

## DR. PURITY KITHIRU GITONGA (PHD)

### PROFESSIONAL OBJECTIVE

To play a significant role in national and global affairs through education, training and research in matters ethics, governance and leadership and to strengthen gender expression and democratic institutions.

### SUMMARY OF CREDENTIALS

- Wide experience and expertise in Ethics, Leadership and Good Governance with over 20years work experience at senior management level
- Qualified Human Resource Management professional - served as the Human Resources Manager at the Ethics and Anti-Corruption Commission, Member Human Resource Committee - Kenya Methodist University and member HR committee of the Methodist National Conference Office.
- Management experience: Council member of Kenya Methodist University and member of various high profile organizational committees such as the Organizational Structure Committee, Job Evaluation Committee, Training and Development Committee, Tender Committee, Disciplinary Committee, Donor Funding Committees and Strategic Planning Steering Committee.
- Served as Member of the National Curriculum Reform Steering Committee charged with the responsibility of revision of the current Education Curriculum in Kenya.
- Wide-ranging experience in curriculum design and development on governance and anti-corruption for EACC, Kenya School of Government and KICD
- Meticulous trainer and experienced resource person in many local and international forums on Ethical Leadership, Governance, Organizational Culture Change, Emotional Intelligence, Professional Ethics & Personal Development.
- Wide experience in designing, managing and coordinating capacity building programmes and resource mobilization and utilization of Developing Partners Funds such as GJLOS, UNDP and AD, GIZ Funds.
- Established author for reference materials, training manuals, source books, teaching and learning materials on integrity and governance, drug abuse, life skills, stress management among others.
- Guidance and counselling professional - served as committee member responsible for the drafting of the Policy Framework and Implementation Guidelines for Guidance and Counselling in Education - Ministry of Education 2003.
- Knowledge in Research, Data Collection and Report Writing.
- Served in Schools Board of Management as Vice-Chairperson- Uruku Girls Secondary School; Board member St Mary's- Egoji Girls., Nkuene Boys High School.

### Key Skills:

#### Tools

**Applications:**  
MS Office suite,

#### **Writing Skills:**

Proposal writing,  
Article writing,  
Resource and  
Advocacy  
materials.

#### **Key**

#### **Competencies:**

Leadership  
Public Speaking  
Presentation  
Administration  
Creative  
thinking- script  
writing

## EDUCATION & TRAINING

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<b>Doctor of Philosophy in Business Administration Studies -Human Resource EI &amp; Leadership</b> University of Nairobi	<b>2012</b>
<b>Master's Degree in Education</b> University of Nairobi	<b>Jan 1997 – Dec 1999</b>
<b>Bachelor of Education –(Arts )</b> Kenyatta University <i>Graduated with a 2<sup>nd</sup> class Upper</i>	<b>Jan 1983 – Dec 1986</b>
<b>Diploma in Human Resource Management</b> Kenya Institute of Management	<b>2007</b>

## SHORT COURSES UNDERTAKEN

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- 1. OECD Course on 'Investigative Techniques for the Effective Use of Banking Information.'** By: OECD International Academy – Italy for Tax Crime Investigations October 2020
- 2. Corruption Prevention and Governance:** Administrative Control Authority (ACA) of Egypt February 2020
- 3. Financial management for Non -Finance Managers ESAMI Arusha 2019**
- 4. Strategic Policy planning for Public Service June 2017**  
ESAMI, Kampala
- 5. Corporate Governance February 2015**  
Corporate Governance Centre, Nairobi
- 6. Strategic Leadership Development Programme; May to June 2014**  
Kenya School of Government,
- 7. Accelerated Leadership Seminar September 2013**  
Haggai Institute, Hawaii USA
- 8. Governance, Ethics and Anti-Corruption Studies May 2011 - July 2011**  
Marquette University and Aspen Centre of Government, USA and Ghana
- 9. Certificate in Ethics, Governance and Anti-Corruption Studies June 2009**  
ESAMI
- 10. Certificate in Leadership Studies November 2008**  
S-A-L-T Institute
- 11. Combating Corruption in the Delivery of Infrastructure Services, September 2006;** Loughborough University, UK
- 12. Certificate in Ethics, Leadership and Governance & Anti-Corruption Issues May 2006**  
Egerton University and KACC, TRAG Programme
- 13. Certificate in Peace Education and Communication Techniques April 2002**  
Negev Institute (Israel)
- 14. Guidance and Counselling**  
Jamaica, 2004; British Association of Counsellors 2009 – NCKK

