

# DENBOY KUDEJIRA

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## Summary of Qualifications

- Fourteen (14) years of experience in providing management responsibilities to development programmes
- Over fourteen (14 years) of applying methodologies and approaches for enhancing social accountability and public participation in development programmes
- Extensive skills and experience in implementing effective monitoring and evaluation systems and the generation of published materials documenting outcomes of program services.
- Fourteen (14) years of experience in developing and managing program work-plans, budgets, M&E frameworks for donor-funded development programmes.

## Education

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<b>PhD in Anthropology</b>	<b>From 2018</b>
Memorial University, St. John's, NL <i>Research Interests: Agriculture, Natural Disasters and Humanitarianism</i>	
<b>MPhil in Agrarian Studies</b>	<b>2015 – 2019</b>
University of Western Cape, South Africa <i>Research Focus: Mobility of Zimbabwean migrants into, within and out of the South African Agriculture labor market.</i>	
<b>MA in Sustainable International Development</b>	<b>2007 - 2009</b>
Brandeis University, Waltham, MA, U.S.A <i>Research Focus: Climate change adaptation in West Africa (Burkina Faso and Mali)</i>	
<b>BSc in Environmental Sciences</b>	<b>2000 – 2004</b>
Bindura University of Science Education, Bindura, Zimbabwe <i>Research Focus: Wildlife and Rangeland Management</i>	

## Professional Service

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<b>Regional Program Officer</b>	<b>2013 - 2018</b>
<i>Catholic Agency for Overseas Development (CAFOD), Harare, Zimbabwe</i>	
<ul style="list-style-type: none"><li>• Served as focal officer for the Governance and human rights program in Southern Africa</li><li>• Managed CAFOD-supported programmes, including grants management</li><li>• Provided technical support to implementing partners in Zimbabwe, Malawi and eSwatini. The role involved building capacities of local NGOs in monitoring, evaluating and reporting on grants in line with the principles and standards set in CAFOD's Partnership Policy, guidance and tools</li><li>• Contributed to organizational decision making and growth through developing programme implementations plans and strategies as well as leading fundraising initiatives</li></ul>	
<b>Research and Policy Analyst</b>	<b>2010 - 2013</b>
<i>Poverty Reduction Forum Trust (PRFT), Harare, Zimbabwe</i>	
<ul style="list-style-type: none"><li>• Successfully conceptualized and led projects to advance PRFT's research and evidence based advocacy on pro-poor policy formulation and implementation in Zimbabwe.</li><li>• Led in the identification of strategic approaches to enhance the generation of institutional funding to ensure long-term sustainability of the organization's research and policy advocacy work, including soliciting for funding, and spearheading development of grant proposals to institutional funders and private foundations</li></ul>	

- Provided direct and quality supervision to junior staff members, consultants, interns and volunteers through delegating responsibilities as well as providing regular mentoring and technical assistance.
- Represented the organization at national and international seminars, conferences and other public events.

### **Project Coordinator/Monitoring and Evaluation Specialist**

**2010**

*Africare, Harare, Zimbabwe*

- Provided overall coordination and Monitoring and Evaluation expertise to a multi-million dollar USAID funded agricultural support project in Zimbabwe.
- Developed and managed project work plans and provided excellent team management support to field based Project Officers
- Promptly responded to issues emerging from project implementation and ensured that project budgets and activities complied with Africare and donor requirements
- Forged and maintained effective relationships with a wide range of key stakeholders at national, provincial and district levels, including government departments, funding partners and other NGOs.

### **Program Associate for Southern Africa**

**2009**

*Africare, Washington, D.C., U.S.A*

- Maintained proper and efficient tracking system for country projects to ensure that expenditures and activities were in compliance with donor requirements. This included tracking country programs spending, processing procurements and producing quarterly expenditure reports for all projects in the Southern Africa region
- Maintained regular contact with country offices and ensured timely submission of reports, project documents and other relevant information which helped management to strengthen and expand the Southern Africa regional program.
- Contributed towards the planning and execution of resource mobilization strategies, including the drafting of funding application to institutional donors like USAID and the World Bank.

