

William Tsuma (PhD)

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Tsuma

I am a qualified and experienced peace building and development specialist, capable of providing technical support, oversight, direct assistance, and management of conflict prevention programs. My 9-year experience is gained from intensive conflict management work in conflict-prone countries of the Horn and East Africa, where I have demonstrated the ability to mobilize and organize civil society action against violent conflicts. I am a keen learner willing to adapt to new contexts and work well within multi-cultural teams. My program management skills are strengthened by my ability to design conflict prevention projects, fundraise and facilitate their successful implementation. My practical knowledge is complimented by a solid understanding of political, development and social dynamics that underpin conflicts and peace discourses in conflict-prone countries.

Education

PhD in Development Studies (PhD) (Magna Cum Laude)

Aug.2006-Oct.2009

Centre For Development Research (ZEF), Germany

Title of Thesis: Gold Mining in Ghana – *Actors, Alliances and Power*

Masters in Development Studies (MA) (Distinction)

Aug 2003-Dec.2004

Institute for Social Studies (ISS), Netherlands

Title of Thesis: Integrating Public Participation in Policy Formulation: *The Case of Flood Management Policy in the Netherlands*

Post Graduate Diploma in Management of Natural Resources (Merit)

Jan 2003-July.2003

Institute for Social Studies (ISS), Netherlands

B.A -Political Science and Geography (Second Class Honors, Upper Division)

Oct. 1997-Dec.2000

University of Nairobi, Kenya

Professional Experience

REGIONAL COORDINATOR

(2006-Date)

**Regional Civil Society Network for Conflict Management (Horn and East Africa)
Oxfam Netherlands Initiative**

a). *Conflict Prevention Programme Design, Coordination and Management*

- Designed and coordinated the implementation of cross-border conflict analysis and mapping projects in the Horn and East Africa
- Designed and currently facilitating the mapping of conflict indicators in the Horn and East Africa as a tool for early warning
- Developed and coordinating the implementation of national and cross-border dialogue forums between and among multiple stakeholders
- Design and Implement regional lobby and advocacy programs for civilian protection and sustainable peace building

b). *Development of Preventive Action and Conflict Management Tools for Practitioners*

- Designed, pilot tested and supervised the implementation of conflict mapping, rights at risk and early warning tools for Regional Network members
- Developed a Horn and East Africa Strategy Document for and addressing Cross-Border Resource Based Conflicts in the Horn and East Africa.
- Develop a Horn and East Africa Conflict prevention and Lobby and Advocacy Training Manual, including a Resource pack for RBC Regional Network members.



c). *Early Warning mechanisms, civil society mobilization and Alliance for conflict prevention*

- Facilitated with support from Oxfam Netherlands, the formation of a Civil Society driven Network for Conflict Prevention and human rights protection in the Horn and East Africa.
- Established and nurture strategic partnerships and contacts for effective and targeted lobby and campaigns
- Organize, coordinate high level lobby events with key policy makers like the African Union, IGAD, UN etc
- Participated in the establishment of conflict early warning networks of individuals and civil society organizations in the Horn and East Africa

d). *Knowledge Exchange and Dissemination*

- Developed an electronic peace building and conflict prevention knowledge exchange portal for RBC Regional Network members
- Manage the content of the knowledge exchange portal, moderate e-forums and develop discussion reports for dissemination
- Lead the publication and research production team with the Network, participate in exchange forums, conferences and seminars

d). *Administrative Functions*

- Develop and oversee the implementation of quarterly and annual work plans and program implementation action plans
- Overall management of funds and budgets for both national and regional programmes of the Network
- Represent the Regional organization in donor meetings, high level conferences and stakeholder forums
- Supervise administrative, program and field personnel

