



**MKUTANO MKUU WA KWANZA
JUMUISHI WA JUMUIYA ZA
WATAALAM WA USIMAMIZI WA
RASILIMALIWATU NA UTAWALA
KATIKA UTUMISHI WA UMMA**

JUMANNE, 22 – IJUMAA 25 JULAI 2025

Arusha International Conference Centre (AICC)

KAULI MBIU:

Mwelekeo mpya wa nafasi ya wataalamu wa Usimamizi wa Rasilimaliwatu na Utawala katika kusukuma mabadiliko kuendana na mageuzi ya teknolojia, ili kuboresha huduma kwa wananchi

YALIYOMO

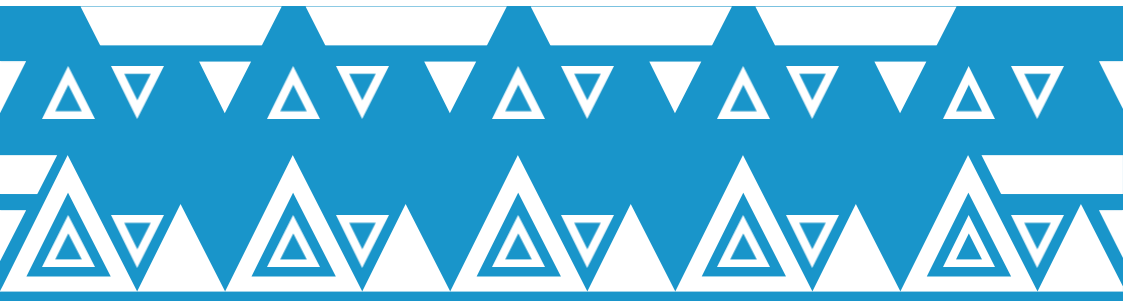
01. Utangulizi

02. Wimbo wa Taifa

03. Programu

04. Wawasilishaji Mada

05. Wasimamizi wa Mada



1. UTANGULIZI

Kwa kuzingatia kasi ya mabadiliko katika nyanja mbalimbali, Taasisi za Umma zinalazimika kupokea changamoto na fursa zinazojitokeza kutokana na mabadiliko hayo. Lengo ni kuwa na utawala bora himilivu pamoja na utangamano vikichagizwa na matumizi sahihi ya mbinu za kidijiti; ili kuweza kutekeleza malengo halisi katika kutumikia Umma wa Watanzania.

Kauli mbiu ya Mkutano wetu huu wa kwanza jumuishi ni: ***"Mwelekeo mpya wa nafasi ya wataalamu wa Usimamizi wa Rasilimaliwatu na Utawala katika kusukuma mabadiliko kuendana na mageuzi ya teknolojia, ili kuboresha huduma kwa wananchi"***. Kauli mbiu hii inaakisi maono ya Mh. Dkt Samia Suluhu Hassan, Rais wa Jamhuri ya Muungano wa Tanzania ambaye mara zote amekuwa ni kinara katika kuhamasisha matumizi ya mifumo ya kidijiti; halikadhalika washiriki wa mkutano huu watapatiwa mbinu mbalimbali zenye umuhimu ili kutekeleza majukumu yao kwa ufanisi, ubunifu na uwajibikaji.

Mkutano huu umeandaliwa kwa ushirikiano wa TAPA HR, AAPAM TZ na TPS HRMnet ambazo ni jumuiya zinazotambulika na Serikali kupitia Ofisi ya Rais Menejimenti ya Utumishi wa Umma na Utawala Bora.

TAPA HR pamoja na jumuiya mbili tajwa hapo juu zina dhumuni la kuimarisha ujuzi na weledi wa wasimamizi wa rasilimaliwatu na utawala; pamoja na kuhifadhi na kusambaza taarifa za kitaaluma za usimamizi wa rasilimaliwatu na utawala kwa njia mbalimbali. Njia hizo ni pamoja na; machapisho, mikutano, ziara za mafunzo, makongamano ya kitaaluma, midahalo na kujiunga na mitandao ya kitaaluma ya kitaifa na Kimataifa.

TAPA HR ni kifupi cha (Tanzania Association for Public Administration and Human Resources), yaani Jumuiya ya Wataalamu wa Usimamizi wa Rasilimaliwatu na Utawala katika Utumishi wa Umma Tanzania. Jumuiya hii imepata usajili wake tarehe 14 Juni, 2023 chini ya "The Societies Act (CAP.337 RE.2002)" na kupata namba ya usajili S.A.23542.





