

## CURRICULUM VITAE

Emmanuel Onditi Hagai  
Tanzania Mennonite Church  
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### GENERAL INFORMATION

Nationality: Tanzanian  
Date of Birth: 23<sup>rd</sup> December 1976  
Place of birth: Musoma  
Sex: Male  
Religion: Christian  
Marital Status: Married

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### EDUCATION

- BA in Theology & Philosophy- Eastern Mennonite University, USA. Year (2009).
- Th Dipl- Mount Meru University- Arusha, Tanzania (2005).

### TRAINING/WORKSHOPS/PROFESSIONAL EXCURSION

- Excursion to Berlin, April 2019. Focus: *Religion & Peacebuilding- 30 Years after the Nonviolent Revolution*. Learning Areas- Memorial Place (Hohenschonhouse), New Expression of Right Wing Extremism, Amnesty International, the Wall, Mennonite Peace Center, Ministry of Foreign Affairs, & Bread for the World. Berlin, Germany (2019).
- Expert Training on *Intergenerational Trauma & Trauma healing in Context of Indonesia, Post-Yugoslavia, Colombia & South Africa*- Center for Religion, Peace & Justice Studies, Amsterdam (2018).
- Training on *Searching for Belonging: Societal and Individual Dimensions*. Summer School (Organizers: University of Hamburg & Vrije Universiteit Amsterdam), Amsterdam (2018).
- Training on *Transformational Community Development*- Isiolo, Kenya (2017).
- Certificate in *Christian Leadership for Reconciliation*- Great Lakes Initiative Leadership Institute, Kampala, Uganda (2015, 2016 & 2017).

- Training on *Working through Trauma: Societal and Trans generational Dimensions in South Africa, the Netherlands, and Germany*. Summer School (Organizers: University of Hamburg & Vrije Universiteit Amsterdam), Amsterdam (2016).
  - Certificate in *Conflict Transformation*- Africa Peacebuilding Institute, Johannesburg, South Africa (2016).
  - Certificate in *International Training on Developing Civilian Peacebuilding Capacity*- Institute of Law, Politics and Development, Scuola Superiore Sant' Anna, Italy (2016).
  - Certificate of participation in *Baseline Survey as Survet Assistant in Data Collection- Enumerator & Data Entry (SPSS & ENA for smart)*, World Vision Tanzania, 2012.
  - Certificate in *Nurse Aide Training & Competency Evaluation Program*- Department of Health, Ohio, USA (2011).
  - Certificate in *Trauma Awareness & Resilience STAR*) - Centre for Peace & Conflict Transformation, Harrisonburg Virginia, USA (2008).
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## **WORK EXPERIENCE**

### **From October 2019 to Current**

Employer : Tanzania Mennonite Church  
 Functional Title : General Secretary  
 Duty Station : Musoma, Tanzania

### **From August 2016 to September 2019**

Employer : Tanzania Mennonite Church  
 Functional Title : Executive Director, Jamii Bora Development Initiative (An Economic Agency for Tanzania Mennonite Church)  
 Duty Station : Musoma, Tanzania

### **From July 2013- July 2016**

Employer : African Leadership And Reconciliation Ministries (ALARM)  
 Functional Title : Country Director (Tanzania)  
 Duty Station : Dar es Salaam, Tanzania

## **KEY DUTIES AND COMPETENCIES**

### ***1. Leadership, Direction, and Strategic Organizational management***

- Lead / Guide Country Management Team, ensuring a participative decision making process on policy and strategic direction for Organization.

- Provide effective leadership, clear direction, mentorship, supervision, encouragement, enthusiastically managing and supporting the Organization team and leading by example on its values
- Ensure staff capacity, organisational structures and programme approaches are fit for purpose and able to effectively deliver strategic organisational goals
- Develop budgets for programs and operations for Tanzania Organization (s), and adhere to the approved budget and finance policy and procedures;
- Ensure that good relationships and formal agreements with the government are maintained and updated.
- Liaise with Tanzania board, Government offices, other Christian organizations and NGOs.
- Professional representation of Organizations in strategic meetings.

