRDIP coordination and harmonization and the County level
- Conducted organizations development OD/ Capacity Development (OCA), baseline surveys
- Reviewed and subjected reports to the Governor and other key strategic leadership on policy and donor projects
- Monitored and Evaluated across the Donor supported programmes in Wajir County Government.
- Coordinated Project / Programme management/Resource mobilization and institutional development of community organizations

Director Sustainable Development Solutions (Accredited Member of Global Water Partnership)
2011 – 2017

Achievements:

- Provided overall management and policy support that attracts funding for the institution.
- Supported operations, staffing, finances, direction and administration of the organization staff appraisals, recruitments and other managerial functions.
- Lead in resource mobilization, Programme management, and institutional development.
- Provided guidance on Research, Monitoring, Evaluation and Reporting.
- Technical backstopping of all programmatic and administrative function of the organization.
- Built the capacities of the staff and the partners on project cycle management, Monitoring and Evaluation.
- Represented the organization in various foras- engaging with stakeholders. Budget tracking and Oversight.

Project Manager

USAID EA Overcoming Barriers to Peace Programme in Burundi Conflict Mitigation and Reconciliation Program Cooperative Agreement No. 623 A-00-09-00004-00
Jan 2009 – Dec 2010 (2 Years)

Achievements:

As the program leader reporting to the Chief of Party, led the USAID- EA funded project in Burundi successfully: -

- Successfully oversaw the project implementation and providing guidance to the Project team in Burundi.
- Contributed to the capacity development and training for Project Staffs.
- Led in data Quality Assessments and ensuring Compliance with Proposed Project Targets. Technical assistance enhanced and M&E support to the project team and partners in Burundi.
- Developed high standards of Work Plans with corresponding Budget revisions.
- Effectively conducted Field Visits to track progress of the Project in line data quality assessments
- Developed a fundraising Strategy for Sustainability.
- Documented success stories and case studies, highlighting the impact of the project.
- Led project presentations and learning's and the project success was captured globally.

Program Manager Conflict Transformation

African Council of Religious Leaders—Religions for peace (ACRL—RfP)
Jan 2009 – Dec 2010

As the Head of the Conflict Transformation at the Pan African network, I realized-

Achievements:

- Enhanced coordination and strengthening information sharing, networking and coordination between ACRL and IRCs.
- Raised the funding base of the network members undertake resources mobilization and networking within the African Continent. Successfully managed missions to Tanzania, Uganda, Burundi, Rwanda, South Africa, Ethiopia, Nigeria and Somalia.

- Oversaw compliance in reporting as per the project requirements amongst sub-grantees- Inter-Religious Councils of Burundi, Uganda and Liberia.
- Consolidated reports from all network's in the preparation of narrative and financial reports.
- o Enhanced coordination with other programs within women and youth activities to ensure proper implementation of the CT program and liaise with the West Africa Coordinator on regular basis.
- Led in the development of Monitoring and evaluation tools and in capturing progress of activities and identifying gaps in implementation where necessary.
- Successfully conducted programmes monitoring –(Appraisals) and evaluations. Management of the conflict transformation Programme in Africa with focus to the Great Lakes and the Horn of Africa
- Designed the Performance Management and Accountability Framework and Staff Performance Appraisal System that is currently used by Inter- Religious Councils.

Participatory planning and development Programme Specialist

UNDP-Kenya Governance Unit (2005– 2008)

(4 years)

- The Programme was pilot fast-tracking of MDGs implementation in select Districts of Kenya, being the officer based in Turkana: -
- Provided governance support, Intermediary, facilitating dialogue and information sharing between civil societies, the district level and central government level, UN agencies and other development partners.
- Strengthened monitoring and evaluation at the district and linking with national initiatives, o Provided support on collaboration on programmatic, logistic, managerial and financial issues at the district level through capacity building.
- Trained and mentored youths to respond to demands emerging from communities, undertaking peace building workshops.
- Spearheaded pilot in Turkana, e- governance and linkages to district documentation and information.
- Represented UNDP at the District meetings as a member of district executive committee, district steering group, district monitoring and evaluation committee and the district monitoring and evaluation secretariat.

Program officer (PO) Community Development

WASDA

OXFAM GB Pastoral Development Program

2001 – 2005 (5 years)

Provided technical backstopping on matters of community development to WASDA, a regional organization working in Kenya and Somalia, Oxfam-GB and other stakeholders in seven locations of Wajir south.

- Undertook capacity development and trainings of community resource persons, community-based organization and organized youth groups
- Organized regular field Visits to Somalia, along the Border towns of Afmadow, Dobley, Diif (Somalia) and Dadajabulla, Liboi, Sarif, Biyamathow, Sabuli (Kenya).
- Provided assessments of the community-based organizations for subsequent support and identifying the needs of the Communities
- Led Continuous monitoring and participatory evaluation of project and working with other partners who had ongoing programmes, to avoid duplication,
- Designed surveys questionnaires and taking part in research within the project area, Led in documentations and sharing field experiences with all stakeholders.
- Represented the organization at different levels, including the community level, district steering group meetings and national forums,
- Steered fund raising for the organization –Proposal development and for community based organizations

TRAININGS AND CONSULTANCY ENGAGEMENTS

| | |
|-----------------------------|--|
| <i>April- June 2017</i> | Consultant Final Evaluations United Nations Women, Kenya Integrating Gender in Peace Support Operations |
| <i>July- August 2016</i> | Consultant Organizational Capacity Assessment Northern Cluster (Mandera Corridor) Coffey funded projects for local organizations in Mandera and Wajir Counties. |
| <i>June- November 2016</i> | Associate Consultant SORAC Strategic Development (A consortium of Somali Civil Society). |
| <i>May 2015- July 2015</i> | Consultant Arigatou International Nairobi, in the Development of BRAVE program to counter radicalization and extremism in Kenya. |
| <i>Nov 2013- Dec 2015</i> | Part of technical committee developing strategic plan of the Kenya Integrity Plan- KLIF Ethic and Anti- Corruption Commission, Kenya. |
| <i>May/June 2013</i> | Consultant Proposals Development for funding for Centre for Education and Development (CED), a Somali CSO in Mogadishu. |
| <i>Oct/Nov 2013</i> | Consultant Strategic Development n for Kamukunji Network Nairobi. |
| <i>May/June 2013</i> | Consultant End-Line Evaluation Safe Coast Early warning early response project of PACT Inc. in the coastal region of Kenya, covering Mombasa, Kwale and TaitaTaveta Counties of the Coast, Kenya. |
| <i>April/May 2013</i> | Consultant End of Program Oxfam Novib's emergency and livelihood recovery project evaluation in Middle, Lower Shabelle, Hiraan and Galgadud regions in South Central Somalia |
| <i>June 2012-April 2013</i> | Adviser —the Connecting Youth to Action project USAID supported grant through the KTI cash grant to Sustainable Development Solutions in Eastleigh, Nairobi (covering Research, Trainings, Mentoring and Coaching). |
| <i>May/June 2012</i> | Facilitated the regional Inter-faith meeting (IGAD region) lead by the All Africa Conference of Churches (AACC), peace building and inter-faith collaboration in the Horn of Africa. |
| <i>February 2012</i> | Consultant Facilitator on FGM awareness on the Zero Tolerance on marking the International day of zero tolerance, held at Gigiri, Nairobi at the office of UNFPA. |
| <i>Nov-Dec 2011</i> | Consultant Facilitator UNICEF FGM awareness project that trained two key Ministries (Ministry of Justice and Ministry of Gender) in Garowe, Puntland state of Somalia. |
| <i>Nov 2011</i> | Moderator NCA Horn of Africa Program- Peace building program, mapping and conflict sensitive trainings for Puntland state of Somalia. |
| <i>June-Sept 2011</i> | Trainer for Delta Partnership an organization building capacities of local institutions supported by UNDP in partnership with a local organizations in Garowe, Qardo, Bosaso and Galkaiyo, training that focused on basic administrative skills for staff of the local Government its parent Ministry and the Ministry of Gender in Puntland, Somalia. |
| <i>April-May 2011</i> | Facilitator for Civic education programmes for National Muslims Civic Education Consortium (NAMCEC). |
| <i>Feb-March 2011</i> | Facilitated Peace training Workshop on Peace Building and Mediation between two warring clans at Galkacayo, Somalia,, with support from UNDP-Somalia, in efforts |

| | |
|-----------------------|--|
| January 2011 | Participated in strategic planning of the National NGOs Council of Kenya, as an Executive Committee Member, at Jumuia place, Naivasha Kenya |
| December 2010 | Adviser in the Global Peace and Unity Award Ceremony Held at Hotel Serena in Kigali Rwanda, as the secretary of the Great Lakes Inter-Religious Network, co-host and as Facilitator of the regional religious leaders from the Great Lakes region of Kenya, Uganda, Rwanda, Burundi and Democratic Republic of Congo |
| December 2010 | Facilitated Great Lakes Inter-Religious Network (GL-IRN) peace building network steering committee meeting at Laico Umbano Hotel Kigali, Rwanda. |
| Nov-Dec 2010 | Trainer Capacity Building Workshop for Puntland religious Leaders at Garowe, Somalia, supported by Norwegian Church Aid (NCA) and hosted by the Ministry of Justice, Religious Affairs and Rehabilitation, Garowe, Puntland. |
| Jan -Dec 2010 | Administrative and Technical Support for ACRL/FCA project that supported the Hawiye Elders Association, in Mogadishu Somalia. |
| Nov-Dec 2010 | Participated in strategies on multi-religious approach to Sudan's referendum that saw successful monitoring teams to Sudan during the Historic Referendum. |
| July 2010 | Consultant on deeper engagements with actors in Somalia conflicts, that prepared to engage all stakeholders in a wider consultations for peace, this led to partnerships with UNPOS. |
| July 2010 | Consultant Field assessment of USAID funded project in Burundi titled —overcoming barriers to peace building and Reconciliation through multi-religious collaborations in Burundil. |
| June 2010 | Consultant technical support and programme advice during the 1st African Union Interfaith Dialogue Forum, held in Abuja, Nigeria. |
| April 2010 | Consultant —Religious Leaders Peace Initiative in the Horn of Africal Peace Building Initiative meetings and Retreat that developed a regional peace programme. |
| March 2010 | Key facilitator of the 3rd Great Lakes Inter-Religious Network (GL IRN) Dialogue forum, held at Laico Umbano Hotel, Kigali, Rwanda |
| Feb-March 2010 | Facilitator-Monitoring activity of USAID funded project in Burundi —overcoming barriers to peace building and Reconciliation through multi-religious collaborations in Burundil. |
| Feb-March 2010 | Consultant- a fact-finding and peace-building mission to Kenya-Somalia border that developed partnerships with local peace committees in North Eastern Province of Kenya |
| February 2010 | Lead Consultant- the Conference for the religious leaders from the IGAD countries for Sustainable Peace in the Horn of Africa, held in Naivasha Kenya. |
| December 2009 | Lead Consultant-Somali Religious Leaders from Garowe, Bosaso, Hargeisa and Mogadishu on a confidence Mission to Rwanda with capacity building sessions after interactive workshops with Government, Civil Society and Religious leadership of Rwanda. |
| July- Dec 2009 | Supported consultative Meetings with the African Union's Peace and Security Division held in Nairobi, Kenya. |
| November 2009 | Consultant- mission to RL-PIHA activities in Somalia and presented the role of the regional initiative in Peace Training session in Hargeisa, Somaliland and Garowe in Puntland. |
| October 2009 | Facilitator experience sharing workshop, at Bujumbura, Burundi for a project Overcoming Barriers to Peace Building and Reconciliation through multi-religious collaboration in Burundil, supported by USAID. |