**Areas of specialization and Training:**  
Ethical Human Resource Management, Ethical Leadership; Ethics in the workplace, Governance; Organizational Culture Change, Emotional Intelligence in the Workplace  
Resolving Ethical Dilemmas  
Counseling, Stress Management, Curriculum Design and Development  
Understanding Self, Positive Parenting

### Personal Attributes:

Purposeful  
Focused  
Proactive Results-oriented  
Hardworking  
Self-driven  
Calm  
Team Player

- 15. **Trainer of Trainers:** Tax Academy-Africa; Kenya Institute of Curriculum Development; ACPU & NIAca-EACC
- 16. **Discipline Management, termination and Dismissals Seminar** – Anderson Human Capital, 2014
- 17. **Human Resources Executive Symposium-** AMC International, 2014

**PAPERS PUBLISHED/PRESENTED AT NATIONAL AND INTERNATIONAL CONFERENCES**

- **Promoting Accountability in Public Sector Institutions and the Fight Against Corruption in Pursuit of Sustainable Development** Paper presented during the AAPAM Conference, at the Kenya School of Government, Mombasa- 15th to 19th November, 2021
- Ethics and Values in Decision Making: **Kengen- G4G Mentorship session 6; 20<sup>th</sup> August 2021**
- Presented a Paper on **The Character of the Human Resource & the fight against Corruption on 26<sup>th</sup> May 2021** during the IHRM Virtual Conference.
- Kenya Broadcasting Corporation (KBC) Channel 1-TV. Guest Speaker on 5th January 2021 on the topic **“Women and Good Governance in Kenya”**
- Initiated and organized a very successful International Virtual Conference on 5th November 2020 on the theme: **Culture Change: the Centrality of Leadership in fostering a culture of Integrity in Public Administration.**
- Initiated and organized a very successful International Virtual Conference on 21<sup>ST</sup> July 2020 on the theme: **Promoting Ethics, Integrity, Transparency and Accountability in Public Administration during the COVID-19 Period and Beyond.**
- Presented a paper on **‘Anti-corruption initiatives in Kenya’** under the Theme: Promoting Effective , Ethical, Transparency In Local Public Institutions in Africa on the 23rd -28th November 2020 during the 4th Edition of Territorial Managers and Training Institutes in Africa 9 (Virtual International Conference)
- Key Speaker during the ACCA Virtual Conference on the topic: A Firm Accountant: **An Accountant of Character .**
- Speaker during the Strathmore University Ethics and Integrity Week Conference on the **Theme: ‘Promoting Ethical behavior; Be Good, Do More, Fight Corruption** held 16<sup>th</sup> to 20th November 2020
- Presentation on **‘Response to Corrupt and Unethical Conduct** during COVID 19 Pandemic’ 1st Virtual Conference by National Integrity Academy on 21<sup>st</sup> July 2020.
- Presentation on **‘Navigating Ethical Issues in the management of Human Capital during the COVID-19 Period’.** Paper presented during the Human

Action Oriented  
Leader  
Team player  
Good  
communicator

**Nationality:**  
Kenyan

**Languages:**  
English, Kiswahili  
Kimeru

**Hobbies/  
Interests:**  
Travelling  
Community  
Service  
Reading

Resource Virtual Conference organized by Kenya School of Government and IHRM on 29<sup>th</sup> June 2021.

