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Personal Summary	<p>I am a strategic and tactical business professional with years of progressive and hands-on experience in financial management, corporate and business reporting, budgeting, forecasting, strategy and innovation, governance, risk and control. This experience is heavily enriched through exposure in supporting businesses from broad range of sectors and competencies including shipping, transport, logistics, manufacturing, production, security, mining, minerals and metals by providing financial information, tools, analysis and insight to executives, challenging their thinking, helping them make more informed decisions and driving business strategy.</p> <p>Being highly skilled, self-directed and furthered by a business and financial background with abilities to support complex and time sensitive assignments, I always manage a team to work dynamically towards achieving an organization's sense of direction. My key achievements emanate from thinking beyond accounting; looking at the performance from a number's perspective; and knowledge of controls and regulations.</p>
Skills & Expertise	<ul style="list-style-type: none"> Corporate and business reporting Financial planning & management Governance, risk and control Management accounting and reporting Strategy and innovation Budgeting and Forecasting Business Analysis and Development Project Planning & Management Financial Modeling Skills Team Building and Leadership Enterprise Resource Planning Tools Microsoft Office Suite Google Office Suite
Employment Record/ Experience	<p>Financial Controller, MCC Non-Ferrous Trading LLC, Dar es salaam, Tanzania (01 August 2022 - Present)</p> <p>MCC Non-Ferrous Trading LLC is a New York based company specializing in trading of all non-ferrous metals and commercial recycling of most residues and byproducts resulting from the mining, metallurgical and processing industries.</p> <p>I am responsible for projects in Tanzania, Zambia, South Africa and Zimbabwe. As a financial controller my key focus is to ensure control over cost and cash through designing and implementing effective internal controls, managing financial transactions, evaluating and managing risk, ensuring compliance with regulations, preparing financial statements, overseeing accounting operations, analyzing financial data, monitoring expenditure, developing plans for financial growth, coordinating auditing processes and ensuring accuracy of financial information.</p>

Financial Controller for the business

- Overall responsibility of the Finance function (review financial statements, monthly MIS, Group reporting) and audits (internal, statutory);
- Financial evaluation of projects and post implementation review of the projects;
- Monitoring and evaluating business processes; suggesting and implementing changes to bring in control, efficiency and effectiveness;
- Involvement in operational functioning pertaining to procurement negotiations and cost savings;
- Reviewing the work of the second line if any and ensuring the procedures are adhered to.

Strategic Business Planning

- Maintaining repository of data and information to support business processes;
- Overseeing the implementation/maintenance of ERP system.

Planning & Budgeting

- Anchor the annual budgeting exercise and ensure that the business units have a sound rationale/ basis for the budgets;
- Ensure maintenance and reporting P & L for the unit on a monthly basis;
- Preparing Rolling Estimates for remaining year for all regions and reporting the same to HO;
- Preparing brand contributions, day sales inventory calculation;
- Monthly Management reporting with detailed analysis of sales & profit along with comparison with prior Rolling Estimate, Annual Operating Plan & Previous Year.

Accounting & Statutory Compliances

- Timely preparation of annual/monthly reports ensuring analysis of the performances on a monthly basis;
- Ensuring compliance to all applicable statutory and legal requirements for the assigned geography;
- Planning and managing internal/statutory/tax audits;
- Periodic compilation of a comprehensive checklist for audit and risk management;
- Contributing to better corporate governance by identifying internal control weaknesses and implementing better controls.

Financial Controller, G4S Secure Solutions Tanzania Limited, Dar es salaam, Tanzania (01 May, 2021 - 26 July 2022)

The role places the ultimate responsibility for overseeing the business and internal controls operations, performing financial analysis and developing financial processes aligned with Group Financial Controls, policies and regulations with direct reports to the East Africa Cluster Financial Controller and a dotted line to the Africa and Middle East Regional Head of Financial Planning and Analysis. I manage a team of 6 people directly in the finance department and 5 people indirectly in the Direct Labour Management division.

