

**Héritier MUZUNGU**

**Monitoring & Evaluation Professional**

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**Profile Summary**

As a Self-driven and strategic, motivated, and dynamic project management and capacity development professional, I have successfully set objectives that helped me to achieve high performances by working with non-governmental organizations, civil society actors since 2014 and delivering on donor projects and programs within set timelines, scope, and budget for reaching high impact. With over 5 years of successful experience in proposal writing, monitoring and evaluation, field data collections in very remote areas, program coordinating, methodical Market Research to survey customer preferences and statistical data in order to support customers during their decision-making process regarding product designs, prices, and promotions. I am able to analyze autonomously qualitative data, trends, strategies, and competition aiming at increasing competitiveness. Known for developing and implementing capacity building processes through innovative procedures that improve efficiency and effectiveness in all activities of development organizations.

**Key Skills**

- High level management and leadership skills
- Detail-oriented, analytically minded, and multi-tasker.
- Ability to schedule and manage tasks effectively
- Familiarity with CRM programs
- Strong analytical and critical thinking
- Teamwork and motivational
  - Excellent oral and written communication
- Ability to deal with changing priorities
- Good report writing skills

**Languages**

Kirundi: Mother tongue  
French: Excellent  
English: Advanced  
Swahili: Beginner

**Software**

- Pack MS Office (PowerPoint, Word, Excel)
  - SPSS (Data analysis)
- Logframer (design and project management)
- Mentimeter (Data Visualization & Online interaction)
  - Infogram (Data Visualization)
- Monday.com (Projects Planning and implementation tool)

**Professional Experience**

**1. Part time roles**

**Organization: Africa Label Group SA (ALG)**

**Period: July. 2023-Present**

**Research and Business Development Consultant • Remote Position (Part Time)**

- Collaborate on the formulation of solutions to market opportunities in specific areas ;
- Look for market opportunities;
- Intervene as project lead on missions.
- Manage research projects and ensure timely, efficient delivery of data and analysis;
- Identify key business questions and develop related research methodologies ;
- Develop data collection plans, customizing approaches to different sectors and market segments;
- Collaborate with research team members to ensure accurate data collection, cleaning, and analysis
- Manage project budgets, timelines, and ensure goals are met within the timeframe;
- Contribute ideas and insights to enhance research methodologies for improved data quality
- Work with internal key staff to manage client communication from project inception through project completion

**Organization: The Kaizen Company-USAID New Partnerships Incubator Initiative (NPII)**

**Period: August. 2022-Present**

**Burundi Monitoring, Evaluation and Research Consultant • The USAID New Partnerships Incubator Initiative (NPII) • Remote Position (Part Time)**

- Work with the remote consultant and local consultant(s) to conduct a public awareness campaign and identify organizations to be included in the landscape assessment.
  - Under the direction of the lead consultant and according to an agreed schedule, conduct interviews with local organizations based on the client-approved protocol.
  - Sectors include peacebuilding, democracy, human rights, and governance; economic growth; education; health and social services; and humanitarian aid.
  - Organizations include non-governmental organizations, civil society organizations, faith-based organizations, and private sector companies.
- Send raw interview data and relevant notes to the team leader and other members of the consultancy team on a daily basis, ensuring accuracy of content and verifying the accuracy of all referenced information;
- Participate in the final written analysis, ensuring accuracy of content and verification of all referenced information.
- Assist with the final written analysis, ensuring the accuracy of the content and verification of all referenced information.
- Meet tight deadlines according to client's requirements;
- Coordination with different organizations to ensure a high level of data and maximize client satisfaction.
- Analyze data to anticipate and recognize concerns, issues and problems, then propose solutions.
- Carry out audits to verify the accuracy of various reports and files uploaded by customers, where appropriate.
- Provide suggestions and assistance in the preparation of reports to the company's senior management.

- Analyze and review ticket documentation for accuracy, instructing team members as necessary.

### **Period: December. 2022-To date**

#### **Partnerships Manager • Young PeaceBuilders • Remote**

- Lead the implementation of the Young PeaceBuilders partnership strategy, based on the Global Partnership Framework and context;
- Participate in any partnership working groups that will support the development and operationalization of the partnership strategy;
- Keep abreast of current trends in partnerships and share knowledge gained with the Country Management Team (SMT) and others, as well as with regional and global partnership correspondents;
- Lead the process of developing systematic approaches to partner selection, and in the identification and pursuit of strategic partnerships;
- As part of the strategy, clearly articulate a vision for Young PeaceBuilders partnerships, and help promote this vision to Young PeaceBuilders staff and partners;
- Actively engage in the SC Global Partnership Communities of Practice and liaise with the Partnership Working Group.

