

Africa Regional Scholarship and Innovation Fund for Applied Sciences, Engineering and Technology

Progress Report

25 April 2019

For more information, please contact: rsif@icipe.org

Executive Summary

The Regional Scholarship and Innovation Fund aims to address fundamental gaps in skills and knowledge needed for increasing the use of science, technology and innovation for sustained economic growth in sub-Saharan Africa (SSA). This report provides summary of progress in implementation of the Program up till 25 April 2019 in the key strategic areas below. Activities are generally on track, but there is need to quicken the development of the research and innovation grant window design to ensure timely implementation and to ensure all 16 students have research attachments for coming year.

1. The Permanent Fund design will be based on a feasibility study to be undertaken by a professional firm on a consultancy basis. The procurement process is underway and work on the feasibility study is expected to start from June 2019.
2. Resource mobilization: On 21 March 2019, USD 1,033,496.73 was received from the government of Côte d'Ivoire bringing to three the number of PASET members that have contributed. Other countries are expected to make contributions to join through the World Bank African Higher Education Centers of Excellence (ACE) Impact or World Bank projects. *icipe* is following up with other countries to enhance awareness of RSIF. *icipe* has also reached out to key development partners including The MasterCard Foundation, the Bill and Melinda Gates Foundation, the Arab Bank for Economic Development in Africa (BADEA), The European Commission, and Governments of Sweden and the United Kingdom. For the private sector, *icipe* is holding discussions with the OCP Group to secure partnership.
3. The RSIF Independent Evaluation Committee at its meeting of 24th April 2019, based on the technical desk evaluation and onsite visit results for the African Host University (AHU) selection process, recommended seven universities to be considered as PASET African Host Universities for approval by the EB. If approved by the EB, this would result in selection of the following universities: **Tanzania**: Nelson Mandela African Institution of Science and Technology; **Kenya**: Kenyatta University & University of Nairobi; **Ghana**: University of Ghana; **Nigeria**: University of Port Harcourt and Bayero University; **Rwanda**: University of Rwanda. The report will be sent to the EB for consideration.
4. Research and Innovation Grant Window Design: An innovation grants administration unit has been set up at *icipe* for the RSIF. The World Bank has directly hired a consultant, Dr. Danica Ramljak who is currently in Nairobi to support development of the RSIF Research and Innovation Grants windows.
5. The first cohort of 16 RSIF scholars have prepared and submitted quarterly reports to the RSIF. With exception of one, all have received stipends for the next quarter (April-June, 2019). Three students have not applied for sandwich attachment with KIST due to various reasons. One student

felt that KIST did not have the specialization in her area of research; a second did not meet the TOEFL requirements and a third wished to discuss further how his research would be done in Korea. *icipe* is discussing to resolve the issues for the three students.

6. The selection process for the second cohort of PhD Scholars (45) has been developed and discussed with selected members of the CAG. The process has now been shared with universities for input. The process proposed will be sent shortly to the World Bank and EB for approval.
7. The transition of RSIF from AAU to icipe has been completed.

A. Component 1: Capacity development for Operation of the Scholarship, Research and Innovation Fund

Permanent Fund Design

- 1.1.1 The target is to have a permanent fund set up by June 2020 and to have mobilized at least USD 15 million by 2024. The Permanent Fund design will be based on a feasibility study undertaken by a professional firm on a consultancy basis to advise on legal registration, bylaws, statutes, governance, structure and investment policy & fundraising strategy. The procurement process for the feasibility study is currently in an advanced stage with deadline for full applications from the shortlisted firms set to 29 April 2019 and work expected to start from June 2019. An initial feasibility study report can be expected in Q3, 2019.

Resource mobilization

- 1.1.2 The updated interim resource mobilization plan continues to be implemented. On 21 March 2019, USD 1,033,496.73 was received from the government of Côte d'Ivoire. Discussions are underway with other countries to make them aware of PASET and to engage them to join the initiative. It is hoped that some countries will join through the World Bank African Higher Education Centers of Excellence Project (ACE) Impact Project. These include Burkina Faso, Ghana and Senegal who are expected to contribute US\$2 million each to the RSIF. Other countries that are expected to contribute through World Bank Projects include Mozambique, Nigeria, Guinea, and Togo. *icipe* is currently also holding discussions with other countries including South Africa to interest them in participation in PASET at various levels.

icipe has held discussions with several bilateral donors and foundations including the MasterCard Foundation, the Bill and Melinda Gates Foundation and the Arab Bank for Economic Development in Africa (BADEA), The European Commission, Governments of Sweden and United Kingdom. Norad will be visiting *icipe* in early May and a presentation on RSIF will be a key component to inform the discussions with Norad. With regards to the private sector, discussions have been held with the OCP Group, the Moroccan Fertilizer Company who have accepted to partner with PASET RSIF in key areas of academic training through the University Mohammed XI University in Morocco and by hosting events to support capacity building of universities. An MoU is under preparation.