- Published paper on **'Heralding Character Education: The Role of integrity Clubs in Kenya; 2019.**
- Published Paper and Presentation on **'Efforts in the establishment of a moral and ethical Culture in Kenya's Public Administration: The Missing Link-** during the Asian Association of Public Administration (AAPA) international Conference in Yogyakarta- Indonesia- March 2018.
- Empowering Women Towards Economic, Social And Political Transformation organized by Meru County Twaweza Programme. **Presented a paper on Women and integrity 8<sup>th</sup> June 2018.**
- **A Kenyan perspective on Inclusive Education for a Transformed Nation: Reality versus Objectives.** Published by Association of African Public Administration and Management (AAPAM)
- **Guest of Weru TV - Nkatha Cietu – A Women Empowerment Programme.**
- Published Paper on **'Combating Corruption and Unethical Conduct through Education'** Published by the International Journal Of Humanities & Social Studies (ISSN 2321 – 9203.
- Public Lecture at South Eastern Kenya University, 15<sup>th</sup> June 2017. **Topic: Integrity in Leadership.**
- The 9<sup>th</sup> Annual Kenya National Secondary Schools Student Leaders Conference - Bomas of Kenya, 12<sup>th</sup> **April 2017.** Topic: **Integrity in Leadership for Social Justice.**
- Kenyatta University Students Conference - Mombasa 2016. Topic: **The critical element of Integrity in Leadership: A Case of student Leadership.**
- Kenya Institute of Curriculum Development -Curriculum Reform Conference. Theme: **Learning to Live Together in Kenya through History Education 27<sup>th</sup> to 29<sup>th</sup> September 2016;** Sagana Getaway Resort.
- Kenya Institute of Curriculum Development -Curriculum Reform Conferences: **Role of Education in fostering ethics and Integrity in society.**
- **Combating Corruption and Unethical Conduct through Education'** Paper Presented during 'The Kenya Institute of Curriculum Development Conference on Emerging Issues', 28<sup>th</sup> January 2014.

- Presentations to the Korean Mission; Presentations to the: Kenya Mission to the UN; 28th October 2016: **Towards a Corruption Free Institution**; Puntland Good Governance and Anti-Corruption Commission, South Sudan and Liberian Delegations on the topic: **The Role of Education, Training and Public Awareness Department in Anti-Corruption Efforts in Kenya** and Zanzibar
- Evangelical Alliance of Kenya National Convection at Kenyatta International Conference Centre from the 1<sup>st</sup> to 3rd December 2015 on the topic: **From Now On --- Fighting Corruption in Our Nation.**
- Kenya Revenue Authority: Regional Heads Corruption Prevention Committee **The role of leadership is creating an Ethical Organizational Culture.**
- African Association of Public Administrators and Managers, March 2015, Kingdom of Morocco. Presented a paper on **'Institutionalizing Ethical Conduct and Integrity in the Public Sector – Theme: "Effective Partnerships for Citizen Centred Sustainable Development.**
- AAPAM Young Professionals Conference, Kenya School of Government, 2014. Presented a paper on: **Personal Branding in the Public Service: the need for integrity.**
- Kenya Institute of Curriculum Development Conference, January 2014 on emerging Issues in the curriculum. Presented a paper on: **Mainstreaming Integrity Issues and Good Governance in the Curriculum.**
- *E-Learning Conference - 30<sup>th</sup> July 2013 Safari Park, Nairobi. Presented a paper on 'Technology and Character Education: Promise or Peril'*
- African Association of Public Administrators and Managers, November 2013, Kigali, Rwanda.
- National Leadership and Integrity Conference 12<sup>th</sup> June 2013 at the Kenya School of Monetary Studies.
- International Conference on Corruption: A threat to Justice and Sustainable Peace in Africa organized by the Catholic University of East Africa 2010: Presented a paper on **'Education and Corruption'**
- 1<sup>ST</sup> Conference of Meru Women in Diaspora in the USA, Dallas TX in 2010. Presented a paper on: **Paradigm Shift in Meru traditions (in reference to – marriage, dowry, language, naming a child, male circumcision ceremonies and others) ensuring the health and well-being of Meru women.**
- International Association of Counsellors Conference- Warwick University – Britain- 2009 focussing on Social Transformation –Presented a paper on: **Integrity in the Family.**