PROGRAM OFFICER

2005

Saferworld

- Support the implementation of a joint community development and crisis and conflict prevention project in the Horn and East Africa
- Coordinate and support the communication and field staff in undertaking vulnerability, risk and conflict analysis of selected regions of the Horn and East Africa.
- Support in developing training manuals geared at fostering Conflict sensitive approaches to post conflict development and recovery.
- Collaborate in the implementation of a project supporting the creation of a Somali, Ethiopian and Sudan Non-State Actor Forum in collaboration with core project partners
- Assist in the organization and facilitation of round-tables and seminars on effective engagement in fragile states
- Engage and undertake conflict research and analysis with collaboration with civil society organizations in the Horn of Africa
- Assist in the development and implementation of a range of capacity-building activities for civil society organizations in the Horn of Africa
- Implement a wide range of awareness raising and training activities for representatives from civil society organizations, Horn governments and donor agencies in the Horn of Africa

RESEARCHER

Oxfam Netherlands

09/2003-12/2004

- Develop a Emergency response, Conflict Analysis and Frameworks for Mapping Stakeholder Power interests in Resource Based Conflicts (RBC) in the HOA under the RBC thematic focus for Oxfam
- Assist in developing early warning and Conflict Response mechanisms for monitoring in Sudan, Ethiopia and Somalia
- Develop training tools and frameworks for building traditional mechanisms of conflict prevention in pastoral communities in Sudan, Somalia and Ethiopia
- Develop campaign frameworks and forge lobby agenda collaboratively with multiple stakeholders on against small arms proliferation in Sudan, Somalia and Ethiopia
- Establish and maintain contact with state and non-state actors in influencing policy in Conflict prone regions in the IGAD region



PROGRAM OFFICER

Bonn International Centre for Conversion (BICC)

2001 - 2002

- Assess and map out small arms and light weapons proliferation routes issues in conflict prone countries of the IGAD region
- Initiate and support dialogue on small arms issues through research, documentation and capacity building among like-minded partner organizations in the IGAD region
- Support initiatives at national level through the small arms focal points and the Nairobi declaration initiatives on the control and management of small arms and light weapons
- Developed training manuals and undertake community based small arms control and demilitarization programmes
- Develop training manuals and curriculum on Participatory rural integration programmes.
- Support the initiation of peaceful processes of conflict prevention through convening mediation workshops at local, national, regional and international levels for curbing both the demand and supply sides of small arms proliferation
- Commission, Review and Support research projects by partners on community based small arms management initiatives within the IGAD Region

Competences & Skills

People-person, team player and Result oriented: I regard myself as a people-person, based on my personality type but also my approach to development practice. I believe in people and the diversity that individuals bring into a team.

Cultural and context sensitive: I regard myself as being culturally and context sensitive. 95% of my professional and academic life has been outside of home country, Kenya. Because of this, I have had the privilege of working and studying in cross-cultural settings. I believe in the diversity of cultures and heterogeneity of the societies that we work in and with.

Excellent grasp of International politics, development and political processes: I am and still is a student of International politics and development. I have gained and continue to gain a rich understanding of the political dynamics that influence development processes in the world and especially in developing countries. My PhD Research for example was a demonstration of how international and local political processes shape the exclusion and marginalization of poor communities in third world mining countries of Africa.

Experience in Advocacy, campaign, Lobbying and Alliance Building: In 2007 I successfully coordinated the design and implementation of a lands use and land rights protection campaign for lowland communities in boarder areas of the Horn and East Africa. I facilitated the lobby process with high level government officials, private sector and local communities. In the course of my Professional career, I have established and nurtured coalitions / alliances for lobbying. The most recent was in the above case in 2007, where I established entry into the East African Ministries of Land, through well-established relationships with respective permanent secretaries.

Proven Experience in Project Design and Management: In the past 7 years I have designed and managed the implementation of regional projects and programmes on Conflict Mapping, People to people dialogue forums and community lobbying and Advocacy in the Horn and East Africa. The most recent was in 2008 where I designed a three regional program for fostering peaceful co-existence along border areas of the Horn Region through multi-level people-to-people policy dialogue forums. This project is in its 2nd year of implementation and covers 6 countries of the Horn Region.

Languages: I can fluently speak; English, Kiswahili, and Luhya. I am also able to communicate fairly well in German and French