Key performance areas include;

- Providing strategic support and analytical financial insight to human capital, commercial and operational business heads in developing strategy, formulating business plans and budgets, and providing robust forecasts;
- Coordinating the formulation of the business operating plans/budget and monitor progress towards their achievement, drawing attention to important trends opportunities to maximize earning and minimize risk;
- Undertaking the financial analysis of the business' monthly performance and update business heads regularly on performance highlighting opportunities and potential risks;
- Reviewing and monitor the business performance against policies for Market Risk and relevant Regulatory and Statutory requirements;
- Undertaking regular financial analysis of services highlighting the impact on business performance and the risks around those area and provide the Management team with MIS reports to facilitate the decision making;
- Ensuring adherence and compliance to International Accounting Standards (IAS), International Financial Reporting Standards (IFRS), Group Accounting Policies and Financial Control Policy to ensure strong corporate governance;
- Preparing financial statements and disclosures for internal and external users and in compliance with regulatory standards;
- Evaluating and adapting financial accounting systems and processes to respond to emerging developments;
- Developing, preparing, analyzing and interpreting relevant financial information and non-financial performance measure;
- Ensuring timely month-end closings, reconciliation of general ledger accounts and bank reconciliations;
- Ensuring submission of all returns of the company to the regulatory bodies in line with the country requirements and in time as prescribed in the regulations;
- Managing a finance team of six people through coaching, training, brainstorming, and problem-solving conversations with team members to ensure everyone is equipped to perform their roles according to their positions and performance appraisal;
- Reviewing, monitoring and executing accounting policies and procedures and internal controls to ensure proper accounting of revenue and expenses;

- Team up with the internal and external auditors to ensure timely response to audit requests and monitor progress for closure of all issues raised on Revenue assurance/leakage reports.

Business Controller, G4S Secure Solutions Tanzania Limited, Dar es salaam, Tanzania (16 April, 2019 - 30 April, 2021)

I'm a business partner responsible for supporting non-finance functions such as human resources, operations, sales and marketing in providing insightful and influential analysis to assist management in making well-informed decisions including *pricing, profit planning, budgeting and forecasting* with objectives of controlling operational cost, enhancing profitability and improving operations efficiency and effectiveness. I challenge the business to make improvements, such as streamlining expenditure, to maximize profit and improve financial performance.

Key Accomplishments

- Successfully performed P&L projections and tracking of the same on a monthly basis for each customer and each service line (product) offered by the company and advising the management accordingly on which course of action should be taken;
- Developed a new contract register model in collaboration with Human Resources, Sales, Finance, Operations and Direct Labour Initiatives from the Africa Regional Office based in South Africa. This establishes proper manning for each customer and subsequently provides the sufficient and right skills as per contract requirement which secures our profitability while maintaining a good business relationship with our customer;
- Established controls for the proper manpower management by ensuring the full participation and ownership of the process by the operation team which would lead to understanding of financial implications of their endeavors. It is actually resulting from ensuring proper manning, optimal scheduling, leave management, monitoring actual attendance and reducing absenteeism percentage which ensure optimal posting, accurate billing and pays for actual hours worked;
- Improved financial understanding to a business decision by ensuring alternatives are thoroughly evaluated and the optimum decision taken by use of appropriate business tools to support decision making;
- Developed the costing and pricing model that accounts for all cost drivers and components. The model derives accurate elements of financial statements with business cases and analyses for all capex involved to ensure viability and subsequent realization of envisaged benefits. Among the pricing done with the model include Tanzania Breweries Limited with Annual Revenue of TZS 840 million VAT exclusive;
- Assisted the Management in the timely and accurate decision-making process by providing insightful P&L forecasting and budgeting; and

work closely with other departments to give insightful input and commentary on the Direct Labour Variances;

- Managed pricing variances and margins per service line and as per customer to ensure targets are achieved, supported revenue growth initiatives and managing cost of services both direct and indirect by conducting monthly detailed *contract profitability* and *productivity analysis* of more than 100 contracts with a total monthly revenue of TZS 2.6 billion.

**Financial Analyst, Dangote Cement Tanzania Limited, Mtwara, Tanzania
(January 02, 2018 – March 31, 2019)**

I was responsible for reporting and analyzing operations financial information to support Management decision making and implement accounting policies in line with Statutory and Dangote Cement guidelines.