- Study tour to China’s Commission for Discipline and Inspection and Committee on Corruption and Best Practices, 2010.
- International Association of Counsellors Conference, Jamaica, April 2004 focusing on Crossing Boundaries in Counselling: Global issues – Local Content.
- Peace Education for youth in primary and secondary schools- Israel (year 2002), focusing on peace, good governance, conflict management and communication techniques. Presented a paper on: ***Conflict Management***.
- 1<sup>st</sup> International Conference on Guidance, Counselling and Youth Development in Africa (2002) at the Kenya School of Monetary Studies.
- Tenth World Methodist Women and Uniting Churches Conference at Loughborough University in Britain (2001), focusing on Peace. Lead Person in group discussions on ‘***Stress management among Women***’.

## **EMPLOYMENT -PROFESSIONAL EXPERIENCE**

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**Current –Ascend International Kenya – Consulting Firm; Founder/Chief Executive.**

**Ethics and Anti - Corruption Commission: 2014 -2021**

### **Head of the National Integrity Academy**

- In 2014, I was honored with the responsibility of establishing the first ever Leadership and Anti-Corruption Academy in Kenya. In efforts to establish the Academy, I wrote the concept paper that guided the process of the establishment of the Academy through workshops, benchmarking exercises and Training Needs Assessment survey.
- Had the Academy registered with the Technical and Vocational Education Training Authority (TVETA) with effect from 26th July 2018,
- Initiated and worked on the development and approval of Courses to be offered at the Academy
- Developed curricula for the National Integrity Academy
- Organized for the benchmarking exercises locally and abroad to learn best practice in running such an institute
- Development of the National Integrity Academy Policy document
- Operationalized the Academy and rolled out a series of Courses.
- Served as lead trainer.
- Initiated and organized very successful virtual conference on Culture Change, Transparency and Accountability with international participants and resource persons.
- Commended by the CEO for a job well done.

### **Previous Responsibilities**

1. May 2018 to December 2018. Served as **Head of the Kenya Leadership and Integrity Forum Secretariat**- A Stakeholder Forum that had 15 Sectors on board for collective Action against Corruption.
  - Also serving as Head of Secretariat on the establishment of a National Integrity Academy in Kenya. The first of its kind in Eastern Africa
2. July 2015 - May 2018: **Head of Education, Training and Public Awareness (ETPA)** function of the Commission
  - Responsible for designing, developing and providing leadership in the implementation and coordination of all education, training and public awareness and engagement programmes at EACC for all institutions of learning, public, private and civil society sectors.
  - Development of training manuals and other Information, Education and Communication materials on ethics, governance and anti-corruption.
  - Lead programme officer for UNDP under the Training, Research, Advocacy and Governance (TRAG) Programme 2005-2006.
3. **August 2014 to June 2015: 2018-2019: Deputy Director, Kenya Leadership and Integrity Forum**
  - i. Head of the Secretariat that coordinated a Multi Sectoral approach in promoting integrity and combating corruption.
  - ii. Developed and produced the Kenya Integrity Plan 2015-2018
  - iii. Worked on the entrenchment of the Kenya Leadership Integrity Forum in the National Ethics and Anti-Corruption Policy
  - iv. Organized one of the most successful International Anti-corruption Day Commemoration in Kenya attended by high level ambassadors and Consular
  - v. Developed two booklets on:
    - International Anti- Corruption Day
    - The Kenya Leadership Integrity Forum
4. **Human Resources Manager 2012 to 2014**

**Accomplishments- Change management:-**

  - Key person in the Initiation and Implementation of the Job Evaluation Exercise and Career Progression Manual
  - **Executive recruitment and selection:** Recruitment of right and competent staff.
  - **Execution of staff vetting exercise** in accordance with the Ethics and Anti-Corruption Act September, 2011. I coordinated the vetting exercise.
  - **Training and Staff Development:** Spearheaded employee organizational development and training function of the organization, this includes developing of employee training programs. Orientation and Induction of the executive management.
  - **Job Evaluation exercise:** Played a key role in coordinating the development of a new organizational structure in line with the Commission's mandate; development of Career Progression Guidelines and development of Governance Manual. Commended by the then CEO for a job well done.