#### **Specific M&E Assignment**

- Collect data on a regular basis to measure achievement against the performance indicators.
- Check data quality with partners.
- Maintain and administer the M&E database; analyse and aggregate findings.
- Support project progress reporting, project mid-term review and final evaluation.
- Identify areas where technical support to project partners is required. Organize refresher training on M&E for partners as required.
- Identify lessons learned and develop case studies to capture qualitative outputs of the project. Provide advice to the supervisor on improving project performance using M&E findings.

### **Period: January. 2023-Present**

Business and Strategy Development Manager • Menya Accelerator (Menya Program) • Remote Position (Part Time)

#### **Program Management**

- Manage Menya Accelerator operations and country teams
- Lead the monitoring and evaluation program with the support of the Operations Coordinator
- Develop a comprehensive business development strategy that aligns with our mission and values and supports the growth of our education programs and initiatives.
- Identify new funding opportunities and partnerships that can support the growth of our education programs and initiatives.
- Conduct market research and analysis to identify new business opportunities and emerging trends in the education sector, including the use of technology and other innovative approaches.
- Work closely with the Education Programs team to develop and evaluate new education programs and initiatives that meet the needs of our beneficiaries and contribute to their long-term success.
- Identify potential partners and take a lead role in negotiating team agreements as appropriate.
- Develop and maintain relationships with key stakeholders, partners, and donors to support business development activities and advance our mission and values.

#### **New Business, Process Management, and Improvement**

- Under direction of the CEO, manage the overall business development process at SBG to ensure streamlined and efficient delivery of new business concept notes, proposals, and other related deliverables. Lead adjustments to process as needed.
- Provide oversight and quality assurance for the new business pipeline tracker.
- Develop and improve tools, templates, and guidelines for Sustainable Business Group (SBG) to effectively implement and lead on business development efforts.
- Tracks compliance with Menya controls and proposal processes and procedures, troubleshooting issues as needed.
- Develop and roll out new business trainings to staff, such as proposal coordination, management, and pricing. Serve as a mentor to other SBG team members, providing strategic guidance and support on upholding Menya business development standards.
- Work closely with Directors to coordinate resources for Business Development (BD) efforts.
- Liaise with other Menya Accelerator Business Development Managers to assess cross-organizational new business opportunities, initiatives, and systems to support improved coordination, collaboration, and knowledge sharing at Menya Accelerator.

#### **Analysis & Reporting**

- Lead in the tracking and reporting of all new business activity, using Menya Accelerator's CRM and other tools as required.
- Work with the Director of Finance to report forecasted new business activity into SBG's unbooked financial projections.
- Provide weekly update to SBG on new business activities.
- Conduct analytics on new business activity.

**Marketing and Proposal Development**

- Support Managers and Directors with content development and process management to formulate new product and service marketing pitches, concept notes and expressions of interest
- Serve as Manager, Pricer, Coordinator or other roles on individual opportunities
- Use knowledge and understanding of SBG's services to provide input and writing to various sections of technical proposals and pitch decks, including context and background, methodology, approach, etc.
- Support quality of financial proposals, including leading pricing strategy, conducting QA/QC budget reviews, and providing financial proposal approvals, where appropriate
- Participate in pitches and presentations in support of lead and proposal development
- Supports strategic planning for and conducts "reconnaissance" trips to countries to market and prepare for new proposals
- Represent SBG at conferences and other events as relevant

**Grant Monitoring and Evaluation Responsibilities**

- Improve the way staff capture, access, and use grant making information to enhance programmatic and operational decision-making, produce accurate reports of grant making results, enhance grantee/grant seeker relationships, and enable learning; enhance supporting systems and tools.