| | |
|-----------------------|---|
| <i>October 2009</i> | Participated in the Data Quality Assessment (DQA) exercise of USAID supported Project, in Bujumbura, Burundi. |
| <i>July 2009</i> | Consultant- Religious Leaders in the Horn of Africa countries' Meeting at the African Union Headquarters' in Addis Ababa, Ethiopia. |
| <i>June 2009</i> | Facilitator- USAID funded project three Provinces in Burundi under the project—overcoming barriers to peace building and Reconciliation through multi religious collaborations in Burundi. |
| <i>May 2009</i> | Consultant- a mission to Mogadishu - Consultations with Senior Somali Religious leaders for Peace, provided constant security advice to senior regional Muslim leaders who included the Mufti of Uganda, the Mufti of Rwanda, the Mufti of Tanzania, the chairman of Supreme Council of Kenya Muslims on the developments of security situation in Somalia for improved programming |
| <i>March 2009</i> | Consultant- consultative Meeting of regional Muftis in Nairobi, Kenya discussing the conflict situation in Somalia and particularly in the semi-autonomous state of Puntland and Somaliland. |
| <i>December 2008</i> | Participated and presented a paper during the United Nations Volunteers, United Nations Volunteer retreat-that reviewed the UNV programme in Kenya, and deliberated on ways to enhance the contributions of Volunteerism in Africa. |
| <i>April 2008</i> | Trainer Turkana Development organizations Forum (TUDOF) on Monitoring and evaluation training as a technical person of the District Monitoring and Evaluation Committee (DME) Turkana. |
| <i>December 2007</i> | Trainer Horn of Africa Peace Advocacy (HAPA) on institutional framework and security management as a follow up of a capacity building Workshop, in Nairobi, Kenya. |
| <i>November 2007</i> | Consultant and lead trainer, for a group of Somali NGOs, CBOs, Sultans, Elders from Mogadishu and other parts of Somalia, supported by Taabco Research & Development consultants and Horn of Africa Peace Advocacy (HAPA). |
| <i>August 2007</i> | Facilitator refresher Course on Participatory trainings on human rights approach to programming (HRAP) and mainstreaming MDGs programme in Turkana and Garissa districts, Project a project of UNICEF -Kenya And Ministry of Planning and National Development (G.O.K). |
| <i>March 2007</i> | Undertook U.N Advanced security in the field Course, United Nations office in Nairobi (UNON). |
| <i>February 2007</i> | Participated in U.N introductory course on human rights at Gigiri United Nations office at Nairobi complex, by United Nations Development Programme (UNDP-Kenya). |
| <i>September 2006</i> | Trainer of the local government staff and councilors on participatory methodologies Turkana county council and Lodwar municipal council.-World Bank Funded Project of the Arid lands Resource Management Project Turkana (G.O.K). |
| <i>July 2006</i> | Facilitator on Participatory trainings on human rights approach to programming (HRAP) and mainstreaming MDGs programme in Turkana and Garissa districts- under UNICEF- Kenya and Ministry of Planning and National Development (G.O.K) SIDA Funded Project |

| | |
|--------------------------|---|
| October 2005 | Trained as Database administrator DevInfo 4.0 Version with support from UNICEF, Kenya National Bureau of Statistics (KNBS) and UNDP –at Kenya College of communication technology by experts from community Services India. |
| September 2005 | Participated in U.N introductory course on HIV/Aids in the workplace at Gigiri UNON complex. |
| 2005 | Project Supervisor Nutritional Survey in Wajir district, A project of UNICEF Kenya and Office of the President Arid Lands Resource Management. |
| May 2004 | Participated in Disaster Management Capacity Building Training (North Eastern Province) by the Kenya Food Security Steering Group. |
| March- April 2004 | Took part in Livelihoods Analysis Workshop in Wajir organized by FEWSNET in Collaboration with ALRMP. |
| 2004 | Participated in Skills in Communication – sportsman hotel Nanyuki Organized by Oxfam-GB, for its partners. |
| February 2004 | Attained a Course in Participatory Integrated Community Development Conducted by office of the President Arid lands Resource Management Project Wajir. |
| 2001-2004 | Conducted participatory appraisals, community development committee trainings on participatory approaches to development under the office of the President Arid lands Resource Management Project-Wajir |
| 2003 | Participated in Community Development Training courses – Wajir (participatory Project Planning, Implementation and Evaluation Methods) ALRMP. |
| 2003 | Participated in two weeks training of Trainers (T.O.T) Gender Mainstreaming in programming, at Matuu, Kenya organized by ACTION AID KENYA. |
| 2002 | Trained as (Trainer of Trainees) on conflict prevention mitigation and response at Shaba hotel supported by USAID-PACT/Mwengo. |
| 2001 | Trained on Drought circle management/ sphere project training Wajir Kenya Oxfam-GB. |
| 1999- 2000 | Reported for the Kenya Times newspaper from Northern Kenya. |
| 1992 | Worked for Electoral Commission of Kenya (E.C.K) as a Polling Clerk- At Bute Station, Wajir District |

1. Madam Joyce Nyamweya, CBS
Former PS Public Service Reform and Development
Cabinet office of the President
Director Results for Africa Initiative (RAI)
Email: joyce.nyamweya@yahoo.com
Tel +254728043952
2. Mrs. Fardowsa Bishar
Chief Officer Inter-Governmental and Donor Coordination
County Government of Wajir
Email fardowsabishar@yahoo.com
Cell Phone +254711499052
3. Prof. Paul Katuse, PhD, PMCIM.
Senior Lecturer/International
USIU, MUA P.O. Box 7799 00200 Nairobi.
Phone +254721 879 563,
Email: paulkatuse@yahoo.com; katusepaul@gmail.com; pkatuse@usiu.ac.ke



Nelson Mandela
Metropolitan
University

The University that, all the requirements
having been met, the degree

Doctor of Philosophy
in Business Administration and Management

with all the usual rights and privileges was conferred upon

Mohamed Sheikh Noor

Date of Birth: 26 DEC 1974

in recognition of the Nelson Mandela Metropolitan University

18 April 2013

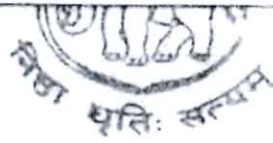
Let Akate no. 2013/408

A handwritten signature in black ink, likely belonging to the Registrar.

A handwritten signature in black ink, likely belonging to the Registrar.

Registrar





वाणिज्य-स्नातक (विश्व-पाठ्यक्रम), 1998.
(10+2+3 परियोजना)

प्रमाणित किया जाता है कि सन् 1998 में परीक्षा के उ
वाणिज्य-स्नातक (विश्व पाठ्यक्रम) (10 +2+3 परियोजना) की उपाधि के
सिद्ध होने पर

को 1999 के दीक्षांत-समारोह में उक्त उपाधि प्रदान की गई ।

श्रेणी


University of Delhi

BACHELOR OF COMMERCE (HONOURS COURSE), 1998.
(10+2+3 Scheme)

This is to certify that.....
having been examined in 1998, and found qualified for
degree of Bachelor of Commerce (Honours Course) (10+
Scheme) was admitted to the said degree at the Convoca
held in 1999.

Division.....




मुख-सचिव
दिल्ली विश्वविद्यालय
Registrar
University of Delhi

दिल्ली, दिनांक 14 मार्च 1999
Delhi, dated the 14th March, 1999


मुख-सचिव
दिल्ली विश्व
Vice-Chan
University of

Reg. No. M-20196/93.....

Serial No. 15493.....

MANAGEMENT STUDIES PROMOTION INSTITUTE

(REGISTERED UNDER THE SOCIETIES REGISTRATION ACT OF 1860)

NEW DELHI



This is to Certify that Mr./Miss/Ms. MOHAMMED SHEIKH NOOR
 S/o / D/o / W/o Sh. SHEIKH NOOR DAD underment a course of instructions
 in MARKETING AND SALES MANAGEMENT and having completed the course successfully
 is awarded this diploma in MARKETING AND SALES MANAGEMENT
 in Ist Division. Issued This 25th Day of JULY, 1998



Prepared By

Checked By

Director

The Kenya National Examinations Council



This is to certify that the candidate named below sat for the Kenya Certificate of Secondary Education examination in the subjects named below and qualified for the award of a

Kenya Certificate of Secondary Education

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

ROHARD SMELKH MOOR

NR. 82001/013

WAIIR HIGH SCHOOL

| | GRADE |
|---------------------------------|-----------|
| 101 ENGLISH | C-(MINUS) |
| 102 KISWAHILI | B+(PLUS) |
| 111 HISTORY AND GOVERNMENT | C (PLAIN) |
| 112 GEOGRAPHY | C (PLAIN) |
| 121 MATHEMATICS | B-(MINUS) |
| 134 PHYSICAL SCIENCE | D-(MINUS) |
| 155 BIOLOGICAL SCIENCES | D-(MINUS) |
| 213 ISLAMIC RELIGIOUS EDUCATION | D+(PLUS) |
| 343 WOODWORK | C-(MINUS) |

SUBJECTS NAMED HERE MEAN GRADE C+(PLUS)

EXAMINATION OF NOVEMBER/DECEMBER 1993

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

This document has a watermark MITHANI
It should be held to the light to verify.

KCSE 695764

Kenya National Examinations Council

**[EXTERNAL] POSITION: NON LEGAL MEMBER OF PUBLIC BENEFIT ORGANIZATIONS
DISPUTES TRIBUNAL**



Judiciary Email

From Mohamed Noor <awdaud@gmail.com>
To <chiefjustice@court.go.ke>
Date 2024-11-15 21:54

Application Letter Non Legal Member PBO Tribunal.pdf (~188 KB) Mohamed Sheikh Noor CV.pdf (~332 KB) Copies of Noor Certificates.pdf (~401 KB)

ATN:
Office of the Chief Justice,

Please find my application for the above position, attached please find my application letter and CV.

Regards

Mohamed Sheikh Noor



**Nelson Mandela
Metropolitan
University**

*This is to certify that, all the requirements
having been met, the degree*

Master of Philosophy
Conflict Transformation and Management

with all the associated rights and privileges, was conferred upon

Mohamed Sheikh Noor

Date of Birth: 26-DEC-1974

at a congregation of the Nelson Mandela Metropolitan University on

18 April 2013

Certificate no.: 20132408

I Certify that this is a true copy
of the Original
Anita M. Masaki 7th March 2013
ANITA M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

A handwritten signature in black ink, appearing to be 'J. M. M.', written over a horizontal line.

Vice-Chancellor

A handwritten signature in black ink, appearing to be 'C. M. M.', written over a horizontal line.

Registrar





SERIAL NO 6270

Commission for University Education

Recognition and Equation of Qualifications

CUE/10/9/1/Vol.326

12th January, 2016

Mohamed Sheikh Noor
P.O. Box 104956 - 00101
NAIROBI.



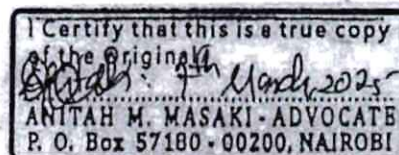
RE: RECOGNITION OF QUALIFICATIONS
MOHAMED SHEIKH NOOR

Thank you for your application dated 11th January, 2016 in which you requested the Commission for University Education to recognize the following qualification awarded by Nelson Mandela Metropolitan University in South Africa:

- Master of Philosophy Conflict Transformation and Management.

It is hereby confirmed that Nelson Mandela Metropolitan University is a recognized institution in South Africa. The qualification awarded by the said institution is also recognized in South Africa and by convention in Kenya.

Kindly note, that in addition to this recognition, you may be required to meet other requirements set by Kenyan professional organizations.



DANIEL O. OGUTU
FOR: COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER

DOO/wa

N/B:

- *The Commission is not accountable for the authenticity of certificate or the identity of the certificate holder presented for recognition or equation.*
- *The Commission retains the right to revoke recognition of the award in the event it establishes any reason that makes the award in question ineligible for recognition.*

Quality: The Agenda

Redhill Rd., off Limuru Rd., Gigiri
P. O. Box 54999 00200, Nairobi, Kenya. Tel: 254 (020) 7205000.



ISO 9001:2008 CERTIFIED

पंजीकरण संख्या C-374/95
Enrol. No.

रॉल नंबर 257904
Roll No.



वाणिज्य-स्नातक (विश-पाठ्यक्रम), 1998.
(10+2+3 परियोजना)

प्रमाणित किया जाता है कि सन् 1998 में परीक्षा के उपरान्त
वाणिज्य-स्नातक (विश-पाठ्यक्रम) (10+2+3 परियोजना) की उपाधि के योग्य
सिद्ध होने पर मोहम्मद शेख नूर
को 1999 के दीक्षांत-समारोह में उक्त उपाधि प्रदान की गई।
श्रेणी तृतीय

University of Delhi

BACHELOR OF COMMERCE (HONOURS COURSE), 1998.
(10+2+3 Scheme)


This is to certify that Mohamed Sheikh Noor
having been examined in 1998, and found qualified for the
degree of Bachelor of Commerce (Honours Course) (10+2+3
Scheme) was admitted to the said degree at the Convocation
held in 1999.

Division Arts

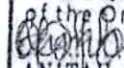

मुख-सचिव
दिल्ली विश्वविद्यालय
Registrar
University of Delhi



दिल्ली, दिनांक 14 मार्च 1999
Delhi, dated the 14th March, 1999



कुलपति
दिल्ली विश्वविद्यालय
Vice-Chancellor
University of Delhi

I Certify that this is a true copy
of the Original

ANITAH M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI



SERIAL NO 6269

Commission for University Education

Recognition and Equation of Qualifications

CUE/10/9/1/Vol.326

12th January, 2016

Mohamed Sheikh Noor
P.O. Box 104956 - 00101
NAIROBI.



RE: RECOGNITION OF QUALIFICATIONS
MOHAMED SHEIKH NOOR

Thank you for your application dated 11th January, 2016 in which you requested the Commission for University Education to recognize the following qualification awarded by University of Delhi in India:

- Bachelor of Commerce.

It is hereby confirmed that University of Delhi is a recognized institution in India. The qualification awarded by the said institution is also recognized in India and by convention in Kenya.

Kindly note, that in addition to this recognition, you may be required to meet other requirements set by Kenyan professional organizations.

DANIEL O. OGUTU
FOR: COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER

DOO/ha

N/B:

- *The Commission is not accountable for the authenticity of the certificate or the identity of the certificate holder presented for recognition or equation.*
- *The Commission retains the right to revoke recognition of the award in the event it establishes any reason that makes the award in question ineligible for recognition.*

I Certify that this is a true copy
of the Original
Anitah M. Masaki
ANITAH M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

Quality: The Agenda

Redhill Rd., off Limuru Rd., Gigiri
P. O. Box 54999 00200, Nairobi, Kenya. Tel: 254 (020) 7205000.



ISO 9001:2008 CERTIFIED

Reg. No. M-28196/97.....

Serial No. 15453.....

MANAGEMENT STUDIES PROMOTION INSTITUTE

(REGISTERED UNDER THE SOCIETIES REGISTRATION ACT OF 1860)

NEW DELHI



I Certify that this is a true copy
of the Original
Anitah M. Masaki
ANITAH M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

This is to Certify that Mr./Miss/Mrs. MOHAMED SHEIKH NOOR.....

S/o / D/o / W/o Sh. SHEIKH NOOR DAUD..... underwent a course of instructions

in MARKETING AND SALES MANAGEMENT and having completed the course successfully

is awarded this diploma in MARKETING AND SALES MANAGEMENT.....

in Ist. Division.

Issued This 25th Day of JULY, 1998



[Signature]
MANAGEMENT STUDIES PROMOTION INSTITUTE
NEW DELHI

[Signature]
MANAGEMENT STUDIES PROMOTION INSTITUTE
NEW DELHI

[Signature]

The Management University of Africa
P.O Box 29677, 00100, NAIROBI, KENYA

Tel: +254 20-2361160, 20-236 1161, Direct line 020-2396415 Website: www.muaf.ac.ke

OFFICE OF THE DEAN SCHOOL OF MANAGEMENT AND LEADERSHIP

RESULT SLIP

Student Name : Sheikh Noor Mohamed
Registration Number : DML/3/00027/1/2016
School : Management and leadership
Programme : Doctor of Philosophy
Academic Year : 2016 Year of Study: 1 Semester 2

| CODE | COURSE TITLE | GRADE |
|---------|-------------------------------|-------|
| DML 902 | Advanced Research Methods | B |
| DML 903 | Advanced Strategic Management | A |

TOTAL NUMBER OF COURSES TAKEN IN THE SEMESTER2.....

Courses Passed : 2

Courses Failed : 0

Key to Grades

70-100% A Excellent 60-69% B Good
50-59% C Average 49% and Below F Fail

I Certify that this is a true copy
of the Original
Signed: 20th March 2016
ANTHONY M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

Sign
DEAN, School of Management and Leadership

Date: 30/9/2016

Note: This result slip is not a transcript. The Management University of Africa reserves all the right to make any correction given on the result slip, which will be confirmed by issue of an academic transcript at the end of the course.

The Management University of Africa

P.O Box 29677, 00100, NAIROBI, KENYA

Tel: +254 20-2361160, 20-236 1161, Direct line 020-2396415 Website: www.muia.ac.ke

OFFICE OF THE DEAN SCHOOL OF MANAGEMENT AND LEADERSHIP

RESULT SLIP

Student Name : Sheikh Noor Mohamed
Registration Number : DML/3/00027/1/2016
School : School of Management and Leadership
Programme : Doctor of Philosophy
Academic Year: 2016 Year of Study: 2 Semester 1

| CODE | COURSE TITLE | GRADE |
|---------|---|-------|
| DML 904 | Organization Development and Leadership | B |
| DML 905 | Management and Leadership Seminar | B |

TOTAL NUMBER OF COURSES TAKEN IN THE SEMESTER2.....

Courses Passed : 2

Courses Failed : 0

Key to Grades:

70%-100%= A Excellent

60%-69%= B Good

50%-59%=C Average

49% and Below F Fail

I Certify that this is a true copy
of the Original
Date: 14 March, 2017
ANITA M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

SIGN
[Signature]

DATE.....14/3/2017

DEAN, School of Management and Leadership

Note: This RESULT SLIP is not a transcript. The Management University of Africa reserves all the right to make any correction given on the RESULT SLIP, which will be confirmed by issue of an academic transcript at the end of the course.

The Management University of Africa
P.O Box 29677, 00100, NAIROBI, KENYA

Tel: +254 20-2361160, 20-236 1161, Direct line 020-2396415 Website: www.mua.ac.ke

OFFICE OF THE DEAN SCHOOL OF MANAGEMENT AND LEADERSHIP

RESULT SLIP

Student Name : Sheikh Noor Mohamed
Registration Number : DML/3/00027/1/2016
School : Management and leadership
Programme : Doctor of Philosophy
Academic Year : 2016 Year of Study: 1 Semester 1

| CODE | COURSE TITLE | GRADE |
|---------|---------------------------------------|-------|
| DML 900 | Advanced Statistics | C |
| DML 901 | Theories of Management and Leadership | B |

TOTAL NUMBER OF COURSES TAKEN IN THE SEMESTER2.....

Courses Passed : 2

Courses Failed : 0

Key to Grades:

70-100% A Excellent 60-69% B Good
50-59% C Average 49% and Below F Fail

I Certify that this is a true copy
of the Original
Anisah 7th March 2015
ANITAH M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

Sign
DEAN, School of Management and Leadership



Date.....7/6/2016.....

Note: This result slip is not a transcript. The Management University of Africa reserves all the right to make any correction given on the result slip, which will be confirmed by issue of an academic transcript at the end of the course.



Date : 02/04/2013

Page : 1

Academic Record : Credits Obtained

Student : NOOR MS MR
MOHAMED SHEIKH 208090554
Date Of Birth : 26/12/1974
ID Number :
Passport Number : A328267

| Year Qualification Subject | | Final Mark | Result |
|-------------------------------------|--------|---------------|--------|
| 2008 MAGISTER PHILOSOPHIAE | | | |
| SEMESTER 1 | | | |
| CONFLICT PROCESSES | SLC404 | 55 | PASS |
| SEMESTER 2 | | | |
| DEVELOPMENT CHANGE AND CONFLICT 507 | EDS507 | 71 | PASS |
| VIOLENCE STUDIES | SLC506 | 64 | PASS |
| YEAR | | | |
| THEORIES AND APPROACHES TO CONFLICT | SLC403 | 65 | PASS |
| CONFLICT TYPES | SLC505 | 72 | PASS |
| APPLIED CONFLICT MANAGEMENT SKILLS | SLC507 | 66 | PASS |
| 2009 MAGISTER PHILOSOPHIAE | | | |
| YEAR | | | |
| APPLIED RESEARCH SKILLS | EDS503 | 51 | PASS |
| ADV CONFLICT RESOLUTION AND MANGMNT | SLC502 | 67 | PASS |
| 2010 MAGISTER PHILOSOPHIAE | | | |
| 2011 MAGISTER PHILOSOPHIAE | | | |
| YEAR | | | |
| CONFLICT IN WORLD POLITICS | SLC510 | 68 | PASS |
| 2012 MAGISTER PHILOSOPHIAE | | | |
| YEAR | | | |

I Certify that this is a true copy
of the Original
[Signature]
ANTHONY M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI



**Nelson Mandela
Metropolitan
University**

for tomorrow

• PO Box 77000 • Nelson Mandela Metropolitan University
• Port Elizabeth • 6031 • South Africa • www.nmmu.ac.za

Date : 02/04/2013

Page : 2

Academic Record : Credits Obtained
(Continued)

Student : NOOR MS MR
 MOHAMED SHEIKH
Date Of Birth : 26/12/1974
ID Number :
Passport Number : A328267

208090554

| | | |
|--------------------|--------|-------------|
| Year Qualification | | Final |
| Subject | | Mark Result |
| TREATISE | SLC520 | 64 PASS |

MAGISTER PHILOSOPHIAE
Qualified on 22-FEB-2013
Will be awarded on 18-APR-2013 (COMPLIED WITH REQUIREMENTS)

For Registrar

| |
|--|
| Nelson Mandela Metropolitan University |
| SUMMERSTRAND NORTH CAMPUS |
| 18 APR 2013 |
| <i>NAM</i> |
| EXAMINATION OFFICE |

I Certify that this is a true copy
of the Original
[Signature] 18 April 2013
ANITA M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI



Reg. No. M-28196/97

Sr. No. 15453

MANAGEMENT STUDIES

PROMOTION INSTITUTE

NEW DELHI

MARKS SHEET

Certify that this is the original of
ANITA M. MASAK
P. O. Box 57180 - 00

Name MR. MOHAMED SHEIKH NOOR


Course DIPLOMA IN MARKETING AND SALES
MANAGEMENT

| S. No. | SUBJECTS | Marks Obtained | Max. Marks. |
|--------|--------------------------|-------------------|----------------|
| 1. | PRINCIPLES OF MANAGEMENT | 61 | 100 |
| 2. | MARKETING ORGANISATION | 80 | 100 |
| 3. | SALES ORGANISATION | 76 | 100 |
| 4. | MARKETING RESEARCH | 73 | 100 |
| 5. | ADVERTISING MANAGEMENT | 63 | 100 |
| 6. | INTERNATIONAL MARKETING | 65 | 100 |
| TOTAL- | | 418 | 600 |



(Four Hundred Eighteen Only)

Division Ist Dated 25-7-1998


Director

The Kenya National Examinations Council



This is to certify that the candidate named below sat for the Kenya Certificate of Secondary Education examination in the subjects named below and qualified for the award of a

Kenya

Certificate of Secondary Education

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

MOHAMED SHEIKH NOOR
WAJIR HIGH SCHOOL

*M 820017/013

- 1.01 ENGLISH
- 1.02 KISWAHILI
- 1.11 HISTORY AND GOVERNMENT
- 1.12 GEOGRAPHY
- 1.21 MATHEMATICS
- 1.34 PHYSICAL SCIENCE
- 1.35 BIOLOGICAL SCIENCES
- 2.13 ISLAMIC RELIGIOUS EDUCATION
- 3.43 WOODWORK

- C- (MINUS)
- D+ (PLUS)
- C (PLAIN)
- C (PLAIN)
- B- (MINUS)
- B- (MINUS)
- B- (MINUS)
- B+ (PLUS)
- C- (MINUS)

SUBJECTS NAMED NINE MEAN GRADE C+ (PLUS)

EXAMINATION OF NOVEMBER/DECEMBER 1993

I Certify that this is a true copy
of the Original
ANITA M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

[Signature]
 Secretary
 Kenya National Examinations Council

[Signature]
 Chairman
 Kenya National Examinations Council

This document has a watermark MITHANI.
 It should be held to the light to verify.

KCSE 695754

(See overleaf)

THE KENYA NATIONAL EXAMINATIONS COUNCIL



KENYA CERTIFICATE OF PRIMARY EDUCATION KCPE

This is to certify that the candidate named below sat the Examination for Kenya Certificate of Primary Education and reached the Grades shown in the subjects named:-

NAME : MOHAMED S NOOR 82001/003
SCHOOL : WAJIR 82001

| | GRADE |
|--|-------|
| ENGLISH LANGUAGE | B |
| KISWAHILI | C |
| MATHEMATICS | A |
| SCIENCE AND AGRICULTURE | B |
| GEOGRAPHY, HISTORY & CIVICS AND RELIGIOUS EDUCATION | B |
| ART & CRAFT AND MUSIC | C+ |
| HOME SCIENCE AND BUSINESS EDUCATION | B- |

EXAMINATION OF 1989

I Certify that this is a true copy
of the Original.
Anita M. Masaki
ANITA M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

[Signature]
Secretary
Kenya National Examinations Council

[Signature]
Chairman
Kenya National Examinations Council

This certificate was issued without any alteration whatsoever. See overleaf for grades and mark intervals.

KCPE 1795346



ED/B 100 (Rev.)

REPUBLIC OF KENYA

MINISTRY OF EDUCATION

I Certify that this is a true copy of the original
Date: 7th March 2025
ANITAH M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

**KENYA SECONDARY SCHOOL LEAVING
CERTIFICATE**

..... WAJIR HIGH SCHOOL
..... P.O. BOX 29, WAJIR
.....

Admission/Serial No. 2347

THIS IS TO CERTIFY THAT MOHAMMED SHAIKH NOOR

entered this school on 31.1.90 and was enrolled in
Form ONE and left on NOV. 1993 from
Form FOUR having satisfactorily completed the approved
course for Form FOUR

Date of Birth (in Admission Register) 1974

Headteacher's report on the pupil's ability, industry and conduct.....

..... HE IS AVERAGE IN ABILITY. GOOD IN ACADEMICS. HE IS
..... OF GOOD CONDUCT AND RELIABLE. HE WAS AN ACTIVE
..... MEMBER OF THE SCHOOL SCIENCE CLUB.
.....

Pupil's signature 

Date of Issue. 20/11/95.....

Signature 
Headteacher
HEADMASTER
WAJIR HIGH SCHOOL

This certificate was issued without any erasure or alteration whatsoever



REPUBLIC OF KENYA

MINISTRY OF EDUCATION

I Certify that this is a true copy of the Original
Date: 7 March 2025
ANITAH M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

KENYA PRIMARY SCHOOL LEAVING CERTIFICATE

THIS IS TO CERTIFY THAT MOHAMED S. NOOR ADM NO. 4467
entered WAJIR PRIMARY School and was enrolled on 10/1/1984
in Standard THREE and left on NOV. 1989
at Standard EIGHT (K.C.P.E. LEVEL)

PART A: CONTINUOUS ASSESSMENT

THE PUPIL ATTAINED THE GRADES SHOWN IN THE SUBJECTS NAMED.

| | STD 5 | | STD 6 | | STD 7 | | STD 8 | | | STD 5 | | STD 6 | | STD 7 | | STD 8 | |
|----------------------------------|-------|----|-------|----|-------|----|-------|----|----------------------------|-------|----|-------|----|-------|----|-------|----|
| | Th | Pr | Th | Pr | Th | Pr | Th | Pr | | Th | Pr | Th | Pr | Th | Pr | Th | Pr |
| 1. English | | | | | | | | | 7. Science and Agriculture | | | | | | | | |
| 2. Kiswahili | | | | | | | | | 8. Art and Craft | | | | | | | | |
| 3. Maths | | | | | | | | | 9. Home Science | | | | | | | | |
| 4. Religious Education | | | | | | | | | 10. Music | | | | | | | | |
| 5. Geography, History and Civics | | | | | | | | | 11. Physical Education | | | | | | | | |
| 6. Business Education | | | | | | | | | | | | | | | | | |

PART B: ORDER OF MERIT

| STD | 5 | | | 6 | | | 7 | | | 8 | | |
|----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | 1st | 2nd | 3rd | 1st | 2nd | 3rd | 1st | 2nd | 3rd | 1st | 2nd | 3rd |
| TERM | | | | | | | | | | | | |
| POSITION | | | | | | | | | | | | |
| Total in Class | | | | | | | | | | | | |

PART C: SCHOOL K.C.P.E. PERFORMANCE

During 19.92.....(previous year) the school obtained a mean score of 254.13 in K.C.P.E.

PART D: CO-CURRICULA ACTIVITIES

HE WAS GOOD IN SPORTS AND FOOTBALL
HE WAS A SCHOOL PREFECT.

PART E: GENERAL REMARKS

WELL DISCIPLINED.

Pupil's Signature [Signature]

Date 15/1/93

Signature/Official Stamp [Signature]
Headteacher

This certificate was issued without any erasure or alteration whatsoever.

WAJIR PRIMARY

ADVANCED SECURITY IN THE FIELD

Mohamed
Noor

I Certify that this is a true copy
of the Original
Arifah M. Masaki
9th March 2005
ARITAH M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

" HAS SUCCESSFULLY COMPLETED
ADVANCED SECURITY IN THE FIELD. "

UNITED NATIONS DEPARTMENT OF SAFETY AND SECURITY

3/30/2007



Times Professional Institute

- turning potentials into professionals -

Commerce Hse, 3rd flr. P.O. Box 40892-00100. Tel. 020 311008. Email : info@timesinstitute.com

CERTIFICATE OF COMPETENCE

This is to certify that

MOHAMED SHEIKH NOOR

has successfully undertaken the course

A + CERTIFICATION

from: 26/05/04


to: 15/07/04

and in recognition thereof is awarded this certificate under our

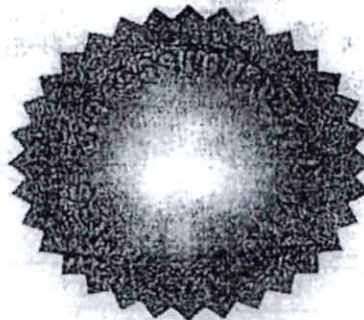
Common seal on this 29th day JULY 2004

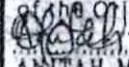
with a grade of

CREDIT

Sign: 
Training Coordinator

Sign: 
Executive Director



I Certify that this is a true copy
of the original.
 7th March 2025
ANITA M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

Serial No TPI/0048

Nile IWRM-Net



Global Water
Partnership
Eastern Africa

Training Certificate

I Certify that this is a true copy
of the Original
Anitah M. Masaki
ANITAH M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

This is to certify that the following participant has successfully undertaken a training course on
Applying Integrated Water Resource Management Tools for Drought Risk Management
from 20th - 24th of June 2016 in Nairobi Kenya

Mohamed Sheikh Noor

The training course has provided participants with exposure to key topics
related to enhancing drought resilience using IWRM tools.

Dr. Callist Tindimugaya
Regional Coordinator
Nile IWRM-Net /Cap-Net

H.E. (Eng) Mahboub Maalim
Executive Secretary,
InterGovernmental Authority
on Development (IGAD)

Mr. Kidanemariam Jembere
Regional Programme Manager
Global Water Partnership Eastern Africa
(GWP EA)



Conflict Prevention, Mitigation and Response (CPMR)
Training of Trainers Workshop



Certificate of Completion

Muhammad S. Mwangi

I Certify that this is a true copy
of the Original.
Date: 27th March 2005
ANITAH M. MASAKI - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

For actively participating in the above training workshop
held from July 28th to August 8th 2003 at Sarova Shaba Lodge, Samburu, Kenya.

Incorporating: Research, Documentation and Dissemination; Methodologies and Approaches; Natural Resources; Media;
Culture and Religion; Development Interventions and Monitoring, Evaluation and Feedback.

Florence

Florence Omosa
DCOP, ISGM



William M. Polidoro

Dr. Bill Polidoro
Country Director

DICS™

Certificate of Merit

I Certify that this is a true copy
of the original
Anita M. Masaka
ANITA M. MASAKA - ADVOCATE
P. O. Box 57180 - 00200, NAIROBI

.....**MOHAMED SHEIKH NOOR**..... is awarded the
CERTIFICATE FOR CAREER DEVELOPMENT COURSE
(FUND. , MS-DOS, MS-WIN, MS-WORD, MS-EXCEL, MS-POWERPOINT, MS-ACCESS, FOX-PRO)
for meeting the requirements of the Academic Council during the
Six MONTHS... of specialised training, with a performance of
"GOOD"..... Grade, on the**4th**..... day of **JUNE 2000**'

[Signature]
Chairman of the
Academic council

Rulyhansen
Vice Chairman of the
Academic council

[Signature]
Member of the
Academic council



The undersigned SIYB Master Trainer in representation of the
Start and Improve Your Business programme
of the International Labour Organization



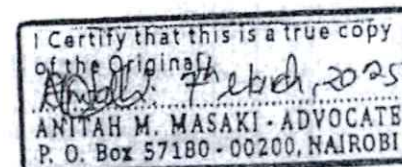
International
Labour
Organization

Certifies

Mohamed Sheikh Noor

as competent to undertake the tasks of a

TRAINER GYB-SYB-IYB



Trained and Certified by

Jane Wachuka Mathenge , Chrisantus Soita Wasike , Yashpal
Karniram Sihag

15 FEB 2025

Date

Peace building and Friends for Peace in
Somalia workshop



T A A B C O

Certificate of Facilitation

is hereby granted to:

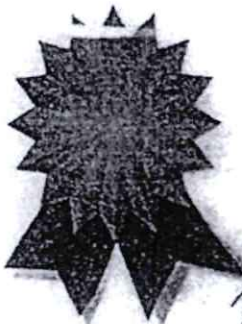
[Mr Mohamed S. Noor]

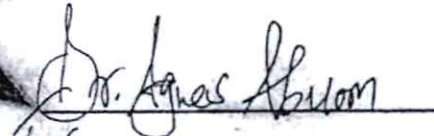
for outstanding performance, facilitation and contributions towards finding lasting
peace in Somalia during the event held between 13th to 17th, November 2007, at
Nairobi-Kenya.

Supported by TAABCO and facilitated by HAPA.

Granted: November 17th 2007

THANK YOU




for: Dr. Agnes Abuom

Dr. Agnes Abuom
Executive Director TAABCO



Mr. Nur Abdikadir
Secretary General HAPA



Serial No.: KIM-MSD 3247

Since 1954

THE KENYA INSTITUTE OF MANAGEMENT

Certificate of Membership

This is to certify that

Mohamed Sheikh Noor

was admitted

Full Member

of

THE KENYA INSTITUTE OF MANAGEMENT

on the 1st Day of Sept 2016

Given under the common seal of the Kenya Institute of Management

Council Chairman

Chairman Membership Committee

Honorary Secretary



46066

Membership No:



OFFICE OF THE PRESIDENT

ARID LANDS RESOURCE MANAGEMENT PROJECT

Telegraphic Address: "DISTRICTER" Wajir
Telephone: (0136) 21543/4
Fax: (0136) 21544
When replying please quote
Ref. NWJR/ALRMP/II/PER/39
and date

DISTRICT PROJECT CO-ORDINATOR
ARID LANDS RESOURCE MANAGEMENT
PROJECT

P.O. Box 490

WAJIR
5th August 2005

....., 20.....

RE: MOHAMED SHEIKH NOOR

This is to appreciate the contribution of the above named person identity card number 12969932, towards the programme of community driven development and towards the district steering group's activities.

Mohamed was the desk in charge with WASDA (a partner organization) of the World Bank supported project and has been undertaking tasks professionally without direct supervision.

Mohamed's active role in the district steering group activities need appreciation, as he remains one of the district resource persons who tirelessly undertook the empowerment programmes within the district.

He has shown a mature and accommodating approach towards the realization of common goals and has an excellent inter personal relations. He has linked with not only ALRMP but with partners and other members of the DSG who include Oxfam GB (partner), Aldef (partner), departmental heads and community based organizations.

Mohamed is particularly valuable in community trainings, undertaking rapid assessments, participatory appraisals and district forums/meetings.

I am confident that he can efficiently deliver any community directed intervention and recommend him for any position in relation to community work.

We wish him success in his endeavors to assist communities.

Yours faithfully

Issack Abdille
For Drought Management Officer
Wajir District



WASDA

P.O. Box 277, Wajir
Tel: 0136 - 21176
Email: wasda@wananchi.com

P.O. Box 28409, Nairobi
Tel: 218358/ 221288, Fax: 221516
Email: wasdanq@wananchi.com
<http://www.wasda.ke.org>

REF STAFF/04/03 Vol II

LETTER OF RECOMMENDATION

Dated: 3rd June 2005.

RE: MOHAMED SHEIKH NOOR

The above named, of national identity card number 12969932, has been the project officer (community development) since October 2001.

Mohamed has been a person of high integrity, team player and of outstanding character.

During his period of service he was able to cope with challenges and difficult situations with aptitude, creativity and a sense of self-drive.

He undertook his assignments with enthusiasm, dedication and with responsibility.

His invaluable contribution will be a missing link in the organization if he happens to leave the organization, however we hope he will inspire others and contribute to positive nation building.

This therefore is to recommend him to any organization and/or institution; he will be a valuable asset.

Yours truly,

Aydrus Sheikh Da'ar
For Project Coordinator

WAJIR SOUTH BEY ASSOCIATION
P. O. Box 277,
WAJIR.

African Council of Religious Leaders

REF: ACRL/015/2012/003

February 3rd, 2011

To Whom It May Concern:

RE: MOHAMED SHEKH NOOR

The African Council of Religious Leaders—Religions for Peace (ACRL—R/P) is the largest and most representative multi-religious platform in Africa. ACRL—R/P mission is to mobilize religious communities and their leaders to build peaceful, just and harmonious societies in common action with its head office in Nairobi, Kenya.

Mohamed Sheikh Noor worked for the organization for two years, from January 2009 to December 2010; as the Director of the Conflict & Transformation department. Under his watch, the department got funding from various donor funding for several countries including Burundi, Rwanda, Liberia & Uganda as well as the Religious Leaders Peace Initiative in the Horn of Africa that covered Kenya, Ethiopia, Sudan, Djibouti, Somalia and Eritrea where he successfully coordinated both program and Finance teams.

Mr. Noor has consistently met and often exceeded the job requirements. He is enthusiastic, a dedicated employee with excellent work habits who is always willing to pitch in to help the team and get the job done right the first time. He is efficient in planning and managing projects, punctual in meeting deadlines and conscientiously adheres to organization standards and guidelines.

Having worked with Mr. Noor, I am confident that he is an asset to an organization and I am happy to recommend him to any institution. We wish him well in his new endeavors.

Sincerely,
African Council of Religious Leaders - R/P



Jacinta A. Okumu
Director, Human Resources



KENYA REVENUE
AUTHORITY

Tax Compliance Certificate

For General Tax Questions
Contact KRA Call Centre
Tel: +254 (020) 4999 999
Cell: +254(0711)099 999
Email: callcentre@kra.go.ke

www.kra.go.ke

Taxpayer PIN: A002931491Y

Certificate Date: 10/03/2025

Name and Address:

Mohamed Sheikh Noor
N/A, WAJIR, Starehe District,
PO Box:104956,
Postal Code:00101

Certificate Number:

KRAGSA1459408325



**This is to confirm that Mohamed Sheikh Noor,
Personal Identification Number A002931491Y
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 09/03/2026.**

Caveat This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer: This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.

NATIONAL POLICE SERVICE

**DIRECTORATE OF CRIMINAL INVESTIGATIONS**DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. PCC-JRSMJMEME

Date. 4 June 2024

POLICE CLEARANCE CERTIFICATE*I hereby certify that the fingerprints recorded from***MOHAMED SHEIKH NOOR**

holder of ID No. 12969932 have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.

REMARKS IN CASE OF PREVIOUS RECORDOFFENCE(S): **NIL**RESULTS OF TRIAL: **NIL**DATE: **NIL**

This Certificate has been issued without any alteration or any erasure

(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.ecitizen.go.ke/verify>, send DCI to 21546 Then Dial *512# and select "Police Clearance"

HIGHER EDUCATION LOANS BOARD



Serial No: 93416

Compliance Certificate

This is to confirm that;

MOHAMED SHEIKH NOOR

Holder of National ID No. **12969932** is not a beneficiary of the University Loans Scheme.

Signed by: Head Of Operations

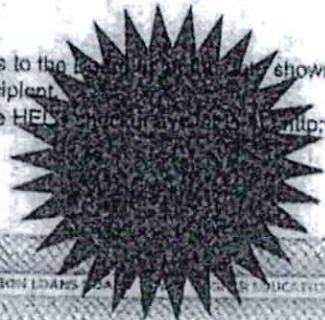
Manager, Loan Repayment and Recovery

Caveat

- a) This certificate is issued on the basis of information available to the Board as shown above. The Board reserves the right to withdraw the certificate if new evidence materially alters the compliance status of the recipient.
- b) To confirm genuineness and validity of the certificate use the HELB website <http://www.helb.co.ke> or contact our office.

Date of issue: 26-10-2016

This certificate is valid until: October 2017





METROPOL

reach new heights

**Metropol Credit Reference
Bureau Limited**

Certificate of Clearance

MOHAMED SHEIKH NOOR

National ID Number: 12969932

I Certify that this is a true
Copy of the Original

.....
A. AGONGA - ADVOCATE
P.O. Box 23024 - 00200, NAIROBI

This is to certify that the above named person has No negative listing as at the
date below.

Managing Director's Signature

07/10/2016

Date

Annexure **4**

**Advertisement notifying the
public of the approval hearings**



**IN THE MATTER OF ARTICLE 118(1)(b) OF THE CONSTITUTION
AND
IN THE MATTER OF SECTION 50(1) OF THE PUBLIC BENEFITS ORGANIZATIONS ACT, 2013
AND
IN THE MATTER OF THE PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT (CAP. 7F)
AND
IN THE MATTER OF APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR
APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATIONS
DISPUTES TRIBUNAL**

**NOTIFICATION OF APPROVAL HEARINGS AND INVITATION TO SUBMIT
MEMORANDA**

WHEREAS, in accordance with provisions of Section 50(1) of the Public Benefits Organizations Act, 2013, the Honourable Chief Justice is empowered to nominate and, with the approval of the National Assembly, appoint the Chairperson and Members of the Public Benefits Organizations Disputes Tribunal. In exercise of the said powers, the Honourable Chief Justice has nominated the following persons for appointment as Chairperson and Members of the Public Benefits Organizations Disputes Tribunal—

| S/No. | NOMINEE | POSITION |
|-------|------------------------------|-------------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | Chairperson |
| 2. | Ms. Christabel Mideva Eboso | Member |
| 3. | Ms. Elizabeth Mbithe Mulwa | Member |
| 4. | Dr. Leonard Kinyulusi | Member |
| 5. | Mr. Mohamed Sheikh Noor | Member |

AND WHEREAS, following receipt of the nominations from the Honourable Chief Justice, the Rt. Hon. Speaker of the National Assembly vide a Notification made on **Tuesday 27th May 2025** conveyed the Message to the Members of the National Assembly and referred the names and *curricula vitae* of the nominees to the **Departmental Committee on Justice and Legal Affairs** for consideration and reporting to the House;

IT IS NOTIFIED to the general public that pursuant to **Article 118(1)(b) of the Constitution and section 6(4) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F)**, the **Departmental Committee on Justice and Legal Affairs** shall conduct Approval Hearings (Vetting) of the nominees on **Friday, 13th June 2025** in the **Mini Chamber, First Floor, County Hall, Parliament Buildings** as per the schedule below—

| S/No. | NOMINEE | POSITION | TIME |
|-------|------------------------------|-------------|----------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | Chairperson | 10.30 am |
| 2. | Ms. Christabel Mideva Eboso | Member | 11.30 am |
| 3. | Ms. Elizabeth Mbithe Mulwa | Member | 12.30 pm |
| 4. | Dr. Leonard Kinyulusi | Member | 2.30 pm |
| 5. | Mr. Mohamed Sheikh Noor | Member | 3.30 pm |

AND WHEREAS, section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F) provides that **"any person may prior to the approval hearing and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated"**.

IN COMPLIANCE with Article 118(1)(b) of the Constitution and section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Clerk of the National Assembly hereby invites members of the public to submit any representations they may have, by way of **written statements on oath (affidavits) with supporting evidence contesting the suitability of the candidates** for appointment to the offices they have been nominated to.

The memoranda may be forwarded to the **Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi**; hand-delivered to the **Office of the Clerk, Main Parliament Buildings, Nairobi**; or emailed to cna@parliament.go.ke to be received **on or before Tuesday, 10th June 2025 by 5.00 p.m.**

IT IS FURTHER NOTIFIED THAT the nominees are required to—

- (1) Appear for the approval hearings with their original identity cards, academic and professional certificates and other relevant testimonials; and
- (2) Obtain letters/certificates of compliance from the following institutions—
 - (a) The Ethics and Anti-Corruption Commission;
 - (b) The Kenya Revenue Authority;
 - (c) The Higher Education Loans Board;
 - (d) The Directorate of Criminal Investigations;
 - (e) The Office of the Registrar of Political Parties; and
 - (f) A Credit Reference Bureau.

**S. NJOROGE, CBS
CLERK OF THE NATIONAL ASSEMBLY**

Thursday, 29th May 2025

Annexure **5**

**Letters from the Clerk
of the National Assembly
inviting the nominees for
the approval hearings**



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/049

29th May, 2025

Ms. Eunice Adoyo Otieno Arwa

eao@arwaassociates.co.ke

NAIROBI

Dear *Ms. Arwa,*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON JUSTICE AND LEGAL AFFAIRS**

Following your nomination for appointment as the Chairperson of the Public Benefits Organizations Disputes Tribunal, the National Assembly's **Departmental Committee on Justice and Legal Affairs** hereby invites you for approval hearing pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (CAP. 7F) on **Friday 13th June, 2025, in the Mini-Chamber, 1st Floor, County Hall, Parliament Buildings at 10:30 am.**

Kindly fill the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, and return it **on or before Friday, 6th June 2025**. You are requested to appear for the hearing with the originals of your national identity card, academic and professional certificates and any other relevant documents and testimonials. In addition, you should appear with letters or certificates of clearance from the following institutions: -

1. Ethics and Anti-Corruption Commission;
2. Kenya Revenue Authority;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations; and
5. Office of the Registrar of Political Parties.

The officers responsible for facilitating this matter are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours *Sincerely,*

PETER K. CHEMWENO

For: THE CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/050

29th May, 2025

Ms. Christabel Mideva Eboso
christiemideva@gmail.com
NAIROBI

Dear *Ms. Eboso,*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON JUSTICE AND LEGAL AFFAIRS**

Following your nomination for appointment as a Member of the Public Benefits Organizations Disputes Tribunal, the National Assembly's **Departmental Committee on Justice and Legal Affairs** hereby invites you for approval hearing pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (CAP. 7F) on **Friday 13th June, 2025, in the Mini-Chamber, 1st Floor, County Hall, Parliament Buildings at 11:30 am.**

Kindly fill the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, and return it **on or before Friday, 6th June 2025**. You are requested to appear for the hearing with the originals of your national identity card, academic and professional certificates and any other relevant documents and testimonials. In addition, you should appear with letters or certificates of clearance from the following institutions: -

1. Ethics and Anti-Corruption Commission;
2. Kenya Revenue Authority;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations; and
5. Office of the Registrar of Political Parties.

The officers responsible for facilitating this matter are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours *Sincerely,*

PETER K. CHEMWENO
For: THE CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/051

29th May, 2025

Ms. Elizabeth Mbithe Mulwa
mbimulwa@yahoo.com
NAIROBI

Dear *Ms. Mulwa,*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON JUSTICE AND LEGAL AFFAIRS**

Following your nomination for appointment as a Member of the Public Benefits Organizations Disputes Tribunal, the National Assembly's **Departmental Committee on Justice and Legal Affairs** hereby invites you for approval hearing pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (CAP. 7F) on **Friday 13th June, 2025, in the Mini-Chamber, 1st Floor, County Hall, Parliament Buildings at 12:30 pm.**

Kindly fill the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, and return it **on or before Friday, 6th June 2025**. You are requested to appear for the hearing with the originals of your national identity card, academic and professional certificates and any other relevant documents and testimonials. In addition, you should appear with letters or certificates of clearance from the following institutions: -

1. Ethics and Anti-Corruption Commission;
2. Kenya Revenue Authority;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations; and
5. Office of the Registrar of Political Parties.

The officers responsible for facilitating this matter are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours *Sincerely,*

PETER K. CHEMWENO
For: THE CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/052

29th May, 2025

Dr. Leonard Kinyulusi, PhD

lkinyulusi@gmail.com

NAIROBI

Dear *Dr. Kinyulusi*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON JUSTICE AND LEGAL AFFAIRS**

Following your nomination for appointment as a Member of the Public Benefits Organizations Disputes Tribunal, the National Assembly's **Departmental Committee on Justice and Legal Affairs** hereby invites you for approval hearing pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (CAP. 7F) on **Friday 13th June, 2025, in the Mini-Chamber, 1st Floor, County Hall, Parliament Buildings at 2:30 pm.**

Kindly fill the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, and return it **on or before Friday, 6th June 2025**. You are requested to appear for the hearing with the originals of your national identity card, academic and professional certificates and any other relevant documents and testimonials. In addition, you should appear with letters or certificates of clearance from the following institutions: -

- i. Ethics and Anti-Corruption Commission;
- ii. Kenya Revenue Authority;
- iii. Higher Education Loans Board;
- iv. Directorate of Criminal Investigations; and
- v. Office of the Registrar of Political Parties.

The officers responsible for facilitating this matter are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours *Sincerely,*

PETER K. CHEMWENO

For: THE CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/053

29th May, 2025

Mr. Mohamed Sheikh Noor
awdaud@gmail.com
NAIROBI

Dear *Mr. Noor,*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON JUSTICE AND LEGAL AFFAIRS**

Following your nomination for appointment as a Member of the Public Benefits Organizations Disputes Tribunal, the National Assembly's **Departmental Committee on Justice and Legal Affairs** hereby invites you for approval hearing pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (CAP. 7F) on **Friday 13th June, 2025, in the Mini-Chamber, 1st Floor, County Hall, Parliament Buildings at 3:30 pm.**

Kindly fill the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, and return it **on or before Friday, 6th June 2025**. You are requested to appear for the hearing with the originals of your national identity card, academic and professional certificates and any other relevant documents and testimonials. In addition, you should appear with letters or certificates of clearance from the following institutions: -

1. Ethics and Anti-Corruption Commission;
2. Kenya Revenue Authority;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations; and
5. Office of the Registrar of Political Parties.

The officers responsible for facilitating this matter are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours *Sincerely,*

PETER K. CHEMWENO
For: THE CLERK OF THE NATIONAL ASSEMBLY

Annexure **6**

**Letters from the Clerk
of the National Assembly to
DCI, EACC, HELB, KRA, ODPP, ORPP,
CUE and tertiary institutions requesting
information on the nominees**



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842 - 00100
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Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/054

30th May 2025

Mr. Amin Mohamed Ibrahim, EBS, MBS, OGW, 'ndc' (K)
Director
Directorate of Criminal Investigations
Mazingira Complex, Kiambu Road
NAIROBI

Dear *Mr. Amin*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS THE CHAIRPERSON AND MEMBERS OF THE PUBLIC
BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL**

The National Assembly is in receipt of notification of nomination of seven persons for appointment as Commissioners to the Public Benefits Organizations Disputes Tribunal by the Honourable Chief Justice.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of the Public Appointment (Parliamentary Approval) Act (Cap.7F).

Article 124(4) of the Constitution provides that "when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House."

In view of the foregoing and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Section 50 of the Public Benefits Organizations Act, 2013.

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

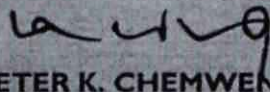
In this regard, the nominations have since been committed to the **Departmental Committee on Justice and Legal Affairs** for consideration. Consequently, the Committee requests you to provide a report on whether the following nominees are adversely mentioned in any investigation carried out by the Directorate:

| No. | Name | National Identity Card Number |
|-----|------------------------------|-------------------------------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | 12425491 |
| 2. | Ms. Christabel Mideva Eboso | 31063613 |
| 3. | Ms. Elizabeth Mbithe Mulwa | 23997935 |
| 4. | Dr. Leonard Kinyulusi | 22444036 |
| 5. | Mr. Mohamed Sheikh Noor | 12969932 |

This information will assist the Committee to effectively undertake their mandate. We will appreciate if the information is received by **Friday, 6th June 2025**.

Our Liaison Officers on this subject are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or email: ahmed.salim@parliament.go.ke or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours *Sincerely,*



PETER K. CHEMWENO
FOR: CLERK OF THE NATIONAL ASSEMBLY



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OFFICE OF THE CLERK

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Main Parliament Buildings

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Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/055

30th May 2025

Mr. Abdi Ahmed Mohamud, MBS
Commission Secretary/CEO
Ethics and Anti-Corruption Commission
Integrity Centre, Milimani/Valley Road Junction
NAIROBI

Dear *Mr. Mohamud,*

RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS THE CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL

The National Assembly is in receipt of notification of nomination of seven persons for appointment as Commissioners to the Public Benefits Organizations Disputes Tribunal by the Honourable Chief Justice.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of the Public Appointment (Parliamentary Approval) Act (Cap.7F).

Article 124(4) of the Constitution provides that "when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House."

In view of the foregoing and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Section 50 of the Public Benefits Organizations Act, 2013.

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

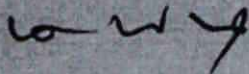
In this regard, the nominations have since been committed to the **Departmental Committee on Justice and Legal Affairs** for consideration. Consequently, the Committee requests you to provide a report on the integrity of the following nominees as set out in Chapter Six of the Constitution:

| No. | Name | National Identity Card Number |
|-----|------------------------------|-------------------------------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | 12425491 |
| 2. | Ms. Christabel Mideva Eboso | 31063613 |
| 3. | Ms. Elizabeth Mbithe Mulwa | 23997935 |
| 4. | Dr. Leonard Kinyulusi | 22444036 |
| 5. | Mr. Mohamed Sheikh Noor | 12969932 |

This information will assist the Committee to effectively undertake their mandate. We will appreciate if the information is received by **Friday, 6th June 2025**.

Our Liaison Officers on this subject are **Mr. Ahmed Salim Abdalla** who may be contacted on Tel. no. **0710204056** or email: ahmed.salim@parliament.go.ke or **Mr. Abdikafar Abdi Sheikh** on Tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours *Sincerely,*



PETER K. CHEMWENO
FOR: CLERK OF THE NATIONAL ASSEMBLY



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www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/056

30th May 2025

Mr. Geoffrey Monari
Chief Executive Officer
Higher Education Loans Board
Anniversary Towers, 19th Floor
NAIROBI

Dear *Mr. Monari,*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS THE CHAIRPERSON AND MEMBERS OF THE PUBLIC
BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL**

The National Assembly is in receipt of notification of nomination of seven persons for appointment as Commissioners to the Public Benefits Organizations Disputes Tribunal by the Honourable Chief Justice.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of the Public Appointment (Parliamentary Approval) Act (Cap.7F).

Article 124(4) of the Constitution provides that "when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House."

In view of the foregoing and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Section 50 of the Public Benefits Organizations Act, 2013.

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have since been committed to the **Departmental Committee on Justice and Legal Affairs** for consideration. Consequently, the Committee requests you to provide a report on the repayment status of any loans that may have been advanced by the Higher Education Loans Board to the following nominees:

| No. | Name | National Identity Card Number |
|-----|------------------------------|-------------------------------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | 12425491 |
| 2. | Ms. Christabel Mideva Eboso | 31063613 |
| 3. | Ms. Elizabeth Mbithe Mulwa | 23997935 |
| 4. | Dr. Leonard Kinyulusi | 22444036 |
| 5. | Mr. Mohamed Sheikh Noor | 12969932 |

This information will assist the Committee to effectively undertake their mandate. We will appreciate if the information is received by Friday, 6th June 2025.

Our Liaison Officers on this subject are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or email: ahmed.salim@parliament.go.ke or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours *Sincerely,*



PETER K. CHEMWENO
FOR: CLERK OF THE NATIONAL ASSEMBLY



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www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/057

30th May 2025

Mr. Humphrey Wattanga Mulongo
Commissioner General
Kenya Revenue Authority
Times Towers Building
NAIROBI

Dear *Mr Wattanga*

RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS THE CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL

The National Assembly is in receipt of notification of nomination of seven persons for appointment as Commissioners to the Public Benefits Organizations Disputes Tribunal by the Honourable Chief Justice.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of the Public Appointment (Parliamentary Approval) Act (Cap.7F).

Article 124(4) of the Constitution provides that "when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House."

In view of the foregoing and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Section 50 of the Public Benefits Organizations Act, 2013.

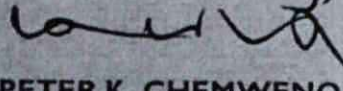
Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have since been committed to **the Departmental Committee on Justice and Legal Affairs** for consideration. Consequently, the Committee requests you to provide a report on the tax compliance status of the following nominees:

| No. | Name | National Identity Card Number |
|-----|------------------------------|-------------------------------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | 12425491 |
| 2. | Ms. Christabel Mideva Eboso | 31063613 |
| 3. | Ms. Elizabeth Mbithe Mulwa | 23997935 |
| 4. | Dr. Leonard Kinyulusi | 22444036 |
| 5. | Mr. Mohamed Sheikh Noor | 12969932 |

This information will assist the Committee to effectively undertake their mandate. We will appreciate if the information is received by Friday, 6th June 2025.

Our Liaison Officers on this subject are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or email: ahmed.salim@parliament.go.ke or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours *Sincerely,*


PETER K. CHEMWENO
FOR: CLERK OF THE NATIONAL ASSEMBLY



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Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/058

30th May 2025

Mr. Renson M. Ingonga, OGW
Director of Public Prosecutions
ODPP House, Rigati Road, Upper Hill
NAIROBI

Dear *Mr. Ingonga*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS THE CHAIRPERSON AND MEMBERS OF THE
PUBLIC BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL**

The National Assembly is in receipt of notification of nomination of seven persons for appointment as Commissioners to the Public Benefits Organizations Disputes Tribunal by the Honourable Chief Justice.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of the Public Appointment (Parliamentary Approval) Act (Cap.7F).

Article 124(4) of the Constitution provides that "when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House."

In view of the foregoing and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Section 50 of the Public Benefits Organizations Act, 2013.

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have since been committed to the **Departmental Committee on Justice and Legal Affairs** for consideration. Consequently, the Committee requests you to provide a report on whether there are any active criminal proceedings against the following nominees or any other previous charges against them:

| No. | Name | National Identity Card Number |
|-----|------------------------------|-------------------------------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | 12425491 |
| 2. | Ms. Christabel Mideva Ebose | 31063613 |
| 3. | Ms. Elizabeth Mbithe Mulwa | 23997935 |
| 4. | Dr. Leonard Kinyulusi | 22444036 |
| 5. | Mr. Mohamed Sheikh Noor | 12969932 |

This information will assist the Committee to effectively undertake their mandate. We will appreciate if the information is received by **Friday, 6th June 2025**.

Our Liaison Officers on this subject are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or email: ahmed.salimi@parliament.go.ke or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours

Burghely

no

PETER K. CHEMWENO

For: CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842 - 00100
Nairobi, Kenya
Main Parliament Buildings

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Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/059

30th May 2025

Office of the Registrar of Political Parties

Lions Place, 1st Floor
Karuna Close, Waiyaki Way Westlands

NAIROBI

Dear

Registrar

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS THE CHAIRPERSON AND MEMBERS OF THE PUBLIC
BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL**

The National Assembly is in receipt of notification of nomination of seven persons for appointment as Commissioners to the Public Benefits Organizations Disputes Tribunal by the Honourable Chief Justice.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of the Public Appointment (Parliamentary Approval) Act (Cap.7F).

Article 124(4) of the Constitution provides that "when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House."

In view of the foregoing and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Section 50 of the Public Benefits Organizations Act, 2013.

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have since been committed to the **Departmental Committee on Justice and Legal Affairs** for consideration. Consequently, the Committee requests you to provide a report on whether the following nominees hold an office in any political party in Kenya:

| No. | Name | National Identity Card Number |
|-----|------------------------------|-------------------------------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | 12425491 |
| 2. | Ms. Christabel Mideva Eboso | 31063613 |
| 3. | Ms. Elizabeth Mbithe Mulwa | 23997935 |
| 4. | Dr. Leonard Kinyulusi | 22444036 |
| 5. | Mr. Mohamed Sheikh Noor | 12969932 |

This information will assist the Committee to effectively undertake their mandate. We will appreciate if the information is received by **Friday, 6th June 2025**.

Our Liaison Officers on this subject are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or email: ahmed.salim@parliament.go.ke or **Mr. Abdikafar Abdi Sheikh** on tel. no. **0715456503** or email: abdikafar.sheikh@parliament.go.ke.

Yours

Sincerely,

Peter K. Chemweno

PETER K. CHEMWENO
FOR: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

P. O. Box 41842-00100
Nairobi, Kenya
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www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/061

5th June, 2025

Prof. Margaret Hutchinson
The (Ag.) Vice Chancellor
University of Nairobi
NAIROBI

Dear Prof Hutchinson

**RE: CONFIRMATION OF AUTHENTICITY OF DEGREE CERTIFICATES
FOR PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSON
AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATIONS
DISPUTES TRIBUNAL**

The National Assembly is in receipt of notification of nomination of five persons for appointment as Chairperson and Members to the Public Benefits Organizations Disputes Tribunal by the Honourable Chief Justice.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of section 50 of the Public Benefits Organizations Act, 2013 and the Public Appointment (Parliamentary Approval) Act (Cap. 7F).

Article 124(4) of the Constitution provides that "when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House".

In view of the foregoing and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under section 50 of the Public Benefits Organizations Act, 2013.

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), the Committee is mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have been committed to the **Departmental Committee on Justice and Legal Affairs** for consideration; and the persons listed below indicated that they hold degree certificates awarded by The University of Nairobi:

| No. | Name | Identity Number | DEGREE CERTIFICATE | DATE |
|-----|------------------------------|-----------------|--|------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | 12425491 | Master of Laws (LL.M) | 2005 |
| | | | Bachelor of Laws (LL.B) | 1997 |
| 2. | Ms. Christabel Mideva Eboso | 31063613 | Master of Laws (LL.M) | 2018 |
| | | | Bachelor of Laws (LL.B) | 2016 |
| 3. | Ms. Elizabeth Mbithe Mulwa | 23997935 | Bachelor of Laws (LL.B) | 2007 |
| 4. | Dr. Leonard Kinyulusi | 22444036 | Bachelor of Laws (LL.B) | 2022 |
| | | | PhD – Project Planning Management | 2019 |
| | | | Masters of Arts, Project Planning Management | 2014 |

In order to assist the Committee in the consideration of the suitability of the nominees for the appointment to the positions, this is to request you to confirm the authenticity of the certificates cited.

The Committee requests that you provide your response to the Office of the Clerk of the National Assembly by **Wednesday, 11th June, 2025**. You may send a soft copy of the response to the Office of the Clerk via cna@parliament.go.ke.

Our Liaison Officers for this matter are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or email: ahmed.salim@parliament.go.ke or **Ms. Jael Ayiego Kilaka** on tel. no. **0725385945** or email: jael.kilaka@parliament.go.ke.

Yours



JEREMIAH W. NDOMBI, MBS
For: CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842-00100
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Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: NA/DDC/JLAC/2025/062

5th June, 2025

Prof. Kiplagat Kotut

The (Ag.) Vice Chancellor
Moi University
P.P. Box: 3900 – 30100 Kesses
vcmu@mu.ac.ke / mu@mu.ac.ke

ELDORET

Dear *Prof Kotut*

**RE: CONFIRMATION OF AUTHENTICITY OF DEGREE CERTIFICATES
FOR PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSON
AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATIONS
DISPUTES TRIBUNAL**

The National Assembly is in receipt of notification of nomination of five persons for appointment as Chairperson and Members to the Public Benefits Organizations Disputes Tribunal by the Honourable Chief Justice.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of section 50 of the Public Benefits Organizations Act, 2013 and the Public Appointment (Parliamentary Approval) Act (Cap. 7F).

Article 124(4) of the Constitution provides that "when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House".

In view of the foregoing and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under section 50 of the Public Benefits Organizations Act, 2013.

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), the Committee is mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have been committed to the **Departmental Committee on Justice and Legal Affairs** for consideration; and the person listed below indicated that he holds a degree certificate awarded by Moi University:

| No. | Name | Identity Number | DEGREE CERTIFICATE | DATE |
|-----|-----------------------|-----------------|-----------------------|------|
| 1. | Dr. Leonard Kinyulusi | 22444036 | Bachelor of Education | 2003 |

In order to assist the Committee in the consideration of the suitability of the nominee for the appointment to the position, this is to request you to confirm the authenticity of the certificate cited.

The Committee requests that you provide your response to the Office of the Clerk of the National Assembly by **Wednesday, 11th June, 2025**. You may send a soft copy of the response to the Office of the Clerk via cna@parliament.go.ke.

Our Liaison Officers for this matter are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or email: ahmed.salim@parliament.go.ke or **Ms. Jael Ayiego Kilaka** on tel. no. **0725385945** or email: jael.kilaka@parliament.go.ke.

Yours



JEREMIAH W. NDOMBI, MBS
For: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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www.parliament.go.ke/the-national-assembly

When replying, please quote:

Ref: **NA/DDC/JLAC/2025/063**

5th June, 2025

Prof. Mike Kuria

Secretary / Chief Executive Officer
Commission for University Education
Redhill Road, off Limuru Road

NAIROBI

Dear Prof. Kuria

**RE: CONFIRMATION OF AUTHENTICITY OF DEGREE CERTIFICATES
FOR PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSON
AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATIONS
DISPUTES TRIBUNAL**

The National Assembly is in receipt of notification of nomination of five persons for appointment as Chairperson and Members to the Public Benefits Organizations Disputes Tribunal by the Honourable Chief Justice.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of section 50 of the Public Benefits Organizations Act, 2013 and the Public Appointment (Parliamentary Approval) Act (Cap. 7F).

Article 124(4) of the Constitution provides that "when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House".

In view of the foregoing and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under section 50 of the Public Benefits Organizations Act, 2013.

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), the Committee is mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have been committed to the **Departmental Committee on Justice and Legal Affairs** for consideration; and the persons listed below indicated that they hold degree certificates awarded by the Universities listed against their names:

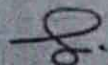
| | Name | Identity Number | DEGREE CERTIFICATE | DATE |
|----|----------------------------|-----------------|---|-------------|
| 1. | Ms. Elizabeth Mbithe Mulwa | 23997935 | University of Leeds, United Kingdom Master of Laws (LL.M), International Business | (2012-2013) |
| 2. | Mr. Mohamed Sheikh Noor | 12969932 | Nelson Mandela Metropolitan University, Port Elizabeth, South Africa Masters of Philosophy in Conflict Transformation and Management | (2008-2012) |
| | | | University of Delhi, India Bachelor of Commerce | (1995-1998) |

In order to assist the Committee in the consideration of the suitability of the nominees for the appointment to the positions, this is to request you to confirm the authenticity of the certificates cited.

The Committee requests that you provide your response to the Office of the Clerk of the National Assembly by **Wednesday, 11th June, 2025**. You may send a soft copy of the response to the Office of the Clerk via cna@parliament.go.ke.

Our Liaison Officers for this matter are **Mr. Ahmed Salim Abdalla** who may be contacted on tel. no. **0710204056** or email: ahmed.salim@parliament.go.ke or **Ms. Jael Ayiego Kilaka** on tel. no. **0725385945** or email: jael.kilaka@parliament.go.ke.

Yours



JEREMIAH W. NDOMBI, MBS
For: CLERK OF THE NATIONAL ASSEMBLY

Annexure **7**

**Letters of clearance from EACC, HELB,
ODPP, ORPP, CUE and University of
Nairobi**



ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Jakaya Kikwete/Valley Road Junction) P.O. Box 61130 – 00200, NAIROBI, Kenya
TEL.: 254 (020) 4997000, MOBILE: 0709 781000; 0730 997000
EMAIL: eacc@integrity.go.ke WEBSITE: www.eacc.go.ke

When replying please quote:

Our Ref: EACC.7/10/5 VOL XXXII (72)

5th June 2025

Mr. Samuel Njoroge, CBS

Clerk
National Assembly
Office of the Clerk, Main Parliament Buildings
P O Box 41842 – 00100

NAIROBI

Dear *Sir*

RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS THE CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL

Your letter referenced NA/DDC/JLAC/2025/055 dated 30th May 2025, on the subject matter refers.

Please note that the Commission has not undertaken any investigations pursuant to its mandate against the under listed nor has it recommended prosecution of any of them.

| S/No | Name | ID Number |
|------|--------------------------|-----------|
| 1. | Eunice Adoyo Otieno Arwa | 12425491 |
| 2. | Christabel Mideva Eboso | 31063613 |
| 3. | Elizabeth Mbithe Mulwa | 23997935 |
| 4. | Dr. Leonard Kinyulusi | 22444036 |
| 5. | Mohamed Sheikh Noor | 12969932 |

The information provided herein is based on records available as of **5th June 2025**.

Yours

Sincerely

FCPA John Lolkoloi, OGW
Director, Ethics and Leadership
FOR: SECRETARY/CHIEF EXECUTIVE OFFICER

LK/rk

11 JUN 2025



(2) Abenayo Wasike, HOD
To place before JLAC to aid in
the approval hearings.
DM 11/06/25

HIGHER EDUCATION LOANS BOARD

Tel: 0711052000
E-mail: contactcentre@helb.co.ke
Website: www.helb.co.ke

Anniversary Towers
University Way
P.O Box 69489-00400
Nairobi, Kenya

HELB/RR/112009/V/410

Samuel J Njoroge, CBS
Clerk
National Assembly
P.O Box 41842 - 00100
NAIROBI



4th June 2025

DDC
Please deal
11/06/25

Dear Sir,

CLEARANCE OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL

We acknowledge receipt of your letter dated 30th May 2025, with reference number NA/DDC/JLAC/2025/056, regarding the background check on the status of HELB loan repayment for persons nominated as chairperson and members of the **Public Benefits Organizations Disputes Tribunal**.

HELB is committed to assisting the National Assembly in the comprehensive evaluation of candidates, including their financial responsibilities and obligations. We have utilized the necessary procedures to conduct background checks on the candidates listed in the attached schedule.

Our team has diligently reviewed the HELB loan repayment status of each candidate, ensuring accuracy and compliance with the information provided. We understand the importance of this inquiry in the overall assessment process.

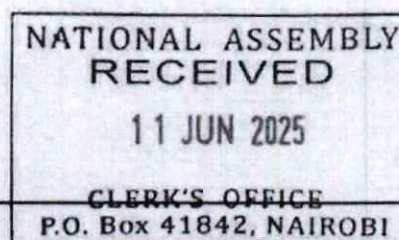
Please find below their status.

| S/No. | NAME OF NOMINEE | ID NUMBER | STATUS | YEAR OF ISSUE |
|-------|------------------------------|-----------|----------------|---------------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | 12425491 | Cert No. 40447 | 2012 |
| 2. | Ms. Christabel Mideva Eboso | 31063613 | Not a loanee | N/A |
| 3. | Ms. Elizabeth Mbithe Mulwe | 23997935 | Not a loanee | N/A |
| 4. | Dr. Leonard Kinyulusi | 2244036 | Not a loanee | N/A |
| 5. | Mr. Mohamed Sheikh Noor | 12969932 | Not a loanee | N/A |

We appreciate the collaboration between the National Assembly and HELB. We remain committed to maintaining the highest standards of professionalism and confidentiality throughout the background check process. Thank you for entrusting us with this responsibility, and we look forward to contributing to the successful appointments.

Yours Sincerely,

GEOFFREY MONARI
CHIEF EXECUTIVE OFFICER



Mr. Ahmed Salim
Pls deal.
11/06/25



ISO 9001:2015 Certified.





① DDC
8/16/25

OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

Telegraphic address: "Personnel", Nairobi
Telephone: Nairobi 2732090
Mobile: 0723202888/0787880580
Fax: 2243524
Email: info@odpp.go.ke
When replying, please quote

ODPP HOUSE, RAGATI ROAD
P.O. Box 30701 - 00100
Nairobi, Kenya.

URGENT

Date: 5th June, 2025

Ahmed Salim
Pls bring to attention of the Committee
AS
9/06/2025

Ref: ODPP/CONF/5/50A

Mr. Samuel Njoroge, CBS
The Clerk, National Assembly
Main Parliament Building
P.O. Box 41842 - 00100
NAIROBI.

(2) Abenayo Waoike, HOD
Bring to the attention of JLAC to aid in the vetting exercise.
DM 9/6/25

Dear Mr. Njoroge,

RE: INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATION DISPUTES TRIBUNAL

I refer to the above-mentioned subject and your letter Ref. NA/DDC/JLAC/2025/058 dated 30th May 2025, in which you requested a report on whether the five nominees for appointment as Commissioners to the Public Benefits Organizations Disputes Tribunal are subject to active criminal proceedings or have any previous charges.

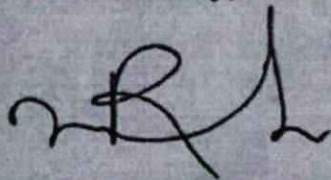
Please find below the details of the nominees and the status of any ongoing proceedings:

| S/No | NAME | GENDER | ID NO. | Whether there are Ongoing Proceedings |
|------|------------------------------|--------|----------|---------------------------------------|
| 1. | Ms. Eunice Adoyo Otieno Arwa | F | 12425491 | None |
| 2. | Ms. Christabel Mideva Eboso | F | 31063613 | None |
| 3. | Ms. Elizabeth Mbithe Mulwa | F | 23997935 | None |
| 4. | Dr. Leonard Kinyulusi | M | 2244403 | None |
| 5. | Mr. Mohamed Sheikh Noor | M | 12969932 | None |

NATIONAL ASSEMBLY
RECEIVED
05 JUN 2025
CLERK'S OFFICE
P.O. Box 41842, NAIROBI

Thank you for your continued support and cooperation.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'RM Ingonga', written in a cursive style.

RENSON M. INGONGA, CBS, OGW
DIRECTOR OF PUBLIC PROSECUTIONS



REPUBLIC OF KENYA
 Telephone: +254(0)204022000
 Mobile: 0772281357
 Email: info@orpp.or.ke
 Website: www.orpp.or.ke
 When replying please quote

(2) Abenayo Wasike, HoD
To place before the Dept. Committee
on Justice & Legal Affairs.
to aid in vetting.
DM 11/06/25.



OFFICE OF THE REGISTRAR
 OF POLITICAL PARTIES
 ORPP
 Strengthening Political Parties
 Lion Place, 1st & 4th Floor
 Off Waiyaki Way
 P.O. Box 1131-00606
 Sarit Centre, Nairobi.

Ref: ORPP/ORG/34 Vol IX (10)

Date: 5th June, 2025

Clerk of the National Assembly
 Clerk's Chambers
 Parliament Buildings
 P. O. Box 41842 - 00100
 NAIROBI

(1) J/DC
Please deal.
[Signature]
11/06/25

Attn: Peter K. Chemweno,

Dear Sir,

RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS THE CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATION DISPUTES TRIBUNAL

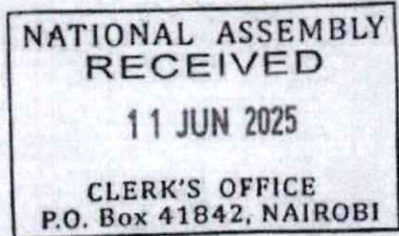
Reference is made to letter Ref: NA/DDC/JLAC/2025/059 dated 30th May 2025 on the above subject matter.

Pursuant to Article 77 (2) of the constitution and according to the records held by this office as at 5th June 2025 the list of the nominees tabulated herein are NOT officials of any registered political party in Kenya.

| S/No. | Nominee | National Identity Card Number | Official of Registered Political Party |
|-------|------------------------------|-------------------------------|--|
| 1. | Ms. Eunice Adoyo Otieno Arwa | 12425491 | Not an Official |
| 2. | Ms. Christabel Mideva Eboso | 31063613 | Not an Official |
| 3. | Ms. Elizabeth Mbithe Mulwa | 23997935 | Not an Official |
| 4. | Dr. Leonard Kinyulusi | 22444036 | Not an Official |
| 5. | Mr. Mohamed Sheikh Noor | 12969932 | Not an Official |

Yours faithfully,

[Signature]
 Ann N. Nderitu, CBS
 Registrar of Political Parties/CEO



Mr Ahmed Satim
Pls. bring to the attention
of the Committee.
Chuskei
12/06/2025



UNIVERSITY OF NAIROBI
OFFICE OF THE DEPUTY VICE-CHANCELLOR
(ACADEMIC AFFAIRS)

Email: dvca@uonbi.ac.ke
Website: www.uonbi.ac.ke

Tel: +254-020-4910000
DL: +254-020-491-3008/9
P.O. Box 30197 - 00100 - GPO
Nairobi, Kenya

OUR REF: UON/AA/CEC/1/3 Vol. VIII

June 11, 2025

YOUR REF: NA/DDC/JLAC/2025/061

Clerk of the National Assembly
The National Assembly
P.O. Box 41842-00100
NAIROBI

Attention: **Jeremiah W. Ndombi, MBS**

Dear Sir,

**RE: CONFIRMATION OF AUTHENTICITY OF DEGREE CERTIFICATES FOR PERSONS
NOMINATED FOR APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE PUBLIC
BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL**

Reference is made to your letter dated June 5, 2025, Reference No. NA/DDC/JLAC/2025/061, on the above subject.

This is to confirm that the following candidates were students in this University and pursued the courses indicated against their names.

| S/NO | NAME | COURSE TAKEN | CLASSIFICATION | DATE OF GRADUATION |
|------|-----------------------------|------------------|--|---------------------------------|
| 1. | Eunice Adoyo Otieno Arwa | Master of Laws | - | 9 th December, 2005 |
| | | Bachelor of Laws | Second Class Honours (Upper Division) | 1 st December, 1997 |
| 2. | Christabel Mideva Eboso | Master of Laws | - | 21 st December, 2018 |
| | | Bachelor of Laws | Second Class Honours (Upper Division) | 2 nd December, 2016 |
| 3. | Elizabeth Mbithe Mulwa | Bachelor of Laws | Second Class Honours (Upper Division) | 7 th December, 2007 |

| S/NO | NAME | COURSE TAKEN | CLASSIFICATION | DATE OF GRADUATION |
|------|-------------------|---|--|---------------------------------|
| 4. | Leonard Kinyulusi | Bachelor of Laws | Second Class Honours (Upper Division) | 16 th December, 2022 |
| | | Doctor of Philosophy In Project Planning Management | - | 20 th December, 2019 |
| | | Master of Arts In Project Planning Management | - | 29 th August, 2014 |

Yours faithfully,



WEBUYE, H.O.D
ACADEMIC REGISTRAR

PMM/swm



Commission for University Education

Recognition and Equation of Qualifications

REF: CUE/10/9 VOL. 35

16th June 2025

The Clerk of the National Assembly
The National Assembly
Office of the Clerk
P.O Box 41842 - 00100
NAIROBI, KENYA

cna@parliament.go.ke

Attn: Jeremiah W. Ndombi,

Dear Sir,



RE: VERIFICATION OF QUALIFICATIONS FOR INDIVIDUALS NOMINATED FOR APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFITS ORGANIZATIONS DISPUTES TRIBUNAL

Thank you for your reference letter number: NA/DCC/JLAC/2025/ 063 dated 5th June 2025 in which you requested the Commission for University Education recognize and equate the qualifications presented by **Elizabeth Mbithe Mulwa** and **Mohamed Sheikh Noor**.

The Commission for University Education is mandated by Section 5 (1) (g) of the Universities Act CAP 210 of the Laws of Kenya to '*recognize and equate degrees, diplomas and certificates conferred or awarded by foreign universities and institutions in accordance with the standards and guidelines set by the Commission from time*'.

Pursuant to your request, the Commission has reviewed the submitted academic documents and would like to state that:

1. **Elizabeth Mbithe Mulwa:**

- a) **Master of Laws, The University of Leeds in the United Kingdom.** The University of Leeds is accredited in the United Kingdom. The qualification awarded by the said institution is recognized in the United Kingdom and by international convention in Kenya.

2. **Mohamed Sheikh Noor:**

- a) **Bachelor of Commerce, University of Delhi in India.** The University of Delhi is accredited in India. The qualification awarded by the said institution is recognized in India and by international convention in Kenya.

Quality: The Agenda

- b) **Master of Philosophy Conflict Transformation and Management, Nelson Mandela Metropolitan University in South Africa.** Nelson Mandela Metropolitan University is accredited in South Africa. The qualification awarded by the said institution is recognized in South Africa and by international convention in Kenya.

Yours sincerely,



GILBERT W. OPANGA
FOR: COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER

GWO

Annexure **8**

Adoption Schedule and Minutes



DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS

**ADOPTION OF THE COMMITTEE REPORT ON
THE APPROVAL HEARINGS (VETTING) OF PERSONS NOMINATED FOR APPOINTMENT
TO THE POSITIONS OF CHAIRPERSON AND MEMBERS OF THE PUBLIC BENEFIT
ORGANIZATIONS DISPUTES TRIBUNAL**

We, the Members of the Departmental Committee on Justice and Legal Affairs have, pursuant to Standing Order 199, adopted this Report of the Committee on the Approval Hearings (Vetting) of Persons Nominated for Appointment to the Positions of Chairperson and Members of the Public Benefit Organizations Disputes Tribunal, and affixed our signatures to affirm our approval and confirm its accuracy, validity and authenticity:

1. Hon. Murugara George Gitonga, CBS, MP - Chairperson

2. Hon. Mutuse Eckomas Mwengi, OGW, MP - Vice Chair

3. Hon. Gladys Boss, MGH, MP

4. Hon. Farah Maalim, EGH, MP

5. Hon. Silvanus Osoro Onyiego, CBS, MP

6. Hon. Tom Joseph Francis Kajwang', CBS, MP

7. Hon. Muchangi Karemba, CBS, MP

8. Hon. Timothy Wanyonyi Wetangula, CBS, MP

9. Hon. (Dr.) Otiende Amollo, SC, MP

10. Hon. Michael Mwangi Muchira, MP

11. Hon. Aden Daud, EBS, MP

12. Hon. John Okwisia Makali, MP

13. Hon. Stephen M. Mogaka, MP

14. Hon. Amina Udgoon Siyad, MP

15. Hon. CPA Suleka Hulbale Harun, MP



THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT - FOURTH SESSION-2025
DIRECTORATE OF DEPARTMENTAL COMMITTEES

**MINUTES OF THE 53RD SITTING OF THE DEPARTMENTAL COMMITTEE
ON JUSTICE AND LEGAL AFFAIRS HELD IN THE COUNTRY ROOM AT
WINDSOR GOLF HOTEL ON MONDAY 16TH JUNE 2025 AT 3PM**

PRESENT

1. Hon. Murugara George Gitonga, MP – *Chairperson*
2. Hon. Francis Kajwang' Tom Joseph, MP
3. Hon. Muchangi Karemba, CBS, MP
4. Hon. Wetangula Timothy Wanyonyi, CBS, MP
5. Hon. (Dr.) Otiende Amollo, SC, MP
6. Hon. Muchira Michael Mwangi, MP
7. Hon. Aden Daud, EBS, MP
8. Hon. Mogaka Stephen M, MP
9. Hon. CPA. Sulekha Hulbale Harun, MP

ABSENT WITH APOLOGIES

1. Hon. Mutuse Eckomas Mwengi, OGW, MP - *Vice Chairperson*
2. Hon. Gladys Boss, MGH, MP
3. Hon. Maalim Farah, EGH, MP
4. Hon. Onyiengo Silvanus Osoro, CBS, MP
5. Hon. Makali John Okwisia, MP
6. Hon. Siyad Amina Udgoon, MP

SECRETARIAT

- | | | |
|---------------------------|---|--------------------------------|
| 1. Mr. Ahmed Salim | - | Clerk Assistant I |
| 2. Mr. Walala Ronald | - | Ag. D/Director, Legal Services |
| 3. Mr. Isaac Nabiswa | - | Legal Counsel II |
| 4. Ms. Jael Ayiego Kilaka | - | Clerk Assistant III |
| 5. Ms. Vivienne Ogega | - | Research Officer II |
| 6. Mr. Meldrick Sakani | - | Audio Officer |
| 7. Mr. John Nduaci | - | Serjeant-at-Arms |
| 8. Mr. Shawn Ngoyo | - | Intern |

AGENDA

1. Prayers
2. Preliminaries
3. Confirmation of Minutes of previous sittings
4. Matters arising

5. Consideration and Adoption of the Report on the Approval Hearings (Vetting) for Persons Nominated for Appointment as Chairperson and Members of the Public Benefit Organizations Disputes Tribunal (PBODT)
6. Any Other Business
7. Adjournment / Date of the Next Meeting

MIN. NO. DDC/JLAC/248/2025: PRELIMINARIES

The meeting was called to order at three o'clock by the Chairperson followed by a word of prayer from the Chairperson and thereafter Members of the Committee introduced themselves. The agenda was adopted having been proposed by Hon. Muchira Michael Mwangi, MP and seconded by Hon. Aden Daud, EBS, MP.

MIN. NO. DDC/JLAC/249/2025: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING

The agenda was deferred.

MIN. NO. DDC/JLAC/250/2025: CONSIDERATION AND ADOPTION OF THE REPORT ON THE APPROVAL HEARINGS (VETTING) FOR PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSON AND MEMBERS OF PUBLIC BENEFIT ORGANIZATIONS DISPUTES TRIBUNAL

Committee Observations

The Committee made the following observations pursuant to sections 6(7) and (8) and 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F:

1. On procedure for nomination, the Committee noted that the nominees were selected in accordance with the provisions of section 50(1) and (2) of the Public Benefits Organizations Act, 2013.
2. On constitutional and statutory requirements, the Committee noted that the nominees satisfied all the constitutional and statutory requirements including those on citizenship, leadership, ethics and integrity and tax compliance.
3. The Committee also noted that the nominees meet the integrity threshold, demonstrate knowledge of topical, administrative and technical issues of the positions to which they have been nominated, and have the requisite abilities, academic qualifications and professional experience to be approved for appointment.
4. The Committee further noted that the nominees demonstrated deep understanding of the affairs of the public benefits organizations, dispute resolution and their respective roles of Chairperson and Members of the PBODT. They possess the requisite abilities, academic qualifications and professional experience required for persons nominated to serve as the Chairperson and Members of the PBODT.

General Observations

The Committee noted that the PBODT was the only Tribunal whose membership is vetted for appointment by the National Assembly. Despite the rigorous process employed by the Judiciary in inviting applications, shortlisting and interviewing persons for appointment to the

Tribunal, there may be need to have all appointments of members of Tribunals approved by the National Assembly. The Committee shall be re-introducing the Tribunals Bill with these proposed amendments.

Committee Recommendations

The Committee considered the nominees pursuant to section 50(1) of the Public Benefits Organizations Act, 2013 and sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, and resolved to recommend that the National Assembly:

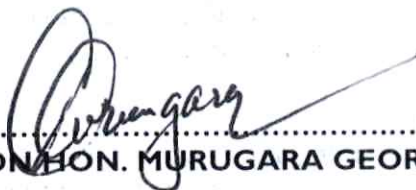
- (i) Approves the appointment of Ms. Eunice Adoyo Otieno-Arwa to the Office of Chairperson of the Public Benefits Organizations Disputes Tribunal;
- (ii) Approves the appointment of Ms. Christabel Mideva Eboso to the Office of Member of the Public Benefits Organizations Disputes Tribunal;
- (iii) Approves the appointment of Ms. Elizabeth Mbithe Mulwa to the Office of Member of the Public Benefits Organizations Disputes Tribunal;
- (iv) Approves the appointment of Dr. Leonard Kinyulusi to the Office of Member of the Public Benefits Organizations Disputes Tribunal; and
- (v) Approves the appointment of Mr. Mohamed Sheikh Noor to the Office of Member of the Public Benefits Organizations Disputes Tribunal.

Adoption of the Report

The Committee unanimously adopted its report, having been proposed by Hon. Aden Daud, EBS, MP and seconded by Hon. Muchira Michael Mwangi, MP.

MIN. NO. DDC/JLAC/251/2025: ADJOURNMENT

There being no other business, the meeting was adjourned at four o'clock. The next meeting will be held on notice.

SIGNED:  DATE: 17.6.2025
(CHAIRPERSON HON. MURUGARA GEORGE GITONGA, CBS, MP)