- **Human resources administrative duties:** Staff Contract Management; Performance Management; developing implementing and coordinating staff welfare and employee relations programmes, Staff Training and Development programmes and other human resource needs and issues.
- **Culture Change initiatives:** Initiated and organized programmes and activities geared at Organizational change management.
- **Presentations on :** *Corruption Loopholes in the Human Resource Management: Prevention Strategies and best practices in many public service institutions*

### **Commendation and Appreciation**

- i. Appreciation from Secretary/CEO, EACC for conceptualizing, organizing and moderating a successful virtual conference on Culture Change- the Centrality of Leadership in fostering an Ethical Culture in Public Service, November, 2020.
- ii. Appreciation from Secretary/CEO, EACC for facilitating at the EACC Leadership and Integrity and Anti-Corruption Course for Executives, November 2019.
- iii. Appreciation from the Permanent Mission of the Republic of Kenya to UNON for staff training on Ethics and Integrity, 27<sup>th</sup> and 28<sup>th</sup> October 2016
- iv. Commendation by Permanent Secretary Public Service for serving as member of the National Organizing Committee during the Africa Public Service Day Celebrations in Dar es Salaam-15<sup>th</sup> -19<sup>th</sup> June 2009
- v. Appreciation from Secretary/CEO EACC for successfully undertaking a workload Analysis and Job Evaluation from 23<sup>rd</sup> April to 19<sup>th</sup> August 2013
- vi. Commendation from Secretary/CEO, EACC for excellent service provided during the Staff Vetting Exercise at the Commission from February 2013 to April 2013
- vii. Appreciation from Director/CEO- Kenya Institute of Curriculum Development (KICD) for successful facilitation on Integrity and Good Governance on 28<sup>th</sup> January 2014 during the national Conference on Emerging Issues in the Curriculum.
- viii. Appreciation from OIKOCREDIT for successful delivery of training workshop on Professional Ethics and Stress Management 22 to 23 August 2002

### **Organizational Committees**

Served as member of various strategic committees namely:

- Commission Committee on Development of Job Specifications
- Commission Committee on Commission re-structuring
- Training and Development Committee,
- Tender Committee,
- Disciplinary Committee,
- Donor Funding Committees
- Strategic Planning Steering Committee.
- Human Resource Committees
- Church Mission Committee
- Commission Standing Committee on Corruption, Prevention, Education and Public Engagement,



- EACC Structure change committee: Reviewing organizational structure, career progression and salary structure.

#### **Other Leadership Roles:**

- Council member- Kenya Methodist University
- Board member - St Marys, Egoji Girls High School ( National Girls High School in Kenya).
- Board member (Vice chairperson)- Uruku Girls High School- County School
- Conference Secretary of the Personnel and member of the Christian Social Responsibility Committees of the Methodist Church in Kenya
- Chairperson of the Human Resource Committee -Charles New Methodist Church - 2000- 2012
- Chairperson- Women Ministry – Charles New Circuit and Charles New Church
- Membership Director of the Rotary Club of Ngong Hills District 9212.
- Served in leadership positions throughout my school and college life.

#### **Assistant Director (Senior Officer Education)**

**Feb 2005 – October 2012**

#### ***Accomplishments***

- Initiated the establishment of the Integrity Movement /clubs in learning institutions in Kenya.
- Initiated the publication of over 15 books and booklets on Governance Anti-Corruption and character
- Spearheaded the mainstreaming of Ethics, integrity and good governance in the public service through capacity building of employees
- Development of training manuals on ethics, governance and anti-corruption
- Establishment of linkages and networks with key stakeholders.

#### **Kenya Institute of Education (KIE)**

**May 1999 - Feb 2005**

#### **Senior Curriculum Developer :Accomplishments**

As a senior Curriculum Developer and Media Specialist, I actively participated in the following programmes:

- FPESP- School Empowerment Programme. This involved the designing of School Empowerment materials for Head-teachers and Key Resource Teachers for capacity building purposes.
- Produced a documentary on the Management of Sexual Maturation and Menstruation Practices among girls; Championed for affordable prototype sanitary towels & reduced costs for sanitary towels for girls sponsored by FAWE-Kenya and Rockefeller Foundation Programme: I produced print and audio-visuals programmes for the project- 2003
- Development of Life Skills Materials for Young adults.