The Executive Board is requested to note the information above.

Host university selection process and timeline

- 1.2.1. The selection process for African Host Universities was previously approved by the Executive Board (EB). PASET aims to select a total of ten African host universities using a rigorous and competitive

process. Four universities were previously selected in 2017¹ and an additional seven universities are expected to be selected (six universities, plus a seventh university in the area of materials science in contingency, if the issues raised about the African University of Science and Technology in Nigeria are not resolved to satisfaction of the EB). The RSIF Independent Evaluation Committee, based on the technical desk evaluation and onsite visit results for the AHU selection process has recommended seven universities to be considered for AHUs (See Table 1 & 2) for approval by the EB. The universities are presented within the five priority thematic areas in Table 2. For each thematic area, one reserve university is included to facilitate discussion by the EB.

The recommendation below (Table 2) by the IEC is based purely on merit of the technical desk and onsite evaluation would, if unchanged by EB, result in selection of the following universities: **Tanzania:** Nelson Mandela African Institution of Science and Technology; **Kenya:** Kenyatta University & University of Nairobi; **Ghana:** University of Ghana; **Nigeria:** University of Port Harcourt and Bayero University; **Rwanda:** University of Rwanda. A full report will be shared with the EB.

Table 1: Host university selection and priority areas

Priority Area*	CC	E	FS	ICT	MM	Total
Current host universities (2017)	1	0	1	1	1	4
Suggested selection for this round	1	2	1	1	1 (+1)**	6 (7)

* An institution is only eligible to host one PASET RSIF PhD Program. If a university appears more than once, it can only be considered for one thematic area or PhD program.

**There have been issues raised on the African University of Science and Technology, Abuja since its selection. An RSIF team will visit AUST PAMI in early May and report to the EB accordingly. If the Board makes decision to drop AUST, an additional university in the MM theme needs to be considered.

The Executive Board is requested to confirm the numbers of universities to be selected in each thematic area as provided in Table 1. The full report from the selection process will be provided by icipe to the next EB meeting for selection of host universities.

Partner university selection (Korean, US universities and others)

1.2.2 The RCU has continued to engage with international partners from various regions. During the PASET Forum, PASET will sign agreements with the Korea institute of Energy Research (KIER), Korea Research Institute of Chemical Technology (KRICT) and the Seoul National University (SNU). Discussions are underway also with the Korea Research Institute of Bioscience & Biotechnology (KRIBB) and MOU signing is planned for a later date.

The RCU has also engaged with over 15 international universities/ institutions in Europe, North America, and Africa including for example Brazil Africa Institute, Virginia Tech, Ohio State University, Michigan State University (MSU) and others (See Annex 2 for a full list of potential partners). The discussions are expected to emanate in MoUs and hosting of scholars.

¹ Current RSIF African Host Universities (prior to this selection) are: i) University of Gaston Berger, Senegal; ii) African University of Science and Technology, Nigeria; iii) University Felix Houphouet-Boigny, Cote D Ivoire; Sokoine University of Agriculture, Tanzania.

Table 2: List of Universities Recommended by the IEC to the PASET EB for selection as PASET RSIF African Host Universities

UNIVERSITY	COUNTRY	THEMATIC AREA	RANKING	REMARKS
Nelson Mandela African Institution of Science and Technology	Tanzania	Mines, Minerals and Materials Engineering	1	NM-AIST is also being considered in the food security theme but can only be selected once. Tanzania already has an AHU at Sokoine University from the previous selection.
Kenyatta University	Kenya	To select 2 universities	2	This would be the first university in Kenya.
Federal University of Technology, Akure	Nigeria		3	Reserve: The Federal University of Technology, Akure is also being considered as reserve in the Climate Change and ICT thematic areas. Nigeria already has a host university at AUST/ PAMI.
University of Ghana	Ghana	Food Security	1	This would be the first university in Ghana.
Nelson Mandela African Institution of Science and Technology	Tanzania		2	
University of Nairobi	Kenya		3	
University of Port Harcourt	Nigeria	Energy	1	This would be the second university in Nigeria, if approved. However, Bayero University is also recommended in the ICT theme. If both are selected, Nigeria would have three universities.
University of Nairobi	Kenya		2	
Moi University	Kenya		3	
University of Energy	Ghana		3	
University of Rwanda	Rwanda	ICT	1	This would be the first university in Rwanda.
University of Uyo	Nigeria		2	
Federal University of Technology, Akure	Nigeria		3	
Bayero University	Nigeria	Climate Change	1	The University of Nairobi is being considered in the Energy theme. On-Site Evaluators noted that the climate change program is relatively weaker than the program in the energy thematic area.
University of Nairobi	Kenya		2	
Federal University of Technology, Akure	Nigeria		3	