Eng. Zena Ahmed Said

**Katibu wa Baraza la Mapinduzi
na Katibu Mkuu Kiongozi wa
Serikali ya Mapinduzi ya Zanzibar**

MGENI RASMI



**Mhe. George Boniface
Simbachawene (Mb)**

Waziri

**Ofisi ya Rais Menejimenti ya
Utumishi wa Umma na Utawala
Bora**



**Mhe. Deus Clement Sangu
(Mb)**

Naibu Waziri

**Ofisi ya Rais Menejimenti ya
Utumishi wa Umma na Utawala
Bora**



Bw. Juma Selemani Mkomi

KATIBU MKUU

**Ofisi ya Rais Menejimenti ya
Utumishi wa Umma na Utawala
Bora**



Bw. Xavier Mrope Daudi

NAIBU KATIBU MKUU

**Ofisi ya Rais Menejimenti ya
Utumishi wa Umma na
Utawala Bora**



**Bw. Jumanne Rajab
Mtambalike**

**AFISA MTENDAJI MKUU –
SAHARA VENTURES**

MNENAJI MKUU



Jumanne Rajabu Mtambalike is a Tanzanian innovator, technology enthusiast, early-stage investor, entrepreneur, social reformer, blogger, and author. Best known for championing the building of stable innovation ecosystems in Africa, he is a co-founder and Chief Executive Officer of Sahara Ventures, a company started in 2015. It is dedicated to building a stable innovation technology and entrepreneurship ecosystem in Africa. Sahara Ventures is a group consisting of three companies: Sahara Consulting, a management consulting firm adopting innovation, technology, and entrepreneurial approaches; Sahara Accelerator, a corporate-sponsored and venture-backed startup and SME accelerator; and Sahara Sparks, a conference and marketplace for innovation and technology stakeholders.





2. WIMBO WA TAIFA

Mungu ibariki Afrika
Wabariki viongozi wake
Hekima, Umoja na Amani
Hizi ni ngao zetu
Afrika na watu wake

KIITIKIO:

Ibariki Afrika
Ibariki Afrika
Tubariki watoto wa Afrika.

Mungu ibariki Tanzania
Dumisha Uhuru na Umoja
Wake kwa Waume na Watoto
Mungu ibariki Tanzania na watu wake

KIITIKIO:

Ibariki Tanzania
Ibariki Tanzania
Tubariki watoto wa Tanzania





3. PROGRAMU

Siku ya Kwanza | Jumanne, 22 JULAI 2025

- ❖ **WASHIRIKI KUWASILI KUJISAJILI NA KUPATA CHAI.
SEKRETARIETI - 12:30 - 02:00**
- ❖ **WASHIRIKI KUINGIA UKUMBINI.
SEKRETARIETI - 02:00 - 02:15**
- ❖ **UKARIBISHO & NA UTAMBULISHO WA MAKUNDI YA WASHIRIKI.
MWENYEKITI TAPA HR - 02:15 - 02:20**
- ❖ **UTAMBULISHO NA MAELEZO MAFUPI YA IDARA - HRD
DHRD - 02:20 - 02:30**
- ❖ **UTAMBULISHO WA MNENAJI MKUU.
MWENYEKITI TAPA HR - 02:30 - 02:40**
- ❖ **WASILISHO LA MNENAJI MKUU WA MKUTANO.
BW. JUMANNE RAJAB MTAMBALIKE - 02:40 - 03:30**
- ❖ **KUANZA KWA MAJADILIANO (START OF PLENARY SESSION)**

MADA YA KWANZA: MAGEUZI YA MIFUMO YA KIDIJITI

Mada hii itaangazia mageuzi chanya kwenye mifumo ya kidijiti kwenye utumishi wa Umma ili kujenga uwezo kuhusu uchambuzi wa takwimu za kiutumishi, kuonesha kwa uwazi na kwa wakati hali ya idara ya rasilimaliwatu na utawala kupitia viashiria muhimu, utoaji wa ripoti, na matumizi ya akili mnemba (AI) katika utoaji wa huduma, halikadhalika wajibu wa wataalamu wa usimamizi wa rasilimaliwatu na utawala kusimamia ubora wa taarifa za kiutumishi kupitia mifumo ya kidijiti katika utumishi wa umma,