- Worked on the development of Radio and TV programs focusing on gender, sexuality, drug abuse, HIV AIDS among the youth in partnership with Rockefeller Foundation and Forum for African Women Educationist Kenya (FAWEK).
- Committee member charged with the responsibility of development of the Policy Framework and Implementation Guidelines for Guidance and Counselling in Education - Ministry of Education 2003.
- Made media presentations on KBC television on stress and stress management in 2001.
- **Ethics and Anti-Corruption initiatives:** Instrumental in formation of a Corruption Prevention Committee at the Kenya Institute of Education; Training Manual on Anti-Corruption for the Kenya Police, KACC, etc

### **TRAINING AND FACILITATION**

Served as a consultant, lead trainer, key resource person and facilitator in various capacity building programmes for major institutions at National and County Governments.

One of the Lead consultants in the development of the Training, Research Governance and Advocacy Programme on ethics, governance, Anti-Corruption and leadership.

**High School Teacher**

**1986 - 1996**

**Our Lady of Mercy, State House Girls & Kambui Girls High School**

Received certificates of appreciation for a job well done in terms of improved school and student performance.

### **Commendations and Appreciation**

I have received letters of commendation and appreciation for exemplary work done from the following:

- Pan African Award of the most Influential Women in the Government Sector- October 2018 by CEO Global.
- Permanent Secretary- Ministry of State for Public Service and other organizations.
- Ethics and Anti-Corruption Commission for:
  - coordinating the Vetting Process;
  - coordinating Job Evaluation Exercise and restructuring;
  - Organizing very successful International Anti-Corruption Day commemorations across the country.
  - Spearheading the establishment of the National Integrity Academy -NIAca.
- Kenya Institute of Curriculum Development for a great presentation on mainstreaming Ethics and integrity in the curriculum - 2014
- Oiko Credit- an International Non-Governmental Organization

### **Author of the following titles**

- *'How to manage Stress and Live a Happier Life'*

- *‘Social Education and Ethics for secondary schools’*
- *‘The Step Mother’ - Winning Play 1979 National High School Competition*
- *Article on Combating Corruption and Unethical Conduct through Education. Published in the International Journal of Humanities and social Studies.*
- *Article on Corruption and Education in The Kenya Anti-Corruption Report on Mainstreaming Ethics and Integrity in Learning Institutions.*
- *Article on Heralding Character Education in Kenya: The role of Integrity Clubs 2019*
- *Article on Efforts in establishing a moral and ethical culture in public administration in Kenya: The Missing Link in Advances in Social Sciences, Education and Humanities Research, Volume 191, Atlantis Press Paper presented during the Asian Association for Public Administrators in Annual Conference (AAPA, 2018) in Indonesia*

#### **Member of the professional associations**

- African Association for Public Administration and management.
- Institute of Human Resource Management
- International Association of Counsellors
- Meru Professional Association
- Rotary Club of Ngong Hills