**Organization: Menya Accelerator**

**Period: January-December 2022**

Monitoring & Evaluation Program Manager • Menya Project • Remote Position (Part Time)

- Develop monitoring and impact indicators for the project success;
- Conduct a baseline for the project and update the M&E framework to inform the project;
- Coordinate regular data collection processes and ensure the data collected are of a good quality;
- Monitor and evaluate overall progress on achievement of results;
- Monitor the sustainability of the project's results;
- Provide feedback to the Project Manager on project strategies and activities;
- Suggest strategies to the Project Management for improving the efficiency and effectiveness of the project by identifying bottlenecks in completing project activities and developing plans to minimize or eliminate such bottlenecks;
- Support and lead the design of the one-year strategic plan for Menya Accelerator;
- Prepare and maintain project's databases;
- Support program managers in the formulation of key objectives and key milestones for their programs;
- Design the scalability model from the lessons of the pilot programs;
- Lead the process of writing the final report, ensuring the accuracy of the content and verification of all information provided;
- Provide input and update information related to project outcome on the Menya Accelerator website.

**Specific Evaluations Assignment**

- Conduct a baseline study of the "Menya Bootcamp" project to establish the baseline data for the youth empowerment project;
- Supervised data collection work and ensured data quality via Kobo Toolbox;
- Conducted focus group discussions and ensured that data transcriptions were completed and of good quality;
- Led data processing, analysis standardization and technical report writing to communicate findings conclusions;
- Analyzed data as part of the reporting process;

**Organization: Libraries Without Borders/Bibliothèques Sans Frontières**

**October– December 2019**

Youth empowerment expert (Part Time role) • Libraries Without Borders-UNICEF • Bujumbura & Rumonge, Burundi

- Collect data on consumers, competitors and marketplace and consolidate information into actionable items, reports, and presentations;
- Understand business objectives and design surveys to discover prospective customers' preferences;

- Compile and analyze statistical data using modern and traditional methods to collect it;
- Perform valid and reliable market research SWOT analysis;
- Interpret data, formulate reports, and make recommendations;
- Use online market research and catalogue findings to databases;
- Provide competitive analysis on various companies' market offerings, identify market trends, pricing/business models, sales, and methods of operation;
- Evaluate program methodology and key data to ensure that data on the releases are accurate and the angle of the release is correct;
- Remain fully informed on market trends, other parties research and implement best practices.

## 2. Full time roles

**April 2023 – Today**

**Projects and Partnership Manager • Street Child • Bujumbura, Burundi**

### **New business development**

- Become and remain knowledgeable about the programs generally, but specifically those in the area of primary responsibility;
- Analyze RFPs and other solicitation documents to recommend approaches and the organization's response;
- Conduct field and other program design and proposal capture/response research, drawing also on other staff to assist
- Manage and be the lead writer on proposal teams
- Identify emerging opportunities for the organization
- Lead capture trips
- Maintain and keep up to date relevant capability statements and past performance references
- Develop a growth strategy focused on the local and global context;
- Conduct research to identify new areas of fundings;
- Arrange business meetings with prospective donors;

### **Projects management**

- Support the partner in the implementation and monitoring of operational, administrative, and financial management tools for the project (operational and budgetary planning, reporting, management of project human resources, etc.), particularly in relation to Burundian legislation, partner and Street Child procedures and donor requirements
- In support of the Burundi Accountant, supervise and support the respect of administrative and financial procedures in the preparation and implementation of activities (e.g., donors' and Street Child's requirements monitoring of the elaboration of ToRs, activity reports, procurement procedures etc.)
- Support partners in the development of monitoring and evaluation tools, including digital monitoring, and provide training and support to project staff in the use of these tools
- Accompany and monitor partners in the launch of projects and in the implementation of the project, respecting the operational and budgetary planning, and ensure that all activities are carried out according to the projects' DTF
- Conduct regular joint monitoring visits of project implementation
- Monitor together with partners the achievement of performance indicators, analysis, and reporting
- Accompany partners in the development of intervention strategies for project implementation, including those related to beneficiary support
- Monitor and synthesize partner reports and write external reports for headquarters and donors
- Organize continuous training and coaching of partners and the project team in various topics necessary for the successful implementation of the project, with particular sensitivity to gender and environmental dimensions.

### **Localisation and partnership**

- Provide outreach support to partner institutions and staff, with a particular focus on skills transfer, and ensure ongoing training and coaching
- Deploy Street Child's proven approaches to education and child protection, organize training for partners on these approaches and ensure that they are properly implemented
- Identify institutional, organizational, and operational capacity building needs with partners, and then organize training and capacity building sessions
- Coaching partners in their Organizational Development journey following Street Child's Organizational Development Model, including the implementation of their performance improvement journey
- Encourage partner initiative and creativity
- Explore opportunities for new partnerships, and initiate the signing of Partnership Agreements, including conducting due diligence, monitoring the implementation of due diligence report recommendations, and tri-annual evaluation

- Lead the roll-out of the Code of Conduct and ensure that child protection and safeguarding policies are adhered to at all times in all projects, by all stakeholders, and for all staff and beneficiaries.