Msimamizi: Bw. David T. Nghambi
Muda : 03:30 – 04:00

**Mkurugenzi wa TEHAMA -
TADB**

Bw. Fred Japhet

Meneja wa TEHAMA – TADB

SACP Ibrahim Mahumi

Mkurugenzi wa Utawala wa

Utumishi wa Umma - ORMUUUB

Muda : 04:00 – 04:30 : MAJADILIANO YA MADA YA KWANZA

**MADA YA PILI: NAFASI YA WATAALAMU WA USIMAMIZI WA
RASILIMALIWATU NA UTAWALA KATIKA
UTUMISHI WA UMMATANZANIA.**

Mada hii itatolewa na viongozi wenye weledi na uzoefu anuai katika usimamizi wa rasilimaliwatu na utawala; mada hii itagusia tunu za uongozi na mwelekeo wa taaluma aidha; mada hii itawawezesha washiriki wapate uzoefu wa moja kwa moja kutoka kwa wazoefu na wabobezi wa usimamizi wa rasilimaliwatu na uongozi nchini; aidha itawapa fursa ya kujifunza na kubadilishana uzoefu,

Msimamizi: Dr. Kelvin Mwita, Mhadhiri - Chuo Kikuu Mzumbe

Muda : 04:30 – 05:30

Bw. Nassor Mnambila

Kamishna Tume ya Utumishi wa Umma

Bw. Mathias Kabunduguru:

Mtendaji Mkuu Mstaafu wa Mahakama

Muda : 05:30 – 06:00 : MAJADILIANO YA MADA YA PILI

**MADA YA TATU: UTEKELEZAJI WA SHUGHULI ZA USIMAMIZI
WA RASILIMALIWATU NA UTAWALA**

Mada hii itaangazia utekelezaji wa majukumu ya rasilimaliwatu na utawala, kwenye upangaji kimkakati katika utumishi wa umma na utekelezaji wa mpango wa kutambua na kuendeleza vipaji, halikadhalika jukumu la upimaji wa utendaji kazi na usimamizi wa kazi. Mada hii itawawezesha washiriki wapate mbinu mahiri za kurahisisha kazi na kuongeza umakini katika utekelezaji wa majukumu yao ya kila siku.

Msimamizi: Dr. Kelvin Mwita, Mhadhiri - Chuo Kikuu Mzumbe

Muda : 06:00 – 06:40

Bi. Noelah Bomani :

Mkurugenzi wa Utumishi na Utawala
TADB

Bw. Teophory Mbilinyi:

Mkurugenzi wa Utumishi na Utawala
BMH.

Bw. Kadari Singo

Mtendaji Mkuu wa Uongozi Institute

Muda : 06:40 – 07:00 : MAJADILIANO YA MADA YA TATU



CHAKULA CHA MCHANA NA MAPUMZIKO

Muda: 07:00 – 08:00

MADA YA NNE : UZINGATIAJI WA MIIKO NA MAADILI NA UTII WA KANUNI KATIKA UTUMISHI WA UMMU

Mada hii italetwa na wataalamu wabobezi katika uzingatiaji wa maadili; itaainisha namna ya kuendesha mashauri ya kinidhamu; itaangazia maadili katika utumishi wa umma halikadhalika utunzaji wa siri za serikali na mpango wa Taifa wa kudhibiti rushwa na kuhimiza uadilifu. Mada hii itawawezesha washiriki kupata elimu adhimu ambayo itarahisisha mifumo ya utendaji kazi katika kuzingatia maadili ya utumishi wa umma.

Msimamizi: Bw.. Mboyi Wishega,

Mkurugenzi wa Rasilimaliwatu

Muda : 08:00 – 09:00

na Utawala MSD

Kutoka GSO:

Mwakilishi kutoka GSO

Bw. Mathew Kirama:

Katibu Mstaafu Tume ya Utumishi wa
Umma

Muda : 09:00 – 09:30

:

MAJADILIANO YA MADA YA NNE

- ❖ **MATANGAZO YA WADHAMINI**
- ❖ **MWISHO WA SIKU YA KWANZA.**

Siku ya Pili | Jumatano, 23 JULAI 2025

- ❖ **WASHIRIKI KUWASILIKUJISAJILI NA KUPATA CHAI.
SEKRETARIETI - 12:30 - 02:00**
- ❖ **WASHIRIKI KUINGIA UKUMBINI.
SEKRETARIETI - 02:00 - 02:30**
- ❖ **MREJESHO WA MAJUMUIISHO YA SIKU YA KWANZA.
DR KELVIN MWITA - 02:30 - 03:00**
- ❖ **MGENI RASMI KUINGIA UKUMBINI - 03:00**
- ❖ **WIMBO WA TAIFA.
BRASS BAND - 03:00 – 03:10**
- ❖ **BURUDANI
BRASS BAND – 03:10 – 03:20**
- ❖ **UTAMBULISHO NA MAELEZO MAFUPI KUHUSU TAPA HR
MWENYEKITI TAPA HR - 03:20 – 03:40**
- ❖ **SALAMU ZA MKOA.
MKUU WA MKOA WA ARUSHA - 03:40 – 03:50**
- ❖ **SALAMU ZA SHUKRANI - 03:50 – 03:55**

- ❖ **SALAMU FUPI NA KUMKARIBISHA MGENI RASMI
KATIBU MKUU - UTUMISHI - 03:55 – 04:15**
- ❖ **HOTUBA YA MGENI RASMI - 04:15 – 05:00**
- ❖ **BURUDANI
BRASS BAND – 05:00 – 05:05**
- ❖ **KUWATAMBUA WADHAMINI - 05:05 – 05:25**
- ❖ **KUWATAMBUA WAFANYAKAZI HODARI - 05:25 – 05:35**
- ❖ **UZINDUZI WA WEBSITE YA TAPA HR - 05:35 – 05:45**
- ❖ **BURUDANI
BRASS BAND – 05:45 – 06:20**
- ❖ **PICHA ZA PAMOJA
06:20 – 06:40**
- ❖ **MGENI RASMI KUONDOKA UKUMBINI
06:40**
- ❖ **MATANGAZO
06:40 – 07:00**



CHAKULA CHA MCHANA NA MAPUMZIKO

Muda: 07:00 – 08:00

MADA YA TANO: UZINGATIAJI WA MIIKO, MAADILI NA UTII WA KANUNI KATIKA UTUMISHI WA UMMA

Mada hii italetwa na wataalamu wabobezi katika uzingatiaji wa maadili; itaainisha namna ya kuendesha mashauri ya kinidhamu; itaangazia maadili katika utumishi wa umma halikadhalika utunzaji wa siri za serikali na mpango wa Taifa wa kudhibiti Rushwa na kuhimiza uadilifu; mada hii itawawezesha washiriki wapate elimu adhimu ambayo itarahisisha mifumo ya utendaji kazi katika kuzingatia maadili ya utumishi wa umma.

Msimamizi Bw. Mboyi Wishega,
Muda: 08:00 – 09:00

**Mkurugenzi wa Rasilimaliwatu
na Utawala MSD**

Bw. Fabian Pokela

Katibu Msaidizi Sekretarieti ya
Maadili ya Viongozi wa Umma

Bw. John Mbisso

Kaimu Katibu PSC

Muda: 09:00 – 09:30 : MAJADILIANO YA MADA YA TANO

- ❖ **MATANGAZO YA WADHAMINI**
- ❖ **MWISHO WA SIKU YA PILI.**

Siku ya Tatu | Alhamisi, 24 JULAI 2025

- ❖ **WASHIRIKI KUWASILI KUJISAJILI NA KUPATA CHAI.
SEKRETARIETI - 12:30 - 02:00**
- ❖ **WASHIRIKI KUINGIA UKUMBINI.
SEKRETARIETI - 02:00 - 02:30**

❖ **MREJESHO WA MAJUMUIISHO YA SIKU YA PILI.**
DR KELVIN MWITA - 02:30 - 03:00

MADA YA SITA : KUBADILISHANA UZOEFU NA SEKTA
BINAFSI KATIKA UTEKELEZAJI WA
MAJUKUMU

Mada hii italetwa na wataalamu wa rasilimaliwatu waliopo kwenye sekta binafsi ambao ni mahiri katika eneo la usimamizi wa rasilimaliwatu mahali pa kazi. Wataalamu hawa watawapitisha washiriki kwenye uzingatiaji wa utunzaji wa mazingira katika utumishi wa umma, kukuza usimamizi wa rasilimaliwatu rafiki kwa mazingira, uzingatiaji wa masuala ya mazingira, jamii na utawala bora (ESG), pamoja na usimamizi wa kisasa kwa utawala endelevu na pia upimaji kazi wenye tija katika kazi. washiriki wataweza kuongeza ujuzi anuai katika utekelezaji wa majukumu.

Msimamizi: Bi. Victoria Elangwa, Mkurugenzi wa Huduma za
Muda : 03:00 – 04:00 Taasisi TFRA

Bw. Godfrey Rutasingwa	Mkuu wa Kitengo cha Rasilimaliwatu CRDB
Bw. Moses Samora	Mshauri Mwelekezi
Bw. Kabeho Sollo	Mkurugenzi Mtendaji Crystal Human Capital

Muda : 04:00 – 04:30 : MAJADILIANO YA MADA YA SITA.