1.3 Research and Innovation Grant Window Design

An innovation grants administration unit has been set up, building on *icipe's* capacity for management of innovation processes including private sector engagement. World Bank has directly hired a consultant, Dr. Danica Ramljak to provide technical support to the unit in the design and outline of the RSIF Research and Innovation Grants windows. Dr. Ramljak is in Nairobi for the week of 22 April.

The Executive Board is requested to note the information above.

B. Component 2: PhD Scholarships, research grants and innovation grants

2.1 Status of First cohort of scholars and engagement with KIST

The 16 first cohort RSIF scholars have been pursuing their first-year training at the four RSIF host universities. All 16 students prepared and submitted quarterly reports to the RSIF. All students with exception of one, have received their stipends for the next quarter (See Annex 3). RCU is following up with the student on the specific issues and will provide a full report in due course. All 16 RSIF scholars will be facilitated to attend the 5th PASET Forum in Kigali in May 2019, where they will present their scientific research and engage stakeholders in their work. They will also receive training on scientific writing, social media use and research ethics (See Annex 4 for a list of research topics for RSIF scholars).

The selection process for the second cohort of PhD Scholars (45) has been updated and discussed with the CAG. The process has been shared with universities for input. A second [pre-announcement of the call](#) was made in March, 2019 prior to the Call for PhD Scholars to apply in May, 2019. The Call will target emerging faculty and women. Host Universities will be encouraged to distribute the Call across their networks, encouraging applications from a diverse pool of applicants. The process proposed and timeline (Table 3) will be sent shortly to the World Bank and EB for approval. The RCU will finalize development of an online centralized application tool in preparation for receiving PhD Scholarship applications.

Table 3. Proposed timelines for the Scholar selection process

Activity	Deadline (2019)
1	RSIF Scholarship call for applications
	20 May (open) - 19 June (close)
2	RCU compliance and eligibility check
	26 June
3	Host university admission list; and ranking based on University and RSIF criteria
	12 July
4	Interview instructions sent to eligible applicants (10 per university) - consider PASET/Country criteria for scholarship (80/20 rule)
	8 July
5	RSIF scholarship applicants' virtual interview
	8 July – 12 July
6	Submission of interviews
	12 July
7	Applicant documents and interviews shared with Independent Evaluation Committee
	15 July
8	IEC submission of scores to RCU
	26 July

9	IEC panel interviews & reporting	3 August
10	RSIF scholarship nominations sent to PASET EB	5 August
11	Approval of final list of selected applicants by EB	9 August
12	Final list of students issued	12 August

RSIF Scholar Sandwich attachments

Thirteen RSIF Scholars have applied for attachments at the Korean Institute of Science and Technology (KIST) as part of their Sandwich program. The RCU in collaboration with KIST facilitated a scholar centered matching process to ensure the RSIF scholars' research topics are of relevance to Africa and within their area of interest. RSIF scholars will receive orientation and training to prepare them to effectively study and work in Korea during pre-events at the PASET Forum.

Students selected to go to KIST will be confirmed at the end of May 2019 with selected RSIF scholars travelling to Korea in late August. See the process and timeline for KIST in Table 4 below.

Table 4. RSIF Scholar Selection Process for Sandwich Program at KIST, Korea

1	Apply for Admission Submission	PhD Students → KIST School homepage	Students who are interested in internship should apply online admission system at KIST School homepage	Mar. 4-29
2	Reviewing documents & Matching	KIST School → Faculty	Faculty review the applications and are matched with applicants	Apr 15-24
3	Interview	KIST School → Committee of the Interview → PhD Students	Recommended students have a phone interview from Committee of Interview of KIST School	May 7-13
4	Final Screening	KIST School Committee	KIST School committee decide final successful candidates with result of interview	May 15
5	Announcement of Final Results	KIST School → Students, World Bank, icipe	The successful candidates, World Bank and icipe are notified the final results from KIST School	May 24
6	Visa Process	KIST School → Students	For the candidates, KIST School give a guideline to get a visa and enter the KIST School	May 27-28
7	Arrival	Students → Korea, KIST School	Students can move in to a dormitory and have time to become familiar with surroundings	Aug. 26 - Sep. 1
8	Sandwich Program	R&D field training, language program	During the program, students participate in projects with knowledge/technology	Sep. 2

The Executive Board is requested to note the information above.

C. Crosscutting activities

3.1 AAU transition

The transition from the Association of African Universities is now complete. Funds have been transferred to *icipe* and discussions will be held with countries on how to report on fund utilization. The PASET RSIF website and domain have also been transferred from AAU to *icipe*. Similarly, the Facebook page is now operational.

3.2 RSIF Communications

The RSIF-RCU Communication specialist reported on duty on 11 April 2019. She is working closely with the external consultant to finalize basic communications products. A communication strategy is also being developed with key messages to be prepared for target audiences to include the scientific community in Africa and internationally, as well as decision makers and influencers.

For the 5th PASET Forum from 19-22 May, the RSIF will have brochures available in English and French. RSIF will organize exhibition including posters and bios of the 16 PhD scholars in cohort 1 alongside the RSIF story. A team of professional communication consultants is being hired to interview, film and take photos of RSIF stakeholders during the PASET forum and scholars' training session. This will result in a series of brief videos and high-quality photographs that will be disseminated through the RSIF website and social media, including Facebook, Twitter and LinkedIn. Having this communication material in place will allow making a step-change in outreach, awareness raising and resource mobilization for the RSIF in year two of the project.

3.3 A summary of utilization of funds from the Governments of Kenya, Rwanda and Ivory Coast is included as Annex 5.

3.4 RSIF RCU staffing is almost fully in place. Details of RCU staff and dates of reporting is presented in Annex 6.

Annex 1: Key planned activities for the next quarter (April– June 2019)

General Fund and Endowment Fund

- 4.1. Initiate feasibility study on the establishment of the permanent fund.
- 4.2. Continue to implement the interim resource mobilization plan per the activities and schedules indicated therein
- 4.3. Further update the comprehensive resource mobilization strategy
- 4.4. Hold 'fundraising' breakfast meeting at PASET Forum

Management of PhD Scholarships and Research Grants

- 4.5. Finalise agreements with second cohort of host universities
- 4.6. Advance in the selection of at least three additional partner organization
- 4.7. Finalise discussions on matching of students with partner institutions in Korea
- 4.8. Provide individualized support to the students unable to travel to Korea
- 4.9. Finalise the framework for research grants.
- 4.10. Finalise the framework for innovation grants.

Capacity building of host universities

- 4.11. Complete host university capacity and training needs assessments (both existing and new)
- 4.12. With the World Bank, coordinate organization of 5th PASET Forum in Kigali, Rwanda

PhD Scholarships

- 4.13. Complete the selection and pairing of the first cohort of PhD students with their academic advisors at partner institutions, particularly Korea- hold meetings at PASET Forum
- 4.14. Finalise development of quarterly and annual student reporting tools
- 4.15. Open the call for PhD scholarships for the next cohort of 45 students
- 4.16. Ongoing recruitment of independent evaluation committee for the review and selection process of RSIF scholars
- 4.17. Open invitation for RSIF Scholars in 1st cohort to submit statement of interest for the Samsung Dream Foundation Scholarship
- 4.18. Host virtual orientation session for independent evaluation committee to provide in-depth details on the student selection process and RSIF scholarship selection criteria

Cross cutting activities

- 4.19. Complete the recruitment of RSIF RCU staff
- 4.20. Hire consultancy firm to offer English to French/French to English translations
- 4.21. Develop an RSIF communication strategy and continue preparations of relevant communication materials targeting key stakeholder segments, including governments, private sector executives, and donors in English and French.
- 4.22. Attendance of *icipe*, Host Universities and Cohort 1 scholars at the 5th PASET Forum.
- 4.23. Organize training activities for the students to build their capacity in Communication skills, Research Ethics, Information Management, and introduction and orientation on living and working in Korea.