Key Accomplishments

- *General Ledger Maintenance and Reconciliations:* I monitored and controlled Plant expenses and capital expenditure by checking the accuracy and compliance of data integrity to Cost of Goods Sold departments, analyzing source documents and related account information, reconciling fixed assets subledgers, reallocating cost from Plant Maintenance and Capex Internal Orders after verification of the same and subsequently produced the detailed report for review by the Head of Plant Operations;
- *Financial Budgeting:* I coordinated the budgeting process by providing budget assumptions for production and operations budget and capital expenditure. This involved providing the necessary write up and computations such as Internal Rate of Return for any capital commitment in line with company policy. The budget was then included in the Annual Operational Plan, uploaded to Business Plan Consolidation for Group review, approval and implementation;
- *Management Reports:* I prepared monthly, quarterly, semi-annually and annual management reviews by the Chief Finance Officer, Plant Director and other section heads particularly those with direct link to Cost of Goods Sold. The management reports included the capital expenditure status reports, monthly utility reports for electrical consumption, boiler fuel consumption, water consumption, downtime direct labour, transport and storage costs. This helped in the controlling of plant costs on a monthly basis and ensuring adherence to the forecasted numbers for success of the company;
- *Capital Expenditure Monitoring:* I helped in the management of fixed assets with a value of USD 500 million and capital work in progress of the power plant with an estimated value of USD 38 million. The role involved monitoring of all capital work in progress asset value, monitoring of depreciation of all fixed assets monthly, conducting asset valuation in terms of book value and market value and recommended for disposal rates, completed the quarterly

supplementary schedule report for capex projects implementation by showing actual spent and balance to spend;

- *Risk Management:* In the machine intensive environment where the value of the plant is extremely high and cost of maintaining the same is inevitably higher, I assisted the Auditors in auditing the same and alignment of the risk involved with the forecasted profit. I successfully managed the fixed asset register, risk management register by ensuring capitalization of every asset and monitoring their monthly book value.

Corporate Planning & Strategy Manager - Marine Services Company Limited, Mwanza, Tanzania (November 23, 2016 – December 04, 2017)

I planned and directed an organization's strategic and long-range goals; conducted organizational reviews to identify strengths and weaknesses and evaluate operational effectiveness; and made recommendations based on emerging trends, expansion opportunities, competitive threats, viability of outside business partners and internal business process improvement. The role involved the development of persuasive business proposals which would attract other stakeholders to work with the company as a strategy for the implementation of short-term turnaround to revamp the company's operation that had experienced a downfall operational trend and was financially constrained thereof.

Key Accomplishments

- I contributed in strengthening business operations effectiveness and efficiency through formulation of the new Company's five years Strategic Plan (2018-2023) that considers current technological advancement in the transport and logistics sector;
- I Improved use of the company's resources through creating a performance-based budget that focuses on operations improvements and cost minimization with estimates ranging at TZS 8 billion and TZS 24.5 billion for operational budget and development Capital expenditure respectively;
- I enhanced revenue collections by 50% through installation of electronic ticketing systems;
- I participated in the formulation of a turnaround strategy which aimed at increasing operating fleet and modernizing operations effectiveness to attract more customers while gaining competitive advantage against competitors;
- I successfully designed new roles within the company for the undertaking of projects that would enable the company to prosper in the area of Strategic Planning and Business Development;
- I successfully developed a Project Plan for minor rehabilitation of four ships that enabled us to obtain adequate and proper financing of respective projects to the tune of TZS 300 million from the Tanzania Ports Authority (TPA) and monitored the project to successful completion.

Acting General Manager - Marine Services Company Limited, Mwanza, Tanzania (January 22, 2016 - November 22, 2016)

I developed strategies for enhancing performance and efficiency; Planned and supervised the Company's activities of transporting cargo and passengers; oversaw realization of the vision and strategic plan to guide the Company; and spearheaded the Company's initiatives in seeking sources of finance for various projects undertaken by the company.

