



**African Union**

**Interafrican Bureau for Animal Resources**

**PO Box 30786 00100 GPO Nairobi, Kenya**

**Tel +254 20 3674000**

# **PROFESSIONAL STAFF INTERVIEWS**

## **Saturday**

## **21st February, 2009**

# **- Food Safety Expert**

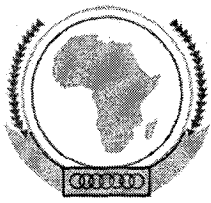


# SATURDAY - 21ST FEBRUARY 2009

## FOOD SAFETY EXPERT

NO	NAME	NATIONALITY	PHONE NO	E-MAIL ADDRESS	TIME
18	Mohamed A. Hafeeze	Kenyan	249-131-51-224	<a href="mailto:hafeeze92@yahoo.com">hafeeze92@yahoo.com</a>	9.00 a.m. - 10.00 a.m.
1	Lucy Atieno Mambo	Kenyan	254-722-764-327	<a href="mailto:gemanyiko@yahoo.com">gemanyiko@yahoo.com</a>	10.00 a.m. - 11.00 a.m.
46	Louis Murango	Burundian		<a href="mailto:murango@yahoo.fr">murango@yahoo.fr</a>	11.00 a.m. - 12.00 p.m.
22	Richard Oketch	Kenyan	<a href="tel:254-722-641-382">254-722-641-382</a>	<a href="mailto:rionok@yahoo.com">rionok@yahoo.com</a>	12.00 p.m. - 1.00 p.m.

**FOOD SAFETY  
EXPERT  
CANDIDATES**



## **AU/IBAR**

The African Union's Interafrican Bureau for Animal Resources (AU/IBAR) is a specialized technical office reporting to the Department of Rural Economy and Agriculture of the AU Commission. The institution is mandated to support and coordinate the improvement of livestock as a resource for human wellbeing in the Member States of the African Union and contribute to economic development, particularly in rural areas. AU/IBAR approaches livestock development from three strategic angles: animal health, animal production, and trade and marketing of animals and animal products.

### **PAN-SPSO**

PAN-SPSO stands for Participation of African Nations in Sanitary and Phyto-sanitary Standard-setting Organisations. It is a joint initiative of AU/IBAR and the European Union that aims to contribute to the reduction of poverty and enhanced food security in Africa through greater access of African countries to international markets for agricultural products, including livestock and fisheries. The project specifically aims at facilitating effective involvement of African countries in the activities of the OIE, IPPC and Codex Alimentarius Commission during the formulation of international standards on food safety and animal and plant health.

## **Vacancy Announcement**

### **FOOD SAFETY EXPERT**

On behalf of PAN-SPSO, AU/IBAR seeks the services of a food safety officer to support the activity of the project coordination unit.

**POST LEVEL:** P3, step 5 (USD 4,629.61 local, USD 5,592.39 international recruitment)

**TYPE:** Fixed term contract

**DEADLINE FOR APPLICATIONS:** 13 February 2009

**DATE OF ISSUANCE:** 15 January 2009

**DUTY STATION:** Nairobi/Kenya

The initial appointment will be for eleven months. Contract extension will be subject to performance and availability of funding.

### **Responsibility**

The incumbent provides comprehensive technical assistance and advice to the project in the design, management, implementation and evaluation of activities in the field of food quality and safety. The officer is supervised by the project coordinator receiving guidance from the Director, AU/IBAR. The incumbent carries out the following tasks:

- Planning, development, and coordination of the approved activities related to food safety, including the organisation of expert meetings, seminars and workshops and the supervision of training courses
- Liaise with the Codex Alimentarius Commission (CAC) to foster collaboration
- Collect, compile, publish and circulate information and produce technical papers on SP standards as well as compile relevant research results and scientific information
- Compile, integrate into the ARIS database phytosanitary and zoosanitary information and disseminate it together with data on laboratory facilities and technical expert resources
- Provide technical guidance for preparation of proposals for meetings of ISSOs
- Assist with the development and implementation of a monitoring and evaluation system that allows to assess the progress made by member countries in terms of participation in ISSOs

organize experience sharing events

- Liaise and assist the RECs with
  - Identifying training needs and organizing regional training sessions for specialists
  - Organizing regional consultation meetings to harmonize positions and contributions of member states in ISSOs meetings
  - Selecting and supporting participants to ISSOs meetings
  - Revising actions plans and budgets at regional level
- Assist the project coordinator with
  - Preparing programme estimates
  - Drafting quarterly and annual progress reports
  - Identifying needs and ToRs for specific short term expertise for studies, training technical assistance, and follow-up the provision of services
  - Coordinating activities implemented by RECs
- Liaise with the Animal Health Unit at IBAR and IAPSC's plant health specialist for technical guidance
- Perform other related duties as required and assigned

### **Qualifications**

- Advanced degree (M.Sc. and above) in biochemistry, microbiology, food science and technology or related discipline
- Additional qualifications related to genetic engineering an advantage

### **Experience**

- Ten years of relevant experience in the appraisal, formulation and implementation of food control programmes at national or regional level
- Minimum of five years experience in food safety capacity building activities
- Experience with CAC an advantage
- Aged preferably between 40 and 45

### **Skills and competencies**

- Language: A good command of written and spoken French and English is essential. Knowledge of any other official language of the African Union an advantage
- Good networker and self-starter

### **How to apply**

For more information on AU/IBAR, PAN-SPSO and the position visit [www.au-ibar.org](http://www.au-ibar.org). Submit your CV including three references and a motivation letter to the Director at [applications@au-ibar.org](mailto:applications@au-ibar.org) clearly indicating in the subject line the position you are applying for. Certified copies of relevant qualifications will be requested at a later stage. Only short-listed candidates will be contacted. AU/IBAR is an equal opportunity employer.

