

DR. JULIUS KAHUTHIA MWANGI (PhD)

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Accomplished Strategic Management Professional exploring new direction and challenge, seeking to continue using my professional background in a new area, excited about the challenges, possibilities and contributions to organizations. I am dependable with good judgment and wisdom. My expertise includes training, planning, directing and coordinating management activities, knowledge management and change management implementation. I can as well coordinate and manage business environment scanning and analysis. I maintain a clear focus on producing results through achieving a high completion rate and working with team members to accomplish set goals and objectives. I am an apt, focused and vision oriented person.

Personal Vision statement:

To make positive impact wherever I am and make life more productive and satisfying for all mankind and in honour of Almighty God.

Personal Details:

- Date of Birth: 20th October 1981
- Marital Status: Married

Education and Professional Qualification:

- PhD in Business (Strategic Management), Kenyatta University. July, 2016
- Master of Business Administration (Strategic Management), Kenya Methodist University, June, 2010.
- Bachelor of Education Science, Second Class Honors (upper division), Egerton University, July, 2006.
- Kenya Certificate of Secondary Education (KCSE), Grade B+ (plus), Nyeri High School, 1999.

Refereed Journal Articles:

- Gathungu, JM & Mwangi, JK (2012): “*Dynamic Capabilities, Talent Development and Firm Performance*” DBA Africa Management Review Journal Vol 2, No 3 (2012)
- Mwangi, JK, Muathe, SMA & Mugambi, GK (2016): “*Influence of Firm Activities on Performance: Case of Commercial Banks Sector in Kenya*” The International Journal Of Business & Management 4 (Issue 6), 110-117
- Lubasi, R & Mwangi, JK (2017): “*Change Leadership and Employees’ Commitment: A Case Of African Development Bank In Kenya*” The International Journal Of Business & Management 5 (Issue 2), 91-100
- Lubasi, R & Mwangi, JK (2017): “*Organisation Preparedness to Change and Employees’ Commitment. Case of The African Development Bank in Kenya*” The International Journal Of Business & Management 5 (Issue 2), 114-126
- Mwangi, JK & Kiiru, D (2017): “*Initial Conditions, Dynamic Capabilities and Performance.*” African Multidisciplinary Journal of Research, Vol 2 Issue 1.

Key Professional Skills:

- Excellent knowledge of principles and procedures for teaching, instruction and training.
- Strong ability to plan, implement and formulate strategies by using or adapting tactics.
- Strong ability to read and understand information and ideas presented in writing and to apply general rules to specific problems to produce answers that make sense.
- Extensive experience in critical analysis of strategies and objectives and making sound decision on the best option.
- Knowledge of business and management principles involved in research, strategic planning, marketing, resource allocation, human resources, leadership technique and coordination of people and resource.
- Flexible work style, adapting to dynamic work and needs environments.
- Result-Oriented, Self motivated, Apt and Dynamic.

PROFESSIONAL EXPERIENCE**Lecturer****St Paul's University;****Department of Business Studies. September 2015 to date;****Duties & Responsibilities:**

- Prepare course teaching materials and plan for the course outline.
- Teaching and lecture room management.
- Setting and marking course evaluation tools including final exams.
- Moderating departmental exams.
- Assisting coordination of MBA class
- Supervision of MBA dissertations
- Assisting Exams coordination and invigilation for the department
- Supervising undergraduate research projects
- Any other duty given by the management.

Adjunct Faculty**St Paul's University;****Department of Business Studies. January 2014 to September 2015;****Duties & Responsibilities:**

- Prepare course teaching materials and plan for the course outline.
- Teaching and lecture room management.
- Setting and marking course evaluation tools including final exams.
- Moderating departmental exams.
- Any other duty given by the management.

Reconciliation Analyst, Prime-Doc Department;**Barclaycard, Barclays Bank of Kenya Ltd. October 2009-March 2013;****Duties & Responsibilities:**

- Analyze and reconcile daily, weekly and monthly payments for both Kenya and Africa acquire merchants against bank's accounts to calculate the profit or loss gained.
- Identify procedure and policies that may influence performance and recommend correct actions to be taken.
- Analyze anomalous transactions and recommend the best course of actions.

- Analyze and reconcile transactions clearance from various schemes including, Visa, American express and MasterCard.
- Prepare quarterly, semi and annual Training Need Analyzes (TNA) for Prime-doc Department and forward recommendations to Barclaycard, function training manager.
- Advise managers on organizational policy matters such as change implementation and strategies evaluation.

**Supervisor, Merchant Services Department;
Barclaycard, Barclays Bank of Kenya Ltd. January 2008- September 2009;**

Duties &Responsibilities:

- Assisting team leader on team management.
- Assisting team leader in counter checking and authorizing posting of entries to merchants' and bank's internal accounts.
- Conducting root cause analysis of merchants' queries and complaints and giving recommendations to management for implementation.
- Handling all the system rejected transactions (manual and PDQ) and liaising with the system support team to resolve the error.
- Handling the vouchers submitted with error and liaise with the merchants to correct the error and enable processing of the transaction in time.
- Handling complaints and queries raised by merchants and resolving them to their satisfaction.

**Analyst, Investigations Department;
Barclaycard, Barclays Bank of Kenya Ltd. January 2007- December 2007;**

Duties &Responsibilities:

- Handling complaints and queries raised by cardholders and resolving them to their satisfaction.
- Conducting root cause analysis of customer queries and complaints and giving recommendations to management for implementation.
- Investigating and advising the cardholders on any disputed transaction.
- Preparing profit and loss entries to reverse charges on cardholders done in error and advising the cardholders of the same.

**Teacher;
Mema Secondary School. September- December 2005;**

Duties &Responsibilities:

- Teaching and instruction, Biology and Chemistry subjects under 8:4:4 system.
- Patron Christian Union.
- Patron Wildlife club.
- Patron scouts movement.

**Teacher;
Mugiko Secondary School. January – April 2005;**

Duties &Responsibilities:

- Teaching and instruction, Biology and Agriculture subjects under 8:4:4 system.
- Assist in students' guidance and counseling.
- Patron Christian Union.
- Patron scouts movement.

Teacher;**Utugi Secondary School. September- December 2002;****Duties & Responsibilities:**

- Teaching and instruction, Biology, Chemistry and Physics under 8:4:4 system.
- Patron Christian Union.
- Students' counselor.

Administrative Responsibilities at St. Paul's University

- July 2016 to date; Head of Department; Business Studies
- Sep 2016 to date; Senate Member
- Jan 2016 to date: Member of Board of Examiners; Faculty of Business and Communication studies
- April 2016 to date: Exams time tabling; Department of Business Studies
- April 2016 to date: Member of post graduate dissertations examiners board
- Jan 2016 to date: Member of post graduate supervision panel

Post graduate Supervision**Graduated****2017**

- Elizabeth Wairimu Karani: Relationship between Corporate Social Responsibility Activities and Organisational Performance of Manufacturing Firms in Nakuru, Kenya
- Rose Mutinda Makau: The Role of Integrated Human Resource Management Functions on Organizational Performance in Kenya: A Case of International Livestock Research Institute (ILRI)
- Naomi Wangui Gichimu: Leadership Factors Influencing the Performance of Agribusiness Firms: A Case of Frigoken Limited in Nairobi County
- Matheka, Bernard Kioko: Influence of Outsourcing Operational Functions on Product Manufacturing: A Case of Glaxosmithkline Limited, Nairobi, Kenya.
- Stephen Kariuki Ndegwa: Extent of Banks' Agents Financial Competence on Customer Satisfaction: A Case of Equity Bank.
- Jerusha Kananu Kobia: Assessment of Institutional Factors Affecting Employee Performance of Selected Universities in Kenya.
- Irene Loko Musanga: Motivational Factors Influencing Employee Turnover in Non – Governmental Organizations (A Case of Selected Non- Governmental Organizations in Machakos Town)

2016

- Lubasi Rael: Effects of Change Leadership on Employees' Organizational Commitment to Change at African Development Bank in Kenya
- Ngunga M. Nicholas: An Assessment of Factors Influencing Strategy Implementation at Kenya Forest Service, Machakos County

● Ongoing

- Several candidates.

Achievements:

- 2012 October: My team won the Barclays coveted eagle award for the best in team work.
- 2012 February: Won a Barclays bank spot award of best practice.
- 2008: Initiated and coordinated establishment of Kagere Primary School old students' organization with aim of mentoring and helping the current and future pupils.
- 2006: Organized, initiated and facilitated twenty (20) graduates society (BLICE) registered and operational.
- 2005: Prepared Mugiko secondary school students' to participate in science congress for the first time in the school's history.
- 2005: Established a strong and active Christian Union at Mugiko secondary school.
- 2003: Initiated, organized and facilitated establishment of Mahiga University Student's Association (MAUSA).
- 2002: Introduced and facilitate establishment of Christian Union and Scouts movement at Utugi Secondary school.

Other Roles Performed:

- September –October 2006; Support staff, Retail Credit Team, Barclays Bank of Kenya.
- 2000-2006; Organized and coordinated holiday Tuitions for secondary school students in Othaya division.

Community Service:

- Jan 2016 to date: Kiambu Region Bible study coordinator for CITAM Valley road assembly. Overseeing over 30 bible study groups and offering leadership to the same.
- July 2012 to June 2017: Head of Department, Counseling Ministry, CITAM Valley Road assembly. Leading and coordinating counseling ministry in line with Church vision and mission. Liaise ministry with the other church ministries and with church leadership working closely with pastor in charge.
- March 2011 to June 2012: Deputy Chairperson, Counseling Ministry, CITAM-Valley Road. Helping with the leadership of the ministry in fulfillment of the church's vision and objectives. Coordinating various ministry activities including meetings, retreats and counseling sessions.
- 2011-2012: Class representative, Kenyatta University 2010 PhD enrollment (Strategic Management group) city campus.
- March 2008-March 2011: Service leader-counseling ministry, Nairobi Pentecostal Church-Valley Road. Organizing and giving directions to the service team and link them with the Executive committee of the counseling ministry.
- 2006- 2008: Chair Person, BLICE society. Heading the leadership of the society setting the vision, mission and strategies to establish the society with a humanitarian agenda under Christian principles.
- 2003-2006: Time manager and events coordinator, Central Evangelistic Team (Njoro)
- 2002-2006: Bible Study leader-Christian Union, Egerton University.
- 2005: Science congress judge Kiambu District.
- 1996-1999: Prefect/Chair Person/Treasurer and Handball team captain-Nyeri High School.
- 1994-1995: School captain- Kagere primary School,

Interests:

- Training; teaching and instruction, guidance and counseling.

- Reading motivational books and documentaries.
- Current Affairs.
- Traveling and adventure.

REFEREES

Please feel free to contact any of the under mentioned in regard to my competence, work ethic and performance.

Ms Mary Githinji

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St Paul's University- Limuru Campus
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