**Sept. 2022 – March 2023**

**Humanitarian Program Plan (HPP) & From Violence to Peace program • Christian Aid • Bujumbura, Burundi**

**Carry out Christian Aid Burundi's From Violence to Peace program situational analysis**

- Review existing partnership and stakeholder assessment and management documents.
- Carry out current From Violence to Peace Program partnerships inventory and opportunities.
- Drawing an assessment tool as required.
- Identifying local organizations (faith-based organizations, Community-Based Organizations,) of the process.
- Scheduling sessions with the identified organizations participants.
- Documenting the current Christian Aid Burundi's From Violence to Peace program partnership situational analysis.

**Development of a Partnership Strategy within the following activities:**

- Draft partnership identification and mapping process.
- Develop partnership strategy and Implementation tools.
- Develop policies and procedures on partnership and stakeholder engagement in alignment with Christian Aid policies and procedures.
- Develop work plans and reports for strategic partnerships.
- Induct Christian Aid Burundi's From Violence to Peace program staff to the developed strategy and implementation tools.

**Sept. 2019-August. 2022**

**Project Officer Youth & Gender (M&E Focal Point) • Christian Aid • Mwaro, Ruyigi, Cankuzo & Rutana, Burundi**

- Consistently met my short and long-term targets;
- Successfully oversaw the process of beneficiaries' identification;
- Provided strategic and technical support to sub-contractors in the area identification of women economic empowerment, youth-led organization, vulnerable peoples
- Coordinated monthly data collection sessions around gender and GBV, women and youth empowerment, safeguarding and accountability
- Organized regular reflection sessions aiming at learning and adaptation of gendered interventions;
- Worked with other departments to develop budgets and plans for the program;
- Organized and facilitated quarterly project coordination meetings;
- Evaluated and assessed the programs' strengths and weaknesses together with Local Implementing Partners;
- Successfully managed a wide range of Local Implementing Partners (5 local partners) in the areas of Social Cohesion, Income Generating Activities, Livelihoods, Child Protection and Safeguarding in four provinces (Rutana, Mwaro, Ruyigi & Cankuzo);
- Processed a range of project documentation on gender and shared project achievements with key stakeholders

**Specific M&E Assignment**

- Conducted operational research on Village Savings and Loans Associations (VSLA) approach to assess the impact of the Graduation Model on project participants. This was done through a data collection on field.
- Co-piloted a gender analysis evaluation by identifying, understanding, and describing the relevance of gender roles and power dynamics within the local communities through a data collection process on field, data cleansing and analysis and report writing;
- Supervised data collection work and ensured data quality via Kobo Toolbox;
- Conducted focus group discussions and ensured data transcriptions are completed and of a good quality;
- Led data processing, analysis normalization and writing of technical reports to communicate results findings;
- Analyzed data in the report process;
- Participated in the report writing for the development of a comprehensive gender strategy

**July 2018-August 2019**

**Capacity Building and Learning Officer • Village Health Works • Bururi, Burundi**

- Oversaw training processes with all the opportunities VHW programs;

