

RICHARD P. OMANYA

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KEY COMPETENCIES:

- Strong analytical and communication skills, excellent organizational abilities, capacity to meet tight deadlines, work collaboratively and adapt to changing priorities;
- Proven writing, quantitative, research skills, including successful experience in proposal cycle preparation and development as well as business development;
- Excellent interpersonal skills and proven effective interaction with all levels of staff, government officials, donors, policy makers, community and grass root organizations.

WORK EXPERIENCE:

INDEPENDENT CONSULTANT

11/2021 – Present

- Providing high quality and responsive information to and on behalf of **Synergy Global Consulting**
- Developing approaches to engagement, collaboration, and innovation that create improved value for WDL and its stakeholders
- Providing support on the Independent Grievance Mechanism and Restorative Justice Programs for Synergy Global and Williamson Diamonds Ltd
- Providing tailored trainings to organizations on Voluntary Principles on Security and Human Rights, community development, child rights, youth development and conflict resolution

PETRA DIAMONDS/ WILLIAMSON DIAMONDS LIMITED

10/2020 – 10/2021

Stakeholder Engagement & Social Performance Manager, Mwadui, Tanzania

- Led communications and stakeholder engagement on behalf of Williamson Diamonds Ltd
- Provided high quality and responsive information for stakeholders including Synergy Global
- Developed approaches to engagement, collaboration, and innovation that created improved value for both the Client and its stakeholders.
- Responsible for overall management and integrity of the grievance/complaint system (i.e. receipt, recording, tracking, resolving, reporting and analysis).
- Ensured adequate resources were available (People, Systems, Procedures, Budget) to effectively manage feedback for the scope of the project.
- Ensured that the mechanisms are transparent, culturally appropriate, and clearly communicated with stakeholders.
- Chaired the internal Grievance Committee and served as a conduit between committee and senior managers if complaints require management attention. - Accountable for the overall performance in managing community feedback.
- Ensured sufficient Community Grievance Mechanism awareness training was provided as part of Inductions for all Employees and Contractors.
- Oversaw the registration and acknowledgement of Tier 2 grievances and maintained a register of Tier 2 cases to be referred to the Tier 2 mechanism;
- Reviewed forms and grievance register to ensure information was recorded correctly.

SEARCH FOR COMMON GROUND

8/2016 – 12/2019

Program Manager, Sustainable Business Practice, Tanzania

- Oversaw the implementation of over USD 2 Million in sustainability projects for **Acacia/Barrick Gold Mining Company** in North Mara and Shinyanga regions in Tanzania, including coordination of activities, oversight of program quality and management of field staff and partnerships;
- Maintained strong donor, government, community, civil society and NGO relationships at national and local level;
- Maintained good working relationships and engaged regularly with relevant stakeholders at the national and local level, including civil society, media houses, government officials, political missions, private sector and donors ;
- Acted as direct supervisor of field Project Managers, and overall team leader for all project staff; Oversaw all recruitment processes for project field staff; Guiding and providing logistical and organizational support to field staff on project activities;
- Provided capacity-building and training according to field staff needs, as well as team building on a regular basis;
- Identified support needs for the project and initiate requests for support from HQ and regional offices;
- Created terms of reference for new activities and create annual and quarterly budgeted operational plans for the project;
- Managed the budget and oversee the sound financial management of the project in line with SFCG and donors' policies and procedures, including approval of field budgets and financial reports, monitoring expenditure against available budget and projecting activity and operational costs throughout the budget cycle, working closely with SFCG finance teams in Dar es Salaam and Washington DC;
- Ensured timely grant reporting (on weekly, monthly, quarterly and annual basis) in compliance with SFCG and donor requirements;
- Coordinated Monitoring and Evaluation efforts, working with program staff, SFCG's DM&E Specialists from the Institutional Learning Team and donors as needed;
- developed a monitoring framework and data collection tools, quarterly progress reviews, oversight of data collection and analysis, and organization and coordination of evaluations;
- Other duties as assigned/needed.

SEARCH FOR COMMON GROUND

10/2016– 11/2016

Interim Country Director, Tanzania

- Defined program priorities, plans and long-term strategy (in close collaboration with the SFCG Regional Director and SFCG Tanzania staff);
- Led fundraising efforts for additional programs for the Tanzania program.
- Oversaw implementation of all projects, modifying and adapting where necessary in consultation with the regional team (composed of the Regional Director, the Regional Program Manager and Financial Manager)
- Ensured that the country program was managed within available resources, foreseeing gaps and initiating adjustments in operations and programming when needed

- Directly oversaw and ensured accountability for the financial management and health of the Tanzania program, including budget management and planning, compliance, and financial reporting.
- Ensured compliance with donor regulations and SFCG policies and procedures
- Ensured compliance with local law with regards to registration, taxation, labor and any other requirements.
- Recruited, managed, and evaluated SFCG's program and project staff in Tanzania.
- Oversaw ongoing capacity-building efforts of staff members, particularly in areas of program and budget management.
- Monitored and evaluated the results achieved by the different projects and the program as a whole, supported in part by the Design Monitoring and Evaluation team.
- Ensure high quality reporting to donors based on a credible monitoring and evaluation system for overall program results as well as for specific projects.
- Other duties as assigned regionally and from Washington DC

CARANA Corporation, Virginia, USA
Senior Associate, Africa Team

4/2013 – 5/2015

- Co-managed the USAID Nigeria Export Trade and Transport project in Nigeria, a USD 11million investment attraction, trade and transportation corridor project.
- Supported CARANA's business development efforts in East and West Africa by identifying new business opportunities and developing existing pipelines.
- Assisted in the preparation of technical and business proposals for US Government contracts, DFID Contracts, World Bank opportunities, impact funds and foundations grants.
- Supported Short and long-term technical projects through research and technical writing related to CARANA's practices areas
- Implemented short-term technical project assignments overseas in East and West Africa
- Led and supported CARANA's Project Management of diverse existing portfolios
- Contributed to CARANA's Public-Private Partnership initiatives in East Africa
- Recruited personnel to support business initiatives and projects
- Represented CARANA in professional contexts; Other responsibilities as assigned

Development Innovations Group, Nairobi, KENYA
Program Officer, Africa Region

12/10 – 12/12

- Funded by the Bill and Melinda Gates Foundation, assisted in the design and implementation of all programmatic aspects, including oversight of activities, sub-grant management, advocacy, outreach, work plan development, and monitoring and evaluation of \$25 million project;
- Designed and delivered training in the areas of budgeting, procurement, good governance, citizen engagement, communications, and advocacy in 5 of the fastest growing African Cities namely: Cairo, Harare, Lilongwe, Luanda, and Monrovia;
- Performed all logistical functions and activities with Mayoral office staff, ensuring compliance with donor requirements and all provisions of relevant agreements;
- In coordination with the Field Director, identified and recruited project consultants, partners

and sub-grantees to manage and utilize the award amount;

- Monitored programmatic and financial compliance of sub-grantees, including reviewing budgets, expense and sub-grant reports, in full compliance with funder requirements;
- Provided technical assistance and direction to sub-grantees on the implementation of outreach and advocacy campaigns through quarterly mission visits and feedback;
- Ensured the timely completion of required reports and compliance with all provisions of relevant agreements and grants. Mentored local administrative and program staff;
- In coordination with the supervisor, identified and pursued opportunities for business development and new program initiatives and funding sources;
- Prepared board memos, policy documents and responses to requests from donors, governmental organizations, the media, and the public regarding program information;
- Supported advocacy for good urban governance through contributions to publications, articles and other releases. Other related duties as assigned.

Harvard Legal Services Center, Boston, MA, USA

9/08 – 10/10

Program Associate

- Identified and provided advocacy to former homeowners and tenants at risk of eviction after bank foreclosures on their homes;
- Reviewed the eviction case filings to determine the legal needs;
- Organized eviction defense clinics for affected families and non-profit organizations;
- Offered sensitization to members of the community on legal processes and the federal mortgage bailout programs and recruited volunteers for clinic;
- Guided low-income families affected by the foreclosures to affordable resources.

M.I.T. Poverty Action Lab, Cambridge, MA USA

Summer 2008

Summer Associate

- Assisted research team focused on poverty alleviation using randomized evaluations;
- Documented, maintained and updated online database of JPAL's work in international field areas, assisted on online publications on JPAL's work;
- Assisted program staff on projects as assigned.

Harvard International Development Organization, Cambridge, MA, USA

3/05 – 6/07

Program Volunteer

- Provided monitoring and analyses of small microfinance projects and advised locally based groups on expenditures and implementation;
- Managed a group of students researching economic development projects on East Asia;
- Researched funding options for micro-enterprise ventures and groups in East Asian countries;
- Prepared reports on legal rights and outlook of small self-help organizations and women's groups;
- Organized and managed conferences and workshops for development organizations;
- Reported bi-monthly to donors on progress and objectives;

EDUCATION AND TRAINING:

Harvard University, Cambridge, MA, USA

June 2006

- Bachelor of Liberal Arts

Harvard Law School, Program on Negotiation - Cambridge, MA, USA

- Certificate in Negotiation, Mediation, Dispute Resolution

May 2007

Johns Hopkins University, Krieger School of Arts and Sciences – Baltimore, MD, USA

- Master of Arts in Public Policy and Management
(Coursework Completed)

December 2015

John Hopkins University, Paul H. Nitze School of Advanced International Studies (SAIS)

- Coursework in International Development Studies

Summer 2014

LANGUAGES:

- English (Fluent)
- Swahili (Native)
- French (Elementary)
- Spanish (Elementary)

REFERENCES:

- Available on request