#### **REFEREES**

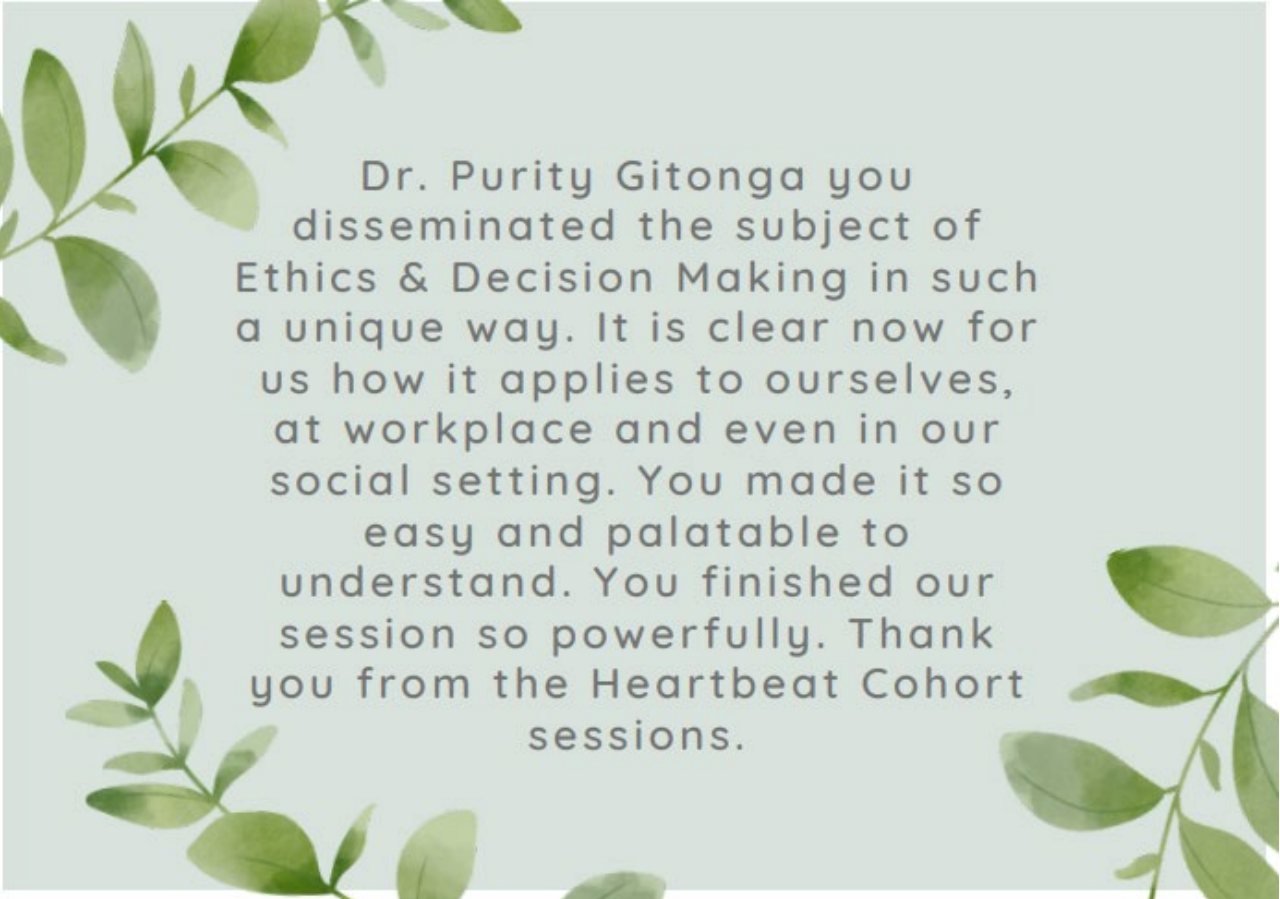
<p><b>Dr. Nancy N. Muriuki</b>  <b>P.O. Box 27621 – 00506 Nairobi, Kenya</b>  <b>Telephone number: 0737710277</b></p>	<p><b>Professor Peter K`Obonyo</b>  <b>University of Nairobi – School of Business</b>  <b>P.O. Box 30197 – 00100 Nairobi, Kenya</b>  <b>Telephone number:</b>  <b>0707565514</b></p>
<p><b>Rev, (Dr) John Maromba</b>  <b>Bishop Nairobi Synod</b>  <b>Telephone 0701148476</b></p>	<p><b>Professor Mbaabu Imathiu</b>  <b>Veterinary Department</b>  <b>University of Nairobi</b>  <b>Tel. 0724438096</b></p>

TESTIMONIALS

FROM ACCA



FROM KENGEN- 20<sup>TH</sup> August 2021



Dr. Purity Gitonga you disseminated the subject of Ethics & Decision Making in such a unique way. It is clear now for us how it applies to ourselves, at workplace and even in our social setting. You made it so easy and palatable to understand. You finished our session so powerfully. Thank you from the Heartbeat Cohort sessions.