# **FOOD SAFETY EXPERT**

**1**

27/1/09

Lucy Atieno Mambo  
P.O.Box 79532- 00200  
Nairobi  
Kenya

The Director  
The African Union's Interafrican Bureau for Animal Resources

I would like to apply for the position of Food Safety Expert advertised on the reliefweb services on 21/1/09. I am currently the Laboratory Manager/Microbiologist/quality management representative for the Homegrown (K) Limited JKIA Laboratory. I set up this laboratory for the Company in 1996 as the sole laboratory employee and slowly expanded operations to the current level of ten staff and 24 hour operations. The Homegrown JKIA Laboratory is ISO/IEC 17025 accredited (one of four in the country). The laboratory functions as a public health risk/hygiene assessment unit for all the Company's packinghouses and several external clients' operations as well, ensuring that:

- Water used in production meets WHO guidelines.
- Sanitary conditions are achieved and maintained within the packing houses.
- All personnel handling food in any capacity (including the Company canteens) are free from pathogenic bacteria and parasites of medical significance by testing stool samples of all personnel at least four times in year, and ensuring that all persons harboring any microorganisms with exclusion criteria are excluded from food handling until three consecutive samples are negative on repeat testing.
- The vegetable washing procedure is effective such that the vegetables meet the sanitary/phytosanitary requirements of the importing countries.
- Disinfectants/sanitizers used in the packinghouses are effective. We carry out efficacy tests continuously to check if microorganisms have acquired tolerance to formerly effective disinfectants/sanitizers.
- All farm sprayers are protected against exposure to pesticides. We carry out cholinesterase testing on all sprayers at the start and end of the spray season to check for excessive exposure.
- Field personnel in charge of sampling are well trained and given refresher courses twice in a year.

In my capacity as the Laboratory Manager/Microbiologist/Quality Management Representative, I have been involved in food safety capacity building activities for over ten years and my key performance areas are:

- Ensuring that the microbiological standards pertaining to vegetable sanitation are established, achieved and maintained by relevant personnel.
- Establishing, maintaining and improving processes for the quality management system and ensuring continued accreditation of the laboratory.
- Establishing and maintaining standards of the laboratory facility, methods, equipment and personnel by specifying and/or approving all methodologies used and assigning competent personnel to complete tests. Also, adjusting workloads, and providing training opportunities for laboratory staff to facilitate completion of assigned tasks in a safe work environment consistent with test requirements and personnel capabilities.
- Implementing good laboratory practices by providing instruction and training as needed, developing work plans and procedures, and requiring that these be followed in all day-to-day operations while maintaining cost effective operations.
- Coordinating internal audits of the laboratory in accordance with requirements of the quality management system.
- Identifying the occurrence of departures from the management system or procedures for performing tests and initiating actions to prevent or minimize such departures.
- Maintenance, analysis and updating statistical data and/or control charts to evaluate the effectiveness of health/hygiene-based measures put in place to improve operations.
- Participation in HACCP programs.
- Validation of test methods
- Exposure (risk assessment)

**My research experience is as follows:**

1. The thesis I worked on to obtain my National Higher diploma was on incidence of Gonorrhoea in patients attending a city council clinic in Nairobi.

**(Higher diploma thesis, 1985). Incidence of gonorrhoea in patients attending Nairobi's city council clinics.**

2. When I joined the Nairobi University (Microbiology department) in 1987, I maintained my interest in sexually transmitted diseases and as a result, I was seconded to a WHO collaborative centre where I worked on a project whose main focus was on sexually transmitted diseases among Nairobi sex workers. I was attached to the University of Manitoba (Canada) for training on identification techniques for Chlamydia. I also worked on a project on ophthalmia in newborns.

**Ndinya Achola, F. Mirza, J. Estambale and Lucy Atieno. (1989). Incidence of ophthalmia in new-borns in Nyanza district.**

3. In 1990, looking to broaden my experience, I joined the Medical Research Institute where working with a public health officer (Mr. Adaw), I embarked on a project to survey the health status of hotel workers in Nairobi. At about that time, there was an increase in traveler's diarrhea countrywide. Knowing that carrier status in hotel workers can pose great risk to persons using their services, we set out to establish carrier status of these workers and to determine the level of hygiene in the food preparation areas. We wrote a paper on our findings.

**L.A. Mambo and S.Adaw. (1992). A survey of bacterial food safety in Nairobi hotels. Presented in the KEMRI/KETRI Annual Scientific Conference. Also accepted for poster presentation in the FOOD MICRO Conference, 1993 August 31<sup>st</sup> to September 3<sup>rd</sup> in Bingen/Rhine Germany.**

I also took an interest on traditional African weaning foods after observing the number of children attending pediatric clinic with diarrhea. In Kenya, most women today are employed and as such, children are usually left with house helps who are generally not trained in hygiene and therefore pose great danger to the kids left in their care. I specifically did a project on porridge, which is widely used as a weaning food in Kenya and wrote a paper on the same. I found that enteric pathogens were less likely to proliferate in fermented porridge than in non-fermented porridge. Therefore, it would seem that fermented porridge is better for weaning children when compared to non-fermented porridge.

**L.A. Mambo and P.G. Waiyaki. (1993). Effect of fermentation of sorghum porridge on the survival and proliferation of selected pathogens. Presented in the KEMRI/KETRI Annual Scientific Conference. Also published in the Daily Nation (Thursday, March 25, 1993: pg. 14)**

4. In 1996, a challenge presented itself in form of setting up a public health microbiology laboratory for a food exporting company (Homegrown (K) Limited). I took up the post and never looked back. In 2001, we became the first medical laboratory to get certified to ISO/IEC 9001 and in 2003 after training by SANAS; we up graded this to ISO/IEC 17025 accreditation. I got GLP trained in 2002 by WHO/TDR. Our laboratory's main function is to ensure that workers are in good health and that our produce meets the export standards. My duties involve training the workforce on transmission, prevention and control of common diseases. I also give training on maintenance of chlorinated water systems. For my thesis (MSc) I did a project within our packinghouses.

**MSc. Thesis (2005). Determination of realistic chlorine concentrations and conditions for the control of bacterial contamination in selected export vegetables at Homegrown Prepared I packinghouse. Currently editing for publication in a local journal.**

Because our laboratory addresses a lot of public health issues including quality of water used in production, treatment of production waste before disposal, hygiene of workers and the environment, I have gained a lot



from the open courseware run by John Hopkins School of public health and that run by the public health university at Albany.