Key Accomplishments

- *Business Planning:* I participated successfully in the formulation of an Action plan for the implementation of the National Five Years Development Plan Phase II (2016-2021) for the Inland waterways in Tanzania with an estimate of TZS 289 billion for acquisition of 7 new ships and major rehabilitation of 8 existing ships that focuses on improving transport and logistics activities resulting to an increase in passengers and cargo transported by 100% by June 2021;
- *Procurement of major projects:* I successfully initiated project implementation of major rehabilitation of three existing ships and building of one new ship in Lake Victoria which is financed by the Government of Tanzania with a total budget of TZS 50.5 billion in the financial year 2016/17;
- *Business Finance:* I planned to secure funds from different sources including Government budget, Development partners such as DANIDA and Government of Germany and the largest shipping company from China, The China Shipbuilding Company. This was intended to facilitate the rehabilitation of our vessels and procurement of new ships;
- *People Management and Leadership:* I successfully led 120 employees in three branches of Mwanza, Kigoma and Kyela, Mbeya with departmental heads of commercial, finance, technical, procurement, human resources and operations;
- *Operational Management:* I supervised operations in lakes of Victoria, Tanganyika and Nyasa for transportation of Passengers and Cargo. I successfully re-established the transportation of cargo from Mwanza, Tanzania to Portbell Uganda;
- *Corporate Social Responsibility:* I organized training in collaboration with *Flaviana Matata Foundation* that focused on equipping with lifesaving skills and techniques to 50 people from the community living along Lake Victoria. The intention was to create awareness of life saving for community members who depend on fishing as their major economic activity across the lake. The program was conducted in line with the commemoration of MV Bukoba that had sunk in Lake Victoria on May 21, 1996 with more than 1000 passengers onboard;
- *Stakeholders' relationship:* I successfully managed the working relationship between the company and its stakeholders to attain its objective. Among the stakeholders includes, Parliamentary committee for Infrastructure, Board of Directors, Ministry of Works, Transport and

Communication (Transport sector), Planning commission under Ministry of Finance and Planning, Tanzania Revenue Authority, Regional Commissioners' Offices of Mwanza, Kigoma, Mbeya and Kagera. Others include sectorial institutions such as Tanzania Meteorological Authority, National Institute of Transport, Surface and Marine Transport Regulatory Authority, Dar es salaam Maritime Institute, Tanzania Ports Authority and Tanzania Railways Corporation.

Acting Chief Accountant - Marine Services Company Limited, Mwanza, Tanzania (December 18, 2014 - January 21, 2016)

I maintained full charge of all accounting functions including Cost Accounting, Accounts Payable, Accounts Receivable, General Ledger, Financial Reporting, Fixed Assets, Inventory Control and Payroll. I ensured the company's transactions adhere to financial policies and regulations, and timely preparation of financial and management accounts whilst advising the Management on the real environment behind numbers.

Key Accomplishments

- As a key contributor to the annual budget process, I worked with all departmental heads to review historical activities, trends, and future obligations of the company;
- I performed revenue recognition, analysis and forecasting that improved the company's reporting system by over 30% by implementing correct authoritative literature;
- I provided leadership and technical expertise to Operations and Finance personnel relative to the analysis and forecasting of revenue and operational costs;
- I initiated strategic revenue planning and forecasting on a team for gross revenue, net revenue, and gross margin;
- I managed financial accounts with revenue of over TZS 8 billion from exchange transactions and ensuring adherence to policies and regulations;
- I participated in the consolidation of financial statements for Government Ministries, Departments, Agencies and Institutions for the year ending June, 2014 and June 2015.

Finance Officer – Accounts Payable & Inventories - Marine Services Company Limited, Mwanza, Tanzania (July 01, 2012- December 17, 2014)

I managed accounts of 50 suppliers of goods and services with annual purchases of TZS 4.8 billion and inventory accounting of 8000 items grouped in more than 25 inventory categories.