Annex 2: Interested institutions where there have been preliminary discussions

1. Johannes Kepler University Linz, Austria
2. Simon Fraser University, Canada
3. International Livestock Research Institute, ILRI
4. Arizona State University, USA
5. Ohio State University, USA
6. Penn State University, USA
7. Virginia Tech, USA
8. Washington State University, USA
9. Worcester Polytechnic Institute, USA
10. University of Glasgow, Scotland
11. North West University, South Africa
12. African Population Health research Consortium, APHRC Kenya
13. Keele University, UK
14. University of Maryland
15. University Mohammed VI Polytechnic, Morocco
16. Michigan State University, USA
17. Brazil Africa Institute, Brazil

MOUs awaiting endorsement by the PASET Executive Board

1. Institute of Green Bio Science and Technology (GBST), Seoul National University, Korea
2. Korea Institute of Energy Research, KIER
3. Korea Research Institute of Chemical Tech, KRICT
4. Korea Research Institute of Bioscience and Biotech, KRIBB

Annex 3: Plan for PhD scholars not attending KIST in Cohort 1

Lillian Mulewa Robert; Sokoine University of Agriculture/ Africa Center of Excellence for Infectious Diseases of Humans & Animals in Southern & Eastern Africa (SACIDS), Tanzania.

This RSIF scholar has expressed interest in pursuing sandwich studies at Stellenbosch University in South Africa. Lillians' research interests are centered around the Mechanisms of Host Tropism in Mycobacterium Tuberculosis complex, and her supervisor has strong links with researchers at Stellenbosch in this area. The scholar and her primary supervisor are in discussion with RCU to identify the relevant potential sandwich programs for Lillian. The RCU believes that a key challenge for Lillian is that she has two children and she does not wish to travel to Korea. Her husband is currently in the United States.

Traore Abdoulaye; UNIVERSITY OF FÉLIX HOUPHOUËT-BOIGNY/ Africa Center of Excellence for Climate Change Biodiversity and Sustainable Agriculture (CCBAD)- CÔTE D'IVOIRE/

Scholar will be matched with a French organization to mitigate the language barriers experienced by student. icipe has well established partnerships with research institutions such as CIRAD, the French agricultural research and international cooperation organization, working for the sustainable development of tropical agriculture. The RCU is facilitating a matching process that will support the scholar to identify a suitable partner university/ institution.

Jean Habinshuti; African University of Science & Technology / Pan African Materials Institute (PAMI)- Nigeria

This student was ineligible for KIST because he failed the TOEFL exam. He will retake the TOEFL exam on May 10, 2019 and has expressed an interest in pursuing the sandwich portion of his studies in Korea. The RCU will facilitate matching with other possible Korean partner institutions during the PASET Forum in Kigali. The scholar is interested in minerals processing and is eager to begin the sandwich program. Further, the RCU will meet with him physically when they visit PAMI in early May 2019.

Annex 4: List of the 1st Cohort RSIF Scholars, universities and research topics

Host	Name of Candidate	Country	M/F	Research Topics
SACIDS	Maxwell Wambua Waema	Kenya	M	Development and evaluation of recombinase polymerase amplification assay for detection of porcine cysticercosis in resource-limited settings, Tanzania
	Sylvia Wairimu Maina	Kenya	F	Potential use of medicinal plants of ethnoveterinary importance against small ruminants' morbillivirus
	Humphrey Andalo Mabwi	Kenya	M	Micro-biome and Antimicrobial resistance metagenomics in Cattle
	Levi Omache	Kenya	M	Epidemiological studies of peste des petits ruminants at the livestock-wildlife interface in the greater Serengeti ecosystem
	Lilian Mulewa	Kenya	F	Molecular Mechanisms of Host Tropism and Virulence in Mycobacterium Tuberculosis Complex
	Emmanuel Kifaro*	Tan.	M	Development of Microfluidic Multiplex PCR Assay for Simultaneous Detection of Hemorrhagic Swine Fever Viruses
	Gahamanyi Noel	Rwanda	M	Determining transmission dynamics and Antimicrobial resistance of Thermophilic Campylobacter in humans, animals and the environment in Kilosa district, Tanzania
	Jean Nepomuscene Hakizimana	Rwanda	M	Understanding genetic variation and epidemiology of African swine fever virus in Eastern and Southern Africa
MITIC	Fatoumata Thiam	Senegal	F	Designing self-optimized irrigation in the Sahel area based on the Internet of Things
	Emmanuel Effah	Ghana	M	Implementation of new fault tolerance solutions in a wireless sensor network in a multi-channel context
PAMI	Richard Kipyegon Koech	Kenya	M	Solar energy (Photovoltaics/solar thermal systems/energy storage)
	David Afolayan	Nigeria	M	Optimization of Mineral Bioprocessing and Nano-based Strategies of Nigerian Barite Beneficiation for Utilization as Oil Drilling Mud and other Industrial Raw Materials.
	Jeanne Pauline Munganyinka	Rwanda	F	Mining and Mineral processing: Development of methods to optimize Gold recovery and minimize waste and environmental hazards: Case study of Rwanda and Nigeria.
	Jean Baptiste Habinshuti	Rwanda	M	Minerals development (optimization of beneficiation methods for Tantalum)
CCBAD	Sodedji Frejus Ariel Kpedetin	Benin	M	Identification of biocompounds involved in the resistance of cowpea (<i>Vigna unguiculata</i> (L.) Walp) to the legume pod borer (<i>Maruca vitrata</i> Fabricius)
	Traore Abdoulaye	Ivory Coast	M	Effect of Orange Sweet Potato (PDCO) on the nutritional status of households in northern Cote d'Ivoire: case of Korhogo