- **Web-based course, Orientation to Public Health, NYNJ Public Health Training Centre, June 2006**
- **Online training, Preparedness and Community Response to Pandemics, School Of Public Health, University at Albany (Certificate) April, 2006.**

I have also done some research on amoebiasis. The recent reclassification of *Entamoeba histolytica* to recognize the existence of two genetically distinct but morphologically indistinguishable species: *E. histolytica*, the protozoan parasite that causes amoebic dysentery and liver abscess, and *Entamoeba dispar*, a non-pathogenic intestinal parasite has dramatically changed both our understanding of the true epidemiology of *E. histolytica* and clinical management of amoebiasis. Although microscopy does not distinguish the *E. histolytica/E. dispar* complex in stool samples it is the most commonly used method of diagnosis in many developing countries. This may result in over diagnosis and treatment of amoebiasis due to lack of differentiation of the two species or to under diagnosis due to the poor sensitivity of microscopy (50%). After attending a conference on amoebiasis in Israel in 2004, I introduced the ELISA test in our laboratory to differentiate between *E. histolytica/E. dispar*. The, reduction in positive cases was dramatic with the current prevalence rate less than 1% from 10%. I was invited to present the results of this work in the 5th European Congress on Tropical Medicine and International Health - (May 24-28, 2007, Amsterdam, The Netherlands). I did not attend the conference due to financial constraints; however, I presented the same paper in the African Health Science Congress this year in Mauritius.

**L.A. Mambo and E.N.M Njagi. Prevalence of *Entamoeba histolytica* within a population of food handlers in an urban and rural setting and the impact of training on positivity trends**

I am currently registered at Kenyatta University for a PhD in Biochemistry under the supervision of Professor Njagi. I will be most obliged if you will take my application into your sincere consideration. I am a focused and dedicated person; I have worked in public health microbiology for over 15 years and acquired a lot of experience in the course of duty. In addition, I am conversant with basic concepts of risk assessment and very competent in report writing and data analysis. I am looking for challenging position that can make use of my diverse experience and if accepted for this position; I will perform to the best of my ability.

Sincerely

Lucy Atieno Mambo

# Lucy Atieno Mambo

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## PERSONAL DETAILS

Date of birth: 16/3/63  
Sex: Female  
Nationality: Kenyan  
Marital status: Widow  
No. of dependants: One child  
Address: P.O. Box 79532- City Square, Nairobi, Kenya  
Cell phone no.: +254 02 0722764327  
House telephone no.: +254 02 820701  
Email address: gemaniko@yahoo.com

## EXPERIENCE

1996 to Present                      Homegrown (K) Limited                      Nairobi depot  
**Public Health Microbiologist/Laboratory Manager/Quality management  
representative**

- Food safety monitoring
- Water testing and packing house hygiene monitoring
- Training on maintenance, monitoring and risk assessment of chlorinated water systems
- Water/food/pesticide public health Microbiology Research
- Method validation and implementation
- Occupational health risk assessment
- Risk assessment and HACCP implementation
- Trend analysis and statistical analysis of data
- Co-ordination of hygiene programs for the company packinghouses and external clients.
- Laboratory internal audits
- Staff development and appraisals
- Installed ISO/IEC 17025 accreditation for the laboratory (2002)
- Installed ISO 1900 Certification for the laboratory (2001)
- Set up the current Microbiology Laboratory (May 1996)

1990-1996                      **Kenya Medical Research Institute**  
**Laboratory Technologist 1**

- Worked in projects pertaining to diarrhoeal diseases and public health and the Centre for Microbiology research.
- Trained students on practical attachment.

1987-1990                      **The university of Nairobi Department of  
Microbiology**  
**Senior Laboratory Technologist**

- Conducted practical laboratory classes for third year medical students.
- Worked in various projects e.g. ophthalmia in neonates and respiratory infections in central Kenya.
- Seconded to the WHO (HIV/AIDS) research project.
- Trained in diagnostic techniques in identification of Chlamydia (University of Manitoba, Canada).

## OTHER TRAINING AND WORKSHOPS

- Attended the Statistical Method Validation Masterclass conducted by Prof Willie de Beer, Johannesburg, South Africa (August, 2008)
  - Trained in Performance management by Andrew Ogutu of *Visionary Leadership & Management Consultants, Canada (July, 2008)*
  - Attended SIGMA ALDRICH WORKSHOP, Life Science Research Solutions February 2007
  - 27<sup>th</sup> African health sciences congress, Durban South Africa, 3 – 7<sup>TH</sup> December 2006. Presented results of MSc. thesis.
  - Web-based course, Orientation to Public Health, NYNJ Public Health Training Centre, June 2006
  - Online training, Preparedness and Community Response to Pandemics, School Of Public Health, University at Albany (Certificate) April, 2006.
  - Trained by South African National Accreditation System on Installation and auditing of Laboratory Quality Management Systems (ISO/IEC 17025) (2005)
  - Trained in Environmental, Health and Safety Management Systems (2005)
  - Environmental Health and Safety Management, June 2005
  - Attended SIGMA ALDRICH WORKSHOP, Chemicals and reagents, January 2005
  - Attended the 15<sup>th</sup> Laboratory Management seminar at Whitesands, Mombasa, 2004.
  - Attended EMBO workshop on amoebiasis genomics to infection, Israel, November 2004.
  - Trained in conducting of effective appraisals (2004)
  - Trained by KEBS in Laboratory Management (2004)
  - Trained by WHO/TDR in GLP (2003)
  - Attended a WHO Workshop in Good Laboratory Practice (GLP), Nairobi, 2002.
- 1990 to date- African Medical Scientific conference (formerly The KEMRI/KETRI Medical Conference).

## EDUCATION

- **Currently enrolled for a PhD in Biochemistry at Kenyatta University**
- **MSc In Infectious Disease Diagnosis (2002- 2005, Kenyatta University, Kenya)**
  - Resource mobilization for microbial food borne hazards.
  - Diagnosis of bacterial infections.
  - Diagnosis on enteric protozoa.
  - Diagnosis of sexually transmitted infections.
  - Viral pathogens.
  - Diagnosis of waterborne infections.
  - Diagnosis of food borne infections.
  - Advanced techniques in diagnosis of bacterial infections.
  - Food borne hazards.
  - Statistics and research methodology.
- **Higher National Diploma MLT (1984 – 1985, The Kenya Polytechnic, Kenya)**

- Bacteriology
  - Virology
  - Immunology
- **Ordinary National Diploma MLT (1983, The Kenya Polytechnic, Kenya)**
    - Bacteriology
    - Virology
    - Biochemistry
    - Haematology
    - Histology
    - Laboratory management
    - Statistics

**Received Best Student Award- Ordinary Nation Diploma (MLT)**

- Secondary school education up to A levels.