	<p><i>Key Accomplishments</i></p> <ul style="list-style-type: none"> • I managed the accurate and timely processing of up to 500 invoices (TZS 400M) per month. Assessed and closed Accounts Payable sub-ledger on a monthly basis, validated content and resolved all issues; • I performed inventory accounting and controls for spare parts for Marine Vessels; • I introduced and implemented a core audit compliance and controls system that decreased accounts payable audit time by 30%; • I developed, implemented and maintained inventory control policies, procedures and strategies that improved movement of materials by 50%; • I utilized computer programs to carefully track inventory on hand and inventory needs; • I conducted inventory audits every month and ensured tallying in inventory cards and ledgers; • I performed tender evaluations to determine the successful bidder in line with the established Terms of Reference. Tenders included the evaluations of technical and financial proposals for supply of gas oil and lubricants, provision of security services, provision of marine insurance, supply of spare parts for marine vessels, supply of stationeries, supply of furniture, computer and IT equipment etc. <p>Finance Officer – Accounts Payable - Paragon Services Company Limited, Dar es Salaam, Tanzania (January 01, 2011 - June 30, 2012)</p> <p>I handled daily Accounts Payable processes; managed vendor/supplier relations; and oversaw the timely, accurate processing of invoices, purchase orders, expense reports, credit memos and payment transactions.</p> <p><i>Key Accomplishments</i></p> <ul style="list-style-type: none"> • I redesigned the accounts payable system, thereby increasing process efficiency by 70%; • I instituted formal cross-checking of pack-lists and invoices, turning around the problem of supplier overpayments and saving thousands of shillings each month; • I renegotiated payment terms with suppliers/vendors from Net 30 to Net 60 days. This improved cash flow and facilitated the company's return to profitability.
<p>Education/ Qualifications</p>	<p>Bachelor's Degree in Business Administration with Accounting major, Kampala International University, Kampala, UGANDA, 2011</p> <p>Advanced Certificate of Secondary Education, Makongo Secondary School, Dar es salaam, TANZANIA, 2005</p>

	<p>Certificate of Secondary Education, Kazima Secondary School, Tabora, TANZANIA, 2001</p> <p>Certificate of Primary Education, Mwenge Primary School, Tabora, TANZANIA, 1997</p>
Other Specialized Training	<p><i>Easy Roster Workforce Management System</i> hosted by Adequate IT South Africa in collaboration with G4S Tanzania in May 2019 in DAR ES SALAAM</p> <p><i>SAP Business One Integrated Accounting System-Financial Accounting and Reporting</i> hosted by Dangote Cement Plc in collaboration with Dangote Cement Limited Tanzania in May 2018 in MTWARA</p> <p><i>Strategic Planning and Medium-Term Expenditure Framework</i> hosted by Ministry of Works, Transport and Communication in collaboration with Ministry of Public Service and Good Governance in January, 2017 in MOROGORO</p> <p><i>Public Private Partnership in Transport Sector</i> hosted by Ernst and Young in Collaboration with the Ministry of Works, Transport and Communication and the World Bank in July 2016, Arusha International Conference Center, ARUSHA</p> <p><i>Taxation, Budgeting & Economic issues</i> hosted by National Board of Accountant and Auditors (NBAA) in collaboration with Tanzania Revenue Authority in July, 2015, Blue Pearl Hotel, DAR ES SALAAM</p> <p><i>Consolidation of Financial Statements for Government Ministries, Departments and Agencies in Tanzania</i> hosted by Ernst & Young in collaboration with Ministry of Finance and Planning in March 2015 in DAR ES SALAAM</p> <p><i>Customized Training Programme in Pastel Accounting System</i> conducted by Forward Technologies & Marine Services Company Limited in April 2013 in MWANZA</p> <p><i>Training in Tally Accounting Package</i> conducted by Zoom Polytechnic College in June 2012 in DAR ES SALAAM</p>
ICT Tools	<p>ICT Literate and proficiencies in MS Office Word, Excel, PowerPoint, Outlook, Access, MS Project, Email, Skype for Business and Google Office Suite.</p> <p>Proficiencies in SAP Business One, Tally Accounting, SAGE Evolution, QuickBooks, Easy Roster Workforce Management System, BPC Cloud and Fischer Technology for Real Estate Asset Management.</p>
Additional Personal Information	<p>Date of Birth : June 25, 1983</p> <p>Place of Birth : Tabora</p> <p>Nationality : Tanzanian</p> <p>Sex : Male</p> <p>Marital Status : Married</p> <p>Language : English & Kiswahili</p>