Annex 5: Financial status report – non IDA contributions

INCOME	Recipient	Description			Total
B8501E00001	icipé	Balance from AAU			3,413,977.25
B8501E00001	icipé	From Ivorian Govt			1,033,496.73
	Total Income				4,447,474
EXPENDITURE	Payee	Description	Jan-Mar 2019	Apr-Jun 2019	Total
B8501E21001	Maxwell Wambua Waema	Student's stipend	3,600	3,600	7,200
B8501E21002	Sylvia Wairimu Maina	Student's stipend	3,600	3,600	7,200
B8501E21003	Humphrey Andalo Mabwi	Student's stipend	3,600	3,600	7,200
B8501E21004	Levi Omache	Student's stipend	3,600	3,600	7,200
B8501E21005	Lilian Mulewa	Student's stipend	3,600	-	3,600
B8501E21006	Gahamanyi Noel	Student's stipend	3,600	3,600	7,200
B8501E21007	Jean Nepomuscene Hakizimana	Student's stipend	3,600	3,600	7,200
B8501E21008	Emmanuel Effah	Student's stipend	3,600	3,600	7,200
B8501E21009	Fatoumata Thiam	Student's stipend	3,600	3,600	7,200
B8501E21010	Richard Kipyegon Koech	Student's stipend	3,600	3,600	7,200
B8501E21011	Jeanne Pauline Munganyinka	Student's stipend	3,600	3,600	7,200
B8501E21012	Jean Baptiste Habinshuti	Student's stipend	3,600	3,600	7,200
B8501E21013	David Oluwasegun Afolayan	Student's stipend	3,600	3,600	7,200
B8501E21014	Sodedji Frejus Ariel Kpedetin	Student's stipend	3,600	3,600	7,200
B8501E21015	Traore Abdoulaye	Student's stipend	3,600	3,600	7,200
B8501E21201	Other PhD expenses	-	-	-	-
	Total Expenditure		54,000.00	50,400.00	104,400.00
	Balance			-	4,343,073.98

Annex 6: RSIF Staffing

	Name	Position	Date of Joining
1	Dr. Moses Osiru	RCU Manager	15 January 2019
2	Dr. Rob Skilton	Head of Capacity Building & Institutional Development	Existing
3	Dr. Julius Ecuru	Head of Bio innovate Africa	Existing
4	Ms. Abdulle Sagal	Doctoral Scholarships Officer	4 Feb 2019
5	Mr. Boniface Nyagah	Training and Capacity Building officer	1 Feb 2019
6	Ms. Cynthia Orang'o	Research and Innovation Grants Officer	1 April 2019
7	Ms. Kristin Seljeflot,	Resource Mobilization Specialist	1 Feb 2019
8	Ms. Monica Njuguna	Supply Chain Specialist	3 April 2019
9	Mr. Wilberforce Wanjala	ICT Specialist	23 April 2019
10	Ms. Pauline Were Achoka	Communications Officer	9 April 2019
11	Mr. Michael Kidoido	M&E Specialist	Existing
12	Dr. Monica Fisher	Gender Specialist	Existing
13	Mr. Arnold Mwanzu	Information Resource Coordinator	Existing
14	N/A	Financial Management Specialist	Position offered
15	N/A	Legal Specialist	Position Offered
16	N/A	Programme Support Officer	Position Offered