### **Livelihoods Officer**

**2004 - 2007**

*Practical Action, Harare, Zimbabwe*

- Successfully led the implementation of pilot Community Based Natural Resources (CBNRM), Soil & Water Conservation (S&WC) as well Orphan and other Vulnerable Children (OVC) support initiatives in 2 rural districts of Zimbabwe
- Conducted independent assessments and evaluations, and produced case studies and success stories from community driven livelihood initiatives under my supervision
- Successfully built the organizational skills of community groups through trainings, organizing exposure visits and other learning events

## **Research, Assessments, Evaluations and Similar Professional Assignments**

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**2020/21: Co-Researcher** - Gender analysis and development of gender action plan for the GEF funded ‘Strengthening Biodiversity and Ecosystems Management and Climate-Smart Landscapes in the Mid to Lower Zambezi Region of Zimbabwe (The Zambezi Valley Biodiversity Project).

**2020: Consultant (AXIS Internship Placement Program)** – Development of internal organizational policies (*Occupational Health and Safety (OH&) Policy and Procedures manual & COVID-19 Risk Management Plan*), Rabbittown Community Centre, NL, Canada.

**2019: Lead Researcher** - Baseline Survey (*Title of Project: Building Resilient Initiatives for Development; Good Governance and Empowerment*), Catholic Commission for Justice and Peace (CCJP) Chinhoyi, Zimbabwe

**2011 – 2018: Lead Country Researcher (Zimbabwe)** - Annual qualitative research on Africa Integrity Indicators, Global Integrity

- 2017: Project Manager** - Mid-term Review of justice and peace project (*Title of project: Realising the Potential of the Church: Strengthening Justice and Peace in Swaziland, Funded by Misereor, Caritas Swaziland*)
- 2017: Project Manager** - Final evaluation of women and girls' empowerment project (*Title of Project: Securing the Rights of Women and girls in Karonga*), CCJP Karonga (Malawi)
- 2015: Project Manager** - End of project evaluation of women empowerment project (*Title of project: Strengthening the voice and rights of women in Swaziland, Funded by DFID*). Women and Law in Southern Africa Research and Educational Trust (WLSA) – Swaziland
- 2013: Project Manager** - Baseline survey of women empowerment project (*Title of project: Strengthening the voice and rights of women in Swaziland, Funded by DFID*), Women and Law in Southern Africa Research and Educational Trust (WLSA) - Swaziland
- 2012: Lead Trainer** - Advocacy and Lobbying training for leaders of the Mutare Residents and Ratepayers Association, Poverty Reduction Forum Trust (PRFT) - Zimbabwe
- 2011: Researcher** - Gender Analysis of the 2012 Zimbabwe National Budget, Zimbabwe Women's Resource Centre and Network
- 2011: Team member** - Provision of technical support to the Department of Social Services (DSS) within Botswana's Ministry of Local Government to apply the Sustainable Livelihoods Approach (SLA) to community development, Khanya African Institute for Community Driven Development (AICDD)
- 2006: Team Member** - Transformational Leadership Training of community groups in wards 1, 3 & 4 of Chipinge District in Manicaland Province, Zimbabwe Developing Communities Programme (ZDCP)

## Technical Reviews/Contributions

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- 2019: **Technical Contributor.** Sustainable Development Methodology: Assessing the environmental, social and economic impacts of policies and actions. Initiative for Climate Action Transparency (ICAT), World Resources Institute, and UNEP DTU Partnership, Washington and Copenhagen. <https://climateactiontransparency.org/icat-guidance/sustainable-development/>.
- 2013: **Lead Researcher (Zimbabwe).** Thinking small: Big Ideas from Small Entrepreneurs. Catholic Agency for Overseas Development. <https://cafod.org.uk/content/download/12681/98366/>
- 2013: **Lead Researcher (Zimbabwe).** Setting the post-2015 development compass: Voices from the ground. [https://www.cidse.org/wp-content/uploads/2013/09/CAFOD-Compass\\_report\\_Sept\\_2013.pdf](https://www.cidse.org/wp-content/uploads/2013/09/CAFOD-Compass_report_Sept_2013.pdf)

## Publications

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- Kudejira, D.** (2021). The role of “food” in network formation and the social integration of undocumented Zimbabwean migrant farmworkers in the BloubergMolemole area of Limpopo, South Africa. *Anthropology Southern Africa*, 44:1, 16-32, DOI: 10.1080/23323256.2021.1892498
- Kudejira, D.** (2020). *COVID-19 and The Plight of Informal Cross-border Traders in Zimbabwe. Working Paper. On the Move Partnership.* <https://www.onthemovepartnership.ca/wp-content/uploads/2020/05/COVID-and-ICBT-Working-Paper.pdf>
- Kudejira, D.** (2019). Breaking Down the Binary: Layers of Vulnerability Among Internally and Internationally Mobile Workers in the Context of Southern Africa. *Special issue on Temporary Foreign Workers, (Dalia Gesualdi-Fecteau and Adam Perry Eds.). International Migration.* <https://doi.org/10.1111/imig.12678>
- Kudejira, D.** (2014). *An integrated approach towards moderating the effects of climate change on agriculture: A policy perspective for Zimbabwe.* Future Agricultures Consortium, University of Sussex, Brighton. UK.
- Kalame, F.B., **Kudejira, D.** & Nkem, J. (2011). Assessing the process and options for implementing National Adaptation Programmes of Action (NAPA): a case study from Burkina Faso. *Mitigation and Adaptation Strategies for Global Change* 16, 535–553. <https://doi.org/10.1007/s11027-010-9278-2>
- Nkem, J., Oswald, **D.**, **Kudejira, D.**, & Kannine, M. (2009). *Counting on forests and accounting for forest contributions in national climate change actions,* Working Paper 47. Bogor, Indonesia: Centre for International Forestry Research.

## **Conference/Public Presentations**

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*Layers of Vulnerability among Internally and Internationally Mobile Workers in the Context of Southern Africa.* Webinar presented for the On The Move Partnership. Memorial University. (13 January 2020)

*Border infrastructure and the (il)legality of undocumented Zimbabwean farmworkers in Limpopo.* Paper presented at the Future of Farmworkers in South Africa Conference. University of Western Cape, Cape Town, South Africa (16-18 October 2019)

*Movement of Zimbabwean migrants, into, within and out of the South African farm labour market.* Paper presented at the Annual Conference of the Canadian Association of African Studies (CAAS) 2019. University of Quebec in Montreal (16-19 May, 2019)

*Zimbabwean farmworkers in Limpopo province: The limits of South African land reform: Paper presented at The Rethinking Agriculture: current realities and dynamics of change Conference-Dialogue. Belmont Square Conference Centre, Rondebosch, Cape Town, South Africa. 11-13 October 2016*

*Rethinking Livelihoods and Food Security: The Case of Zimbabwean Migrants Working and Living on Borderline Farms in South Africa.* Poster presented at the World Public Health Nutrition Association's (WPHNA) World Nutrition Congress. Cape Town, South Africa (30 August – 2 September 2016).

*Poverty and Sustainable human development in Zimbabwe:* Public presentation at the 'Food-for-thought' Session at the USA Embassy Public Affairs Section, Harare.

*Environment, Natural Resources and Appropriate Technology:* Guest speaker at the United States Student Achiever's Program (USAP) global conference held at Brown University, USA (29 – 31 May 2009).

*Community based technology development in natural resources management: What works?* Poster presented at the BioVision2008 International Conference in Alexandria, Egypt (12-16 April, 2008).

## **Honors and Awards**

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2019: Research Fellowship, On the Move Partnerships, Memorial University

2012: Africa Based Early Career Fellowship, Future Agricultures Consortium

2015: National Research Foundation Bursary, University of Western Cape, South Africa

2007: Feldman Fellowship, The Heller School for Social Policy and Management, Brandies University, U.S.A

2004: Best student Award, Bindura University of Science Education, Zimbabwe

## **Professional Membership**

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The Canadian Association of African Studies (CAAS)