## ***2. Resource Development and Fundraising***

- Develop proposals, donor relations, and public relations for the funding and supporting of projects and programs in the country
- Initiate partnerships and network with existing Christian organizations, foundations, national and international non-governmental organizations, Foreign Embassies, UN and other funding agencies in Tanzania;
- Ensure that there is optimal use of financial resources within the organization; managed in a transparent and accountable manner consistent with Organization's policies and procedures, and delivering quality results that demonstrate value for money.
- Ensure effective financial management systems, processes and controls, compliant with good operating standards and relevant legal requirements in-country.

## ***3. Peace Building and Reconciliation***

- Initiate and promote reconciliation, peace-building and, conflict resolution, and mediation strategies among people, communities, and churches in Tanzania;
- Provide leadership and supervision to the peace and justice initiatives for the training of local Christian lawyers, judges, jurists, magistrates in areas of human rights, social justice, good governance, property rights, etc.
- Make sound management decisions in difficult situations and be able to work in a participatory manner with colleagues.
- Ensure that conflicts are resolved in a biblical way for restoring relationships

## ***4. Monitoring and Evaluation***

- Develop a monitoring and evaluation system to assess the impact and effectiveness of Organization programs in Tanzania.
- Monitor program effectiveness and financial accountability, and evaluate ongoing and new project/program activities.

- Enable an organisational culture supporting effective learning and sharing and continual improvement of Organization's programs quality
- Ensure that a schedule of reports to Partner is maintained and that reports are prepared and submitted on time.
- Monitor and review performance and, hold staff accountable for meeting the success criteria and delivering any improvement goals which have been identified; giving corrective feedback where required and taking decisive action in the case of poor performance
- Ensure that staff are adequately trained and developed for their roles e.g. by analysing staff training needs, organising the delivery of training or coaching, coordinating the sharing of experience.
- Ensure that the National HR Manual and HR policies are in line with organisational and national legal requirements and that all staff are aware of and comply with these.
- Develop and maintain an efficient administrative, logistical and financial capacity within the Country programme.

#### **5. Social Interventions**

- Fundraising; to promote increased opportunities and access to social and economic resources for the most vulnerable children.
- To raise funds and receive contributions where appropriate to finance the work.
- To participate in the research and education of the general public on the social justice, child protection, human rights and peace building.
- To involve actively in the current and future efforts being directed on the fight against disease with major emphasis on HIV/AIDS and malaria.
- To formulate and implement strategies related to poverty reduction, environmental conservation and protection, personal and public health, agriculture, safe water schemes and economic empowerment.
- To communicate with local and international partners/ supporters.

### **INTERNATIONAL EXPERIENCE**

#### **From November 2011-June2012**

Employer : Raleigh General Hospital, West Virginia, USA

Functional Title : Nurse Assistant

Duty Station : Beckley, West Virginia, USA.

#### **Duties**

- Monitoring vital signs including temperature, pulse, respiration, and blood pressure.
- Measure and emptying catheter bags.
- Setting up meal trays and documenting food/fluid intake.

- Reporting any health issues to the supervisor.
- Taking care of a resident's personal hygiene including bed bath, shaving, nail cut, etc.

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**Skills**

- Computer literacy in MS word, MS excel, Email, Internet, MS Power point and Quick book.
- Holder of a valid Driving License.
- Ordained Pastor

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**References:**

1. *Bishop. Rev, Kennedy Sigira* (Mennonite Church Affiliation)  
Bishop's Council  
Tanzania Mennonite Church  
M: 0755 766 557 822/ 0743 700 466  
E: bishopsigira@gmail.com
2. *Pro. Dr. Rev. Harrison Olang'* (Baptist Church Affiliation)  
Former Vice Chancellor Mount Meru University/ Board of Directors  
ALARM Tanzania  
M: 0754 476 611  
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3. *Ms. Mary Masele* (AICT Church Affiliation)  
Executive Director  
Hope for Children in Adversity  
M- 0744 866 013  
E- rymasele@gmail.com

**CERTIFICATION:**

I certify that to the best of my knowledge this CV correctly describes me, my qualifications, and my experience.



**Pastor Emmanuel Onditi Hagai**