**Received Best student award- O levels (Chepterit girls secondary school)**

## **PUBLICATIONS**

### **Publications and Presentations**

MSc. Thesis (2005). Determination of realistic chlorine concentrations and conditions for the control of bacterial contamination in selected export vegetables at Homegrown Prepared I packinghouse. Presented at the African Health Sciences in Durban South Africa, 3 –7 December, 2006

L.A. Mambo and P.G. Waiyaki. (1993). Effect of fermentation of sorghum porridge on the survival and proliferation of selected pathogens. Presented in the KEMRI/KETRI Annual Scientific Conference. Also published in the Daily Nation (Thursday, March 25, 1993: pg. 14)

L.A. Mambo and S.Adaw. (1992). A survey of bacterial food safety in Nairobi hotels. Presented in the KEMRI/KETRI Annual Scientific Conference. Also accepted for poster presentation in the FOOD MICRO Conference, 1993 August 31<sup>st</sup> to September 3<sup>rd</sup> in Bingen/Rhine Germany.

Ndinya Achola, F. Mirza, J. Estambale and Lucy Atieno. (1989). Incidence of ophthalmia in new-borns in Nyanza district.

Higher National Diploma Thesis. (1986). The incidence of Gonorrhoea infection in patients attending city council clinics in Nairobi.

Member of The Microbiology Society of Kenya, Participation in volunteer programs pertaining to provision of medical services to slum areas, physical fitness and reading.

## **INTERESTS**

## **REFEREES**

**Dr. Christine Bii**

Centre for Microbiology Research

Kenya Medical Research Institute

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Nairobi, Kenya

Telephone no: +254 02 2724264/2724265

Email address: [kiptobi@yahoo.com](mailto:kiptobi@yahoo.com)

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Kenyatta University

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Telephone no: +254 02 810901

Email address: [devsol@hotmail.com](mailto:devsol@hotmail.com)

# **FOOD SAFETY EXPERT**

**18**



**Mohamed Abdul Hafeez**

10 Square Wadi str. Omdurman, Khartoum state (Sudan)

Tel: (00249)913151224

E.mail:hafeeze92@yahoo.com

African union  
Inter African bureau for animal  
Resources AU/IBAR

30/01/2009

Dear Sir, Madam

Ref: Food safety expert

I am writing to apply for the post above that was advertised on your web site. As requested, I am enclosing my resume for review and I feel confident that my technical experience and education will match your requirement. The key strength which I possess for this post include:

- ◆ I work progressively in food industry and related field for more than 20 year, during this period I acquired a good experience in planning and managing of development projects and programs.
- ◆ I have a good knowledge on project cycle management including identification, preparation, appraisal and ex-post evaluation basis on quality assessment criteria, standards and LFA paying attention to cross cutting issues.
- ◆ I have a wide experience in food quality control and standards including laboratory testing in addition to application of the HACCP system and prerequisites program in food industry.
- ◆ Provide technical training in food hygiene and safety and assist in strengthening capacity building.
- ◆ Liaise, coordinate and cooperate with regional and international organizations (FAO, UNDP, EU, JICA, ODO, ADB, BADEA etc) in order to harmonize effort toward supporting the development projects.
- ◆ Having experience in managing different type of contracts (study, service, supplies, works and hybrid contract) including, production of high quality contract documents, briefing of contractors, and review of report and timely payment of certified invoices.
- ◆ Participate, lead mission and discussion with partner country and prepare meeting minuet.
- ◆ Prepare project proposal and briefing and well aware about national indicative program and country strategy paper.
- ◆ My basic degree in natural resources and environment which give me a wide knowledge on the rational and sustainable utilization of the natural resources.
- ◆ Hope this briefing explaining my capacity and my willingness to join your esteem organization please see my resume (attached) for more information.

I am available for interview at any time convenient for you and can be reached via my cell phone above. Thank you for your time and consideration. I look forward to hearing from you.

Yours faithfully

Mohamed Abdul Hafeeze

# MOHAMED ABDEL HAFEEZ ABDALLA

10 square wadi street, bul 354. Omdurman, Khartoum Phone: (00249)13151224.  
E. mail: hafeeze92@yahoo.com

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## PERSONAL INFORMATION

- Marital status: Married, with children.
- Nationality: Sudanese
- Age: 50 yr.
- Place of Birth: Shandi, Sudan.

## OBJECTIVE

I am looking for a dynamic and challenging job in the field of food industry, fisheries, processing, marketing, aquaculture, food quality control and project management.

## LANGUAGE

LANGUAGE	READ	WRITE	SPEAK
ARABIC	Excellent	Excellent	Excellent (Native)
ENGLISH	Good	Good	Good
FRENCH	Slight	Slight	Slight
ITALIAN	Slight	Slight	Slight

## COMPUER SKILL

Good working knowledge of Microsoft office ( Word, Excel, Access, Power point, Spss , Paint etc...

## EDUCATION

1979-1984 Juba University. Juba, Sudan  
• **BSc. (Hon.Degree)** of natural resources **In Fisheries.**

1996-1998 Khartoum University Khartoum, Sudan  
• **MSc. Zoology ( Fisheries Socio-economic & Overfishing impact).**

## TAINING

NAME OF THE INSTITUTE	TYPE OF TRAINING
National laboratory, Sudan	Food and water bacteriology.
International Polytechnic Institute-for Industrial Development and Economic, Italy	Fisheries management & Aquaculture.
Quality Control Lab.Saudia.	Food Quality Control
National Research Center-Egypt.	Fish Quality Control
Fish Quality Control Lab. Sultanate Of Oman	fish quality control
Khartoum University, Sudan	Application of GC,HPLC and AS for determination of food quality
SFP.ACP/OCT, Europe.	Fishery products quality, safety, inspection and HACCP system



## PROFESSIONAL EXPERIENCE

2003 – 2008 Arab Bank for Economic Development in Africa. Sudan

### **Fishery Expert (For West Africa)**

- Provided leadership to the fish quality control at the level of the country.
- Established, equipped and run a fish quality control laboratory.
- Carried out bacteriological, biochemical & physiological test to assess fishery products quality.
- Training fisheries staff in evaluating quality of fish and fishery Products whether for local or export.
- Trained artisanal fisheries community to improve their practices in fish Handling, processing, packaging, storing & distribution.
- Carried out inspection in fish processing plants and assist them to comply with the principals of food hygiene and safety, Good Manufacturing practices and applying HACCP system.
- Assist to improve traditional processing techniques practised at landing sites by introducing new techniques for smoking and drying.
- Prepared some projects proposals for funding purpose in order to improve landing sites and sanitary condition of the working environment.
- Prepared tender documents, tender, evaluate, award and report.
- Cooperate with E.U. projects for strengthening fish health condition in African, Caribbean and Pacific countries.