MADA YA SABA : UZINGATIAJI WA AFYA YA AKILI NA SIHA KATIKA KAZI NA ELIMU YA FEDHA

Mada hii italetwa na wataalamu wa afya wabobezi na wabobezi wenye taaluma ya fedha, wataalamu hawa wataangazia chanzo cha msongo wa mawazo na kutoa elimu ya afya ya akili. Aidha watawawezesha washiriki kuweza kupata elimu ya fedha na namna ya uwekezaji wenye tija na mbinu mahiri za usimamizi wa fedha binafsi na ujenzi wa ukwasi kwa wataalamu wa rasilimaliwatu na utawala katika utumishi wa umma

Msimamizi: Bi. Victoria M Elangwa, Mkurugenzi wa Huduma za Muda : 04:30 – 06:00 Taasisi TFRA

Bi. Sophia Byanaku	Mkurugenzi wa Bloomwellness
Bi. Melvin Kilemile	Meneja Msaidizi - Benki Kuu ya Tanzania
Dr. Garvin Kweka	Daktari Bingwa Hospitali ya Taifa Muhimbili

Muda : 06:00 – 06:30 : MAJADILIANO YA MADA YA SABA.

❖ **BURUDANI
BRASS BAND – 06:30 – 07:00**



**CHAKULA CHA MCHANA NA
MAPUMZIKO**

Muda: 07:00 – 08:00

- ❖ **MGENI RASMI KUINGIA UKUMBINI - 08:00**
- ❖ **WIMBO WA TAIFA.
BRASS BAND - 08:00 – 08:10**
- ❖ **UTAMBULISHO.
KAIMU KATIBU MKUU UTUMISHI - 08:10 – 08:45**
- ❖ **HOTUBA YA MGENI RASMI - 08:45 – 09:30**
- ❖ **PICHA ZA PAMOJA
09:30 – 09:45**
- ❖ **MGENI RASMI KUONDOKA UKUMBINI
09:45**
- ❖ **MATANGAZO
09:45 – 10:00**
- ❖ **MATANGAZO YA WADHAMINI**
- ❖ **MWISHO WA SIKU YA TATU.**

Siku ya Nne | Ijumaa, 25 JULAI 2025

- ❖ **WASHIRIKI KUWASILIKUJISAJILI NA KUPATA CHAI.
SEKRETARIETI - 12:30 - 02:00**
- ❖ **WASHIRIKI KUINGIA UKUMBINI.
SEKRETARIETI - 02:00 - 02:30**

- ❖ **MREJESHO WA MAJUMUISHO YA SIKU YA TATU.
DR KELVIN MWITA - 02:30 - 03:00**
- ❖ **WASILISHO LA UONGOZI WA KIMAGEUZI UNAOZINGATIA
MASLAHI YA WADAU ILI KUIMARISHA UTOAJI WA HUDUMA
KATIKA UTUMISHI WA UMMA.
BI: ZUHURA MURO - 03:00 - 04:00**



**MIKUSANYIKO YA JUMUIYA
WASHIRIKI KUHUSU MASUALA
MUHIMU YA JUMUIYA ZAO KWA
MUJIBU WA KATIBA.**

- ❖ **TAPA HR - SIMBA HALL
04:00 - 05:00**
- ❖ **AAPAM TZ - KOLOLO HALL
05.00 – 06.00**
- ❖ **TPS – HRMnet – TWIGA/ KAGERA HALL
06.00 – 7.00**
- ❖ **MATANGAZO KUTOKA KWA SEKRETARIETI – SIMBA
HALL**



**CHAKULA CHA MCHANA NA
MAPUMZIKO**

Muda: 07:00 – 08:00

4. WAWASILISHAJI MADA



Mr. Fred Japhet

Fred is an experienced IT professional with extensive technical and managerial expertise in the IT industry. With more than 14 years of IT experience, including nine years in leadership roles, he has specialized in strategic IT management, IT security design and management, IT infrastructure projects, and IT service delivery.

Prior to joining the Bank, Fred served as Senior Manager; SOC and Red Team at NMB Bank PLC, where he demonstrated a high level of expertise in:

- *Aligning IT strategy with business strategy*
- *Managing IT projects*
- *Negotiating costs and contracts to ensure appropriate service level agreements (SLAs)*
- *Managing vendor relationships*
- *Driving strategic performance management*
- *Leading teams, delivering presentations, and mentoring