	<ul style="list-style-type: none"> <li>→ Coordinated the Training Needs Assessments for Staffs and Communities;</li> <li>→ Analyzed the data and recommended relevant trainings for staff and communities (agriculture, health, gender, education, Income Generating Activities,);</li> <li>→ Managed the design of trainings curricula, training support tools;</li> <li>→ Accurately handled the adaptation and translations of training tools into the local context and capacity building needs</li> <li>→ Supervised and delegated training activities to a team of 5 people</li> </ul> <p><b>Specific M&amp;E Assignment</b></p> <p><b>Monitoring, Evaluation duties</b></p> <ul style="list-style-type: none"> <li>→ Maintain data collection tools for training actions and contribute to the establishment of a system for monitoring and evaluating training;</li> <li>→ System design via creation of an integrated logical framework, performance management framework, indicators tracking table and detailed implementation plan to track progress of projects objectives;</li> <li>→ Creation of tools to support collection of data at different levels of results (outputs and outcomes);</li> <li>→ Created and monitoring of beneficiary database to assist in regular program reporting both internally and externally (donors, partners, and government's stakeholders);</li> <li>→ Training team members on the tools used in regular data collection activities.</li> </ul> <p><b>Co-Investigator, Quasi-experimental (Difference-In-Difference) evaluation to measure impact of an integrated 360° program within Village Health Works (VHW) catchment area, March-April 2019</b></p> <ul style="list-style-type: none"> <li>→ Created protocols related to Women Economic Empowerment, Youth, Gender, Agriculture, and Economic Development indicators;</li> <li>→ Supervised field works and ensure data quality via KoboToolbox;</li> <li>→ Transcribed data collected and ensured the standards and operations around this are respected;</li> <li>→ Conducted focus group discussions within Village Health Works catchment area;</li> <li>→ Support in data processing, analysis normalization and writing of technical reports to communicate results findings;</li> <li>→ Analyzed data using advanced statistical techniques to draw inferences of population.</li> </ul>
<p><b>Evaluated projects and programs</b></p>	<ul style="list-style-type: none"> <li>→ Initial evaluation, updating of indicators and targets of the logical framework of the project "<b>Amélioration des perspectives de génération de revenus et l'autosuffisance des jeunes à travers la formation professionnelle et un renforcement ciblé des capacités</b>", Bujumbura, Bujumbura Marie, Association for Reproductive and Family Health (ARFH)- Fondation Carpe Vitam International, June 2022;</li> <li>→ Accompanying/mentoring young people in VICOBA groups to implement income-generating activities as part of the "<b>Rwaruka, Haranira Iterambere</b>" project, Bukinyanya, Cibitoke, for Bold Generation, February-March 2022;</li> <li>→ Final evaluation of the project "<b>Autonomisation des jeunes par des activités génératrices de revenus et accès au crédit rural</b>", Kayanza et Gitega, Ejo Youth Empowerment (EYE)-OXFAM, December 2021;</li> <li>→ Accompaniment and coaching of VSLA groups in the design and implementation of income-generating activities and financial intermediation as part of the "<b>Jeune, mettons-nous au travail et développons notre pays</b>" project, Isale, Bujumbura, Jeunesse au Service d'Un Burundi Meilleur (JSBM)-KIYO, April-June 2020;</li> </ul>
<p><b>Education</b></p>	<p><b>September 2022-To date</b> Master's in International Cooperation and Humanitarian Aid • Kalu Institute • Online Course</p> <p><b>November 2017</b> Bachelor of Law • University of Burundi • Bujumbura, Burundi</p>
<p><b>Additional trainings</b></p>	<ul style="list-style-type: none"> <li>→ Training on monitoring and evaluation techniques, July 2018-Nov.2019, Kigutu M&amp;E Institute;</li> <li>→ Training on Project Management I: Logical Framework Approach, Sept-Dec 2021, KALU Institute;</li> <li>→ Training on Evidence for Development for Professionals (Ev4Dev) in development and Humanitarian programmes, Christian Aid &amp; The Open University, Dec. 2021-April. 2022</li> <li>→ Training of trainers on the USHIFT methodology for youth empowerment, August 2019, UNICEF Burundi-Bibliothèques Sans Frontières (BSF);</li> <li>→ Training on community mobilisation techniques. 24 - 28 April 2017, RET International-UNICEF Burundi;</li> <li>→ Training on the Men as Partners (MAP) approach. 29 Nov - 02 Dec 2016, APFB/UN-WOMEN;</li> <li>→ Training of Trainer in Global Financial Education and Andragogy. Certified Trainer Level 1 in Francophone Africa Region. 19-23 July 2016, CGAP/ADA-AFMIN/World Bank;</li> <li>→ Training of Trainers on Life Skills. 24 - 30 Nov. 2014, RET International-UNICEF Burundi;</li> </ul>
<p><b>Proposals writing &amp; Fundraising experience in:</b></p> <ul style="list-style-type: none"> <li>→ Women Economic Empowerment (WEE)</li> </ul>	<ul style="list-style-type: none"> <li>→ Project « <b>Ensemble pour la protection de l'Enfant : la protection de l'enfant est améliorée grâce au renforcement de système communautaire de protection de l'enfant et réduction des risques de protection</b> », Street Child UK in Burundi, approved UNICEF, May 2023</li> <li>→ Project « <b>BAKENYEZI, KENYERERA AMAHORO</b> », Christian Aid Burundi, UNPBF, October 2022.</li> </ul>