1999-2003 Arab Fisheries Company (Affiliate of Arab league) Jeddah, Saudia.

### **Technical Consultant**

- Assist in the preparation of the annual work plan and follow up Execution.
- Prepared and evaluate technical feasibility studies in different field of the fishery industry. Including fishing, processing and aquaculture.
- Technically supervised Company's aquaculture project in Saudia, Egypt and Sudan.
- Assist in the implementation of fish processing plants in Jeddah and Egypt.
- Provided consultancies in the fish industry and perform other related duties when required.

1995-1998 Gazan Agri. Development Co. Gazan, Saudia

### **Technical supervisor**

- Supervised a fishing fleet (Stern trawling boats) and follow up Landing and fishing log .
- Assist in the establishment of a fish processing plants at Dabia, Gazan.
- Supervised fish processing pants and assist in marketing .
- Assist in the establishment and running of a fisheries service centre at Farasan Island (Saudia, Red Sea) in order to serve fisheries community.
- Assist in the establishment of an aquaculture project for the production of shrimp at Red Sea coast.
- Assist fisheries director in the administrative and technical work.

1989-1995

Ministry of Agriculture

Khartoum, Sudan

**Fisheries Director** (Khartoum State)

- Prepared the annual work plan and follow up execution.
- Plan and manage fisheries resources to ensure responsible fishing.
- Enforced fisheries regulations and legislation.
- Supervised conservation programme to protect fisheries resources from illegal fishing.
- Assist in the improvement of fish marketing.
- Supervised small fish farming for the production of Tilapia species.
- Liaise and cooperate with regional and international organizations in order to improve fisheries sector, namely FAO, EU, JICA, UNDP, Media Coop ..etc.
- Organise and manage fisheries cooperatives at White Nile .
- Organise and assist small-scale fishing communities and farmers to facilitate provision of credit facility..

1986-1988

Ministry of Agriculture

Red Sea, Sudan

**Fishery officer**

- Supervised fishery statistical unit, compile and analysis fishery scientific data on landings, fish composition and catch per unit effort.
- Monitor and supervise foreign fishing vessels to ensure application of Legal fishing.
- Head unit of Sawakin fishery stations and Mohamed Qoal fisheries area.
- Organised and supervised fisheries cooperatives and encourage them to mprove their practices in fish handling, processing, marketing and operation system.
- Coordinate ODA project (Funded by British government), aimed at developing fisheries sector in the Red Sea and Gulf of Adan.

**ADDITIONAL  
PROFESSIONAL  
EXPERIENCE**

Having knowledge and practical experience in following professional area and line:

- Fish quality control including bacteriology, biochemistry and sensory evaluation according to international methods (AOAC) in addition to the quality standards and recommended limits for different types of fishery products .
- Good knowledge and practical experience in HACCP system including gaps study, build up the system, application, evaluation and audit,
- Stock assessment.

**PROFESSIONAL  
MEMBERSHIP**

- Member of high committee for production and marketing in Khartoum State 94-1995.
- Member of the committee for food security in Khartoum State 93-1994.
- Member of the committee for solving problems of animal production.

- Member of the Fisheries Council –Sudan, 1994.
- Member of many technical committees in the public and private sector.

## VOLUNTEER EXPERIENCE

- President of the fishery society –Juba University 1982.
- Member of social service committee. Juba University 1982.
- Member of student union, Juba University, 82-1983.
- President of the fisheries conservation committee at Khartoum state 1994-1995.

## PATENTS AND PUBLICATIONS

I have Invented two models for fish drying and smoking in order to improve the traditional processing techniques practised in the West Africa in order to improve quality and reduce post harvest losses.

### Publications

- Abdalla, M.(1991) Guide to fish culture, Khartoum University printing press, Khartoum Sudan.
- Abdalla, M.(1997) Trawling and fish composition in the Red Sea at Gazan area. Saudi Arabia.

## HOBBIES

Swimming. Fishing, Farming, Reading, Travelling....

## REFERENCES

Name	Position	Tel
* Mohamed Hassan	Khair Fisheries Director	00249-922600303
* Dr.Phaysal Hassan	Minister of Agri.	00249-183775196
* Prof..Yousif Gederi	Abu Khartoum University	00249121628784

- It is worth to mention here that I visited many Arab countries in addition to some in Europe, Africa and Asia. The main objectives were to exchange knowledge, information and cooperate in the field of food and fishery industry.

Page 5 of 5

# **FOOD SAFETY EXPERT**

**22**

Richard Oketch,  
P.O Box 6546, 40103,  
Kisumu, Kenya.  
E mail: rionok@yahoo.com  
Tel 0722 641382  
Feb 02, 2009.



The Acting Director,  
African Union Interafrican Bureau for Animal Resources (AU/IBAR),  
applications@au-ibar.org

Dear Sir/Madam,

**RE: APPLICATION FOR POST OF FOOD SAFETY EXPERT (P3 step 5).**

I am writing to apply for the post Food safety expert as advertised in the Daily Nation of Jan 23, 2009.

I am aged 33; hold a B.Sc (Fisheries) degree and a **post graduate certificate in Food Management**. I am a trained and experienced food safety consultant, auditor and trainer in ISO 9001, 14001, 22000 /HACCP, 18001, SA 8000 and BRC standards with experience in national and international projects.

Review of my application will reveal that I offer cumulative **8 years work experience in food processing, quality control and assurance**, plus a 3 year career as an ISO systems trainer/auditor with a leading certification firm, Bureau Veritas Quality International (BVQI). **Currently, I am a QUALITY CONTROLLER at JAMES FINLAY (K) LIMITED – SAOSA** which is an instant tea (extracts) processing factory. During this 10 year-period, I:-

- oversaw quality control - laboratory/process- and production operations.
- trained food plants to set up quality and food safety management systems.
- produced products meeting customer and regulatory requirements.
- developed new value added products.

Hence, if employed by African Union, I will be able to perform and exceed the food safety and product development, duties that go with the post.

Subsequently, kindly find attached my resume which details my work experiences as I welcome an opportunity with you to evaluate your needs and share my ideas.

Thanks alot in advance.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Richard O. Oketch'. The signature is written in a cursive style and is positioned above the printed name.

**Richard O. Oketch.**

# Curriculum vitae



## PERSONAL INFORMATION

**Surname(s) / First name** OKETCH RICHARD ONYURO  
**Address** P. o. Box 6546, 40103, Kisumu, Kenya.  
**Telephone(s)** + 254 722 641 382 / 395 757  
**E-mail** rionok@yahoo.com  
**Nationality** Kenyan  
**Date of birth** January 11, 1975

**Desired employment** Quality Controller

## WORK EXPERIENCE

**Dates** Nov 2007 to date  
**Position held** QUALITY CONTROLLER.

**Main responsibilities**

Process quality control; Testing and checking of incoming process and raw materials e.g. chemicals, water, green leaf, packing materials; Ensuring proper use of PPEs in section; Investigating customer complaints and addressing root causes; Internal quality audits.

Coordinate daily tea tasting ; Ensure timely calibration of instruments; Arrange laboratory ring tests; Identify and recommend training needs for staff in section; Rotational payment of wages; Assist in management of QMS (ISO 22000/ HACCP, ISO 9001:2000, ISO 17025 etc).

Disciplinary matters for section; Management security standby – rotational; Leave approval; Liaising with external system auditors and government agencies during ISO 22000/HACCP, occupational health and safety audits; directly in charge of on-line, catechin, microbial , effluent and tea tasting laboratory operations; Assisting R & D dept with analysis.

➤ Instituted process control measures that have reduced swab bacterial counts to below limits within 3 months of employment.

Name , address of employer **James Finlays (K) Ltd- Saosa factory, P.O Box 160, Kericho, Kenya.**

Type of business **Processing and export of instant teas.**

Dates **June 2005 to Oct 2007**

Position held **Systems auditor / Trainer**

Main responsibilities **Management of food sector client audits and trainings; Prepares monthly audit plans and projects monthly incomes; Supervises, leads and supports a staff of 3; Conducting consultancies, trainings and audits of Quality and Food Safety Management Systems (HACCP/ISO 22000, British Retail Consortium, BRC Food, ISO 14001:2004, SA 8000; OHSAS 18001:2007 and ISO 9001:2000).**

- **Assisted over 15 plants (e.g. Premier Foods Industries, Deepa Industries, West Kenya sugar, Heineken Breweries (DR Congo), BIDCO Oil Refineries, Farmers Choice etc) to set up and maintain food safety and quality management systems such as ISO 9001:2000,BRC Food, ISO 22000/HACCP.**
- **Conducted social audits (SA 8000) on behalf of Marks and Spencer, Kenya Flower Council, TESCO, COOP etc.**
- **Awarded employee of the month prize for being the best Trainer.**
- **Have been a Lead auditor in over 60 system certification audits e.g. Kenya Revenue Authority, SAFARICOM, Farmers choice, Nairobi Bottlers (Kenya), Tata Coffee (India) and Bonite, Nyanza Bottlers (Tanzania), Dire Dawa Food Complex (Ethiopia), Heineken (DR Congo) among other industries.**

Name, address of employer **Bureau Veritas Quality International, BVQI, P. O Box 34378, Nairobi.**

Type of business or sector **Conformity assessment, QMS certification ,consultancy and trainings**

Dates **March 2002 to May 2005**

Position held **QUALITY CONTROLLER.**



Main responsibilities	Directed all aspects of production and quality control; In charge of water treatment; Process control; Performed quality checks using SPCs; Microbial analysis of water, swabs and products; Liaised with regulatory authorities on OHSAS, and inspections; Training of workers on GMPs/ PRPs.
	<ul style="list-style-type: none"> <li>➤ Set up HACCP system for fresh and chilled fishery products.</li> <li>➤ Developed new product, (glazed fillets) which increased the company's profits substantially.</li> </ul>
Name , address of employer	<b>Peche Foods Limited, P.O Box 1064, 00200, Kisumu, Kenya.</b>
Type of business or sector	Processing of fish for exports.

Dates	August 1998 to Dec 2001
Position held	<b>Production supervisor /Quality Controller. (on board fishing trawlers)</b>
Main responsibilities	<p><b>Recruited to iron out quality and food safety aspects of these companies that had generated a lot of customer complaints. Controlling production flow; Liaised with regulatory authorities; training workers on GMPs; performing internal quality audits</b></p> <ul style="list-style-type: none"> <li>➤ Developed and implemented Hazard Analysis Critical Control Points (HACCP), in twelve seafish harvesting and processing vessels/ trawlers.</li> <li>➤ Reduced the customer complaints from 12 to zero within three months.</li> <li>➤ Conducted EU inspectors on a tour of the production facilities.</li> <li>➤ Developing simple work instructions which were easily understood by the crews.</li> </ul>

Name ,address of employer	<b>Basta &amp; Sons Ltd, P. O Box 84162, 00100, Mombasa and at East African Seafoods Ltd., P.O Box 80782, Mombasa, Kenya.</b>
Type of business or sector	Harvesting seafish (prawns, lobsters etc) and processing for export.

### Education and training

Dates	Jan – Feb 2005
Qualification awarded	<b>International Post graduate certificate in Food management.</b>

Principal subjects covered Food safety (HACCP), Food additives, management skills, Packaging materials, Food spoilage, Vegetarian meat analogs and fruit processing, Food Quality Control & Assurance.

Training institution Hebrew University of Jerusalem, Israel.

Dates May 1994 to Dec 1998.

Qualification awarded B. Sc (Fisheries) degree, Second class honours, upper division.

Principal covered Biochemistry, Botany, Post harvest technology, Statistics, Communication.

Training institution Moi University, Eldoret, Kenya.

**Personal skills**

Language(s)

*Self-assessment*

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	

Language

English	well	well	well	well
Kiswahili	well	well	well	well

Social skills Team player/ leader, and able to work with people from diverse backgrounds (acquired during my travels to different countries e.g. Denmark, Congo, India, Burundi, Tanzania, India etc for work purposes).

Organisational skills Manager (acquired at Peche Foods and James Finlays), Trainer/ auditor, project management and communication skills (Bureau Veritas).

Technical skills and competences Food Quality Controller/ Lead auditor/client manager

ISO 22000:2005 & HACCP - BVQI, Copenhagen , Denmark  
 ISO 9001:2000 Quality Management system- BVQI , Nairobi , Kenya  
 EMS14001:2004, BVQI, Nairobi, Kenya.  
 OHSAS 18001:1999, BVQI, Nairobi, Kenya.  
 British Retail Consortium, BRC Food, Copenhagen, Denmark.  
 SA 8000, BVQI, Nairobi Kenya.  
 Team Building Training Workshop, Kericho, Kenya.  
 Rainforest Alliance Auditor Training, Kericho, Kenya

Others Have conducted several seminars/ workshops on social/ food safety, hygiene, environmental and quality issues in Kenya.

Additional information Computer skills (word, windows, excel) Hands on experienced on quality control and assurance.

**Reference:**

Mr. Nashon Too  
E.H & S Manager, JF (K) Ltd  
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Dr. Philip Raburu  
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# **FOOD SAFETY EXPERT**

**45**

**Betty Biwott**

**From:** MURANGO LOUIS [murangol@yahoo.fr]

**Sent:** Thursday, February 12, 2009 8:38 PM

**To:** Applications

**Cc:** murangol@yahoo.fr

**Subject:** Application for the position of Food Safety Expert, Reference Code: RW\_7NGCCM-49 /AU/IBAR



To the Director at Applications AU/IBAR,

Dear Sir,

**Subject: Application for the position of Food Safety Expert, Reference Code:RW 7NGCCM-49/AU/IBAR**

This is to apply for the position of the **FOOD SAFETY EXPERT** with **AU/IBAR** due to the following main reasons:

First of all, I have a engineer degree in **FOOD SCIENCE** and **TECHNOLOGY** from **GALATI University, ROMANIA(1979-1984)** and I'am a freelance consultant in the **FOOD SAFETY CONSULTANCY Bureau**, a local Bureau aiming at the **food safety capacity building** on the national level.

I am in addition a lifelong learner and I take keen interest in research and development activities especially those related to **the latest food quality controls technologies and the food safety management systems as well.**

I am used to working hard as a team leader in a motivating work environment,

I have good communication skills since I do not have any language barrier.since in addition to my mother tongue, Kirundi, I speak fluently five languages, namely , **Kinya-rwanda, English** (Advanced level), **Swahili, French** (official language in Burundi) and **Romanian.**

In the past five years I worked as a **Food safety consultant with the Food tech and safety controls house (FTSC)** and I gained experience in supporting the developpement of agro-food industries and advising customers regarding the food quality controls and the food safety management systems implementation in the purpose of obtaining the customers' **satisfaction.**

Recently, I conducted an **UNIDO/EAC** assignment aiming at identifying, formulating, monitoring and evaluating **Burundi quality infrastructure** and implementing the food quality control programmes in agro-food industries with the purpose of harmonising and adopting a common industrial policy and quality infrastructure in the **East African Community.**

Prior to joining the consultancy industry, I have worked as an UNDP Training Expert. In this position, I contributed to the implementation and evaluation of training Programmes, knowledge management and E-learning.

I started my professional career in early 1985 as a **Coffee processing technologist** before joining in1988 **Heineken and Coca Cola companies as the Packaging Manager** where my core objectives were to supervise and providing technical support in **upgrading productivity and quality control** with minimum costs.

Lately, I occupied senior positions as the **Soft drinks processing manager, the Brewing processing manager** and the **Laboratory manager where I promoted new controls technologies ensuring a better quality and safe production**

I read carefully AU/IBAR Site Web and I have found working for your organization very satisfying and I would like to pursue a career in this direction. I enjoy working in a multi-cultural environment, learning from others and sharing knowledge and skills, core values and objectives. I truly believe that with my professional skills and my

With my food quality and safety control background, I could be considered for the position you advertised. I am ready for an interview at your most convenient time.

Yours faithfully,

**Louis MURANGO**

**Food Safety Consultant**

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1. Profile

Professional, effective team player; pays attention to detail and eager to learn and to transfer knowledge, while at the same time open to advice, good analytical skills; good communicator has no language barrier; delivers tasks within set deadlines.

2. Formal Education and Training

From-to	Institution	Degree in English
Nov.2008-present	Leadership& Organisational Management training/Light University of Bujumbura with DA1(virtual)	Masters(ongoing training)
2000-2003	Heineken University (Virtual)	HRD Curriculum
09/79-02/84	<b>Food Science&amp; Technology</b> /Galati University, Romania	<b>Food science&amp; Technology Engineer</b>

3. Relevant Workshops, internships and seminars

2008

- July 2008: Lead auditors **FSMS** training course based on "ISO 22000:2005", held in Dar-es Salam(**UNIDO/TCB**),**Nigel Bauer& Associates Certificate n°: FSMS/2008/7124**

2007

- Oct. 2007: Lead auditors QMS course based on" ISO 9001:2000", organized by Kenya Bureau of Standards/**KEBS Certificate**
- Sept. 2007: FSMS course based on "ISO 22000", organized in Buja by **UNIDO**
- August 2007: seminar on Quality control systems based on "ISO/IEC 17025" organized in Buja by **PTB**( German Bureau of metrology), **PTB certificate**
- July 2007: Seminar on **metrology**, organized in Bujumbura by **PTB, BBN certificate.**
- June 2007: Seminar on **agro-food products standards**, organized in Buja by **PTB**

2003

- Feb 2003:seminar organized by Heineken on **projects management**(Cape Town)
- Jan-June 2003: in-house **QMS** training based on" ISO 9001&HACCP"/**BVQI**,

1998

- Oct.1998: Seminar organized in Nairobi on **Coca-Cola QMS and quality control**

1991

- Sept–Nov91:**Heineken internship** on "**genetic duplication** of Heineken AA yeast"

4. Employment record of relevant Experience

4.1. Consultancy Industry

2008

4.1.1. Freelance Food Safety Consultant (Food Tech& Safety Controls Bureau)

- Collaborate with CNTA( National Center for Food Technologies)in research and development activities for industrial production policies and technologies
- Liaise with Burundi National Bureau of Normalization and **Quality Control (BBN)** on strengthening local industries in implementing **food quality and safety** programs, especially **ISO 22.000, HACCP (CAC), GMP, GLP and SPS& Zoo sanitary...**
- Conducting a selection exercise with agro-food enterprises(processing priority products of coffee, tea, fruits, vegetables, fish and honey) for identifying training needs in **GMP, HACCP and ISO 22.000 FSMS** and organizing training events
- Assistance to agro- food industries through **training and corrective** actions
- Assistance in the application process for **certification** and conducting internal **auditing** within agro-food industries, provide technical guidance on **food safety**
- Cooperation with agro-food industries networks to **share best practices**
- Promoting awareness of **good hygienic practices** as identified **food safety issue**
- Participating in development of **training tools** related to **food quality and safety**
- Assisting SME in the identifying and the implementation of **food control programs**



LOUIS MURANGO  
 BP 6013 Bujumbura  
 +257 77 764 200.  
[murangol@yahoo.fr](mailto:murangol@yahoo.fr)

2007

4.1.2. UNIDO Food Safety Consultant/TCB Branch (Aug.-Oct. 2007)

- Identify the gaps with regard to **Sanitary and Phyto Sanitary (SPS) and Zoo Sanitary measures** as potential Technical Barriers to Trade(TBT) challenges
- Participating in implementing the national agro-industrial policy and in assessing **agro-food safety** issues with regard to **ISO/FAO/WHO and CAC** requirements
- Contributing to the harmonization and adoption of **EAC** common industrial policy, designing, implementing and evaluating activities related to **food quality and safety** and assessing existing technical assistance in the field of food safety

2005-2007

4.2. Experience in UNDP Program

National Training Expert/UNDP Governance Program

- Identify training needs within 7 local universities, recruiting teachers from Diasporas and organize training sessions in the framework of the TOKTEN Program.

4.3. Industrial Processing Experience

1998-2003

4.3.1. Soft drinks Plant Manager /COCA COLA Company

Supervision and providing proactive technical and **quality support** for soft drinks processing operations:

- Water treatment in compliance with **CAC** and **WHO** standards,
- Manufacturing syrups according to Coca Cola **quality and safety** standards
- Implementing good manufacturing practices(**GMP**) and traceability,
- Establish overall mechanisms to **increase productivity** and participating in R&D,
- Participating in internal audits of **quality** and **safety** assurance procedures to ensure that **quality** is under control and products **safety** are being maintained and that production is being undertaken to agreed Coca Cola standards
- Recruiting, training and developing the technical and shifts staff (50 FTE)

1993-1998

4.3.2. Laboratory Department Manager/ BRAGITA/ Heineken

- Organizing and coordinating laboratory activities in compliance with quality and safety standards based on the GLP "**ISO/IEC 17025**" and providing technical support in order to comply with **CAC quality and safety** requirements,
- Implementing **quality** assurance and **control systems** and regularly updating laboratory processes, implementing **continuous education** for staff within the Laboratory and managing periodic upgrading of equipments and participating to any other matter relating to the functioning of the Laboratory;
- Producing and submitting **periodic reports** on activities and specific missions;
- Managing feedbacks systems of **quality claims** & implement **corrective actions**

1990-1993

4.3.3. Brewing processing Manager/ BRAGITA/Heineken

Supervision and providing proactive technical and **quality support** for brewing processing operations:

- Coordinating brewing process so as to guarantee **a safe and high quality** beer
- **Upgrading productivity** ensuring machines efficiency & safeguarding environment
- Implementing good manufacturing practices and good hygienic practices
- Recruiting, training technical staff (50FTE) and **participating in R&D**



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1988-1990

4.3.4. Beer Packaging Manager/BRAGITA/Heineken

Supervision and providing proactive technical and **quality support** for beer packaging operations:

- Conditioning products in compliance with **Heineken quality norms**
- Assuring **hygiene, safety and environment** and participating in R&D
- Implementing good manufacturing practices(**GMP**) and **traceability**
- Recruiting, training and managing technical staff (100 FTE)

Publications in BRARUDI:

- Alcoholism, a social phenomenon, 2003, Guideline to equipments washing, 2002
- Guideline to training on hygiene, 2002, Guideline to training on chemical security, 2001, Beer and health, 2001

1985-19884.

4.3.5. Coffee processing technologist/SRD BUYENZI/Agriculture and Livestock Ministry

- Supervision and providing **technical and quality support** for coffee processing operations

5. PROJECTS AND COMMISSIONS

- **Panelist Tasters Project** : *Trainer/Best taster*
- Health, Safety and Environment: *Trainer/evaluator*

6. PROFESSIONAL MEMBERSHIPS

- Member of Burundian Association of **Agro-food engineers**(from 2000)
- Founding member of **Burundi Quality Movement**(from 2007)
- Member of Association of Alcohol Policy

7. LANGUAGES: Mother tongue: Kirundi

Languages	Read	Write	Speak	Understand
	Very well	Very well	Very well	Very well
French	x	x	x	x
English	x	x	good	x
Romanian	x	x	x	x
Swahili	x	x	x	x
Kinyarwanda	x	x	x	x

8. COMPUTER SKILLS

- MS Word (very good mastery), MS Excel (good mastery), MS Access (good mastery), PowerPoint (very good mastery), Outlook/Networking (Very good)

9. References:

1. **Bernard BAU**, Industrial Development Officer/UNIDO  
 P.O.Box 300, A-1400, Vienna (Austria), Tel: +43 1 26026 3427 Email: [b.bau@unido.org](mailto:b.bau@unido.org)
2. **Jean Baptiste Bahama**, African union Agro-Expert: tel: +23797008345
3. **Francis NEGUE**, UNIDO International Consultant, [francis.negue@yahoo.fr](mailto:francis.negue@yahoo.fr)

Louis MURANGO