<ul style="list-style-type: none"> <li>→ Gender Equity and Social Inclusion (GESI) <ul style="list-style-type: none"> <li>→ Peacebuilding</li> <li>→ Resilience</li> <li>→ Youth participation</li> <li>→ Capacity development</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>→ Project « <b>Better World, BIRATURABA II</b> », Christian Aid Burundi, funded by the Irish Aid, september 2022.</li> <li>→ Project «<b>Investing in Early Years and Fertility in Burundi (NKURIZA)</b>» for Christian Aid Burundi-COPED and Action Aid, funding process underway by The World Bank, August 2022</li> <li>→ Project « <b>Contribuer à accroître la participation féminine dans le processus de prise de décision et de consolidation de la paix</b> » : ISANZURE UHARANIRE AMAHORO Christian Aid Burundi, funded by UN WOMEN, January 2021 ;</li> <li>→ Projects « <b>Lutte contre les Violences Sexuelles et Basées sur le Genre en milieu scolaire</b> » (Phase I &amp; II) in Rutana, Gitega &amp; Karuzi for the Association pour la Promotion de la Fille Burundaise (APFB) funded by UN WOMEN, 2016 &amp; 2017 ;</li> <li>→ Project « <b>Mobilisation des jeunes pour la paix</b> » in the provinces of Muyinga, Makamba, Gitega &amp; Karuzi for the Association pour la Promotion de la Fille Burundaise (APFB) funded by UN WOMEN, 2016 ;</li> <li>→ Project «<b>Development of potato seed quality-based innovations for small scale farmers in the three provinces surrounding Bujumbura town in Burundi</b>» for Innovative Technology development for Rural Entrepreneurship Center (ITEC) funded by WOTRO Science for Global Development, 2014;</li> </ul>
<b>Publications</b>	<ul style="list-style-type: none"> <li>→ Odjidja, Emmanuel Nene, Gatasi Ghislaine, Hakizimana Sonia, Masabo Jean-Berchmans, MUZUNGU Héritier, Irakoze Gildas, and Murorunkwere Honorine. <i>Quasi-Experimental baseline to establish major maternal and child health indicators ahead of an integrated intervention implementation</i>, MI: Inter-university Consortium for Political and Social Research, 2019-09-28. <a href="https://doi.org/10.3886/E112101V1">https://doi.org/10.3886/E112101V1</a></li> <li>→ NUTN-D-20-00236R2  Infant and Child health status ahead of implementation of an integrated intervention to improve nutrition and survival: A Baseline Cross-sectional Assessment  Emmanuel Nene Odjidja, MSc; Sonia Hakizimana, BSc; Ghislaine Gatasi, MBBS, MPH (c); Jean-Berchmans Masabo, Ing (Ag); Gildas Irakoze, MSc; Héritier Muzungu, BSc; Honorine Murorunkwere, MSc; Leila Raissa Ngabirano, BSc; Mahmoud Elkasabi, PhD; Barbara De Courten, MD, PhD, MPH, FRACP  BMC Nutrition. <a href="https://bmcnutr.biomedcentral.com/articles/10.1186/s40795-020-00372-5">https://bmcnutr.biomedcentral.com/articles/10.1186/s40795-020-00372-5</a></li> </ul>
<b>References &amp; Contacts</b>	<ol style="list-style-type: none"> <li>1. Sylvie Doutriaux, Acceleration Services Advisor, The Kaizen Company-USAID Partnerships Incubator, Bangkok  Relationship to Candidate: Current Collaborator at The Kaizen Company-USAID Partnerships Incubator  E-mail: <a href="mailto:sdoutriaux@partnershipsincubator.com">sdoutriaux@partnershipsincubator.com</a></li> <li>2. Gildas IRAKOZE, Project Manager, Libraries Without Borders, Bujumbura, Burundi  Relationship to Candidate: Former Collaborator at Village Health Works  E-mail: <a href="mailto:gildas.irakoze@bibliosansfrontieres.org">gildas.irakoze@bibliosansfrontieres.org</a>,</li> <li>3. Hughes Hardy RUREMESH, CEO, Jeunesse au Service d'Un Burundi Meilleur (JSBM), Bujumbura  Relationship to candidate: Collaborator on evaluations (USAID, internal)  E-mail: <a href="mailto:jsbm.association@gmail.com">jsbm.association@gmail.com</a>/<a href="mailto:hardyysbb@gmail.com">hardyysbb@gmail.com</a></li> </ol>

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Date: September 15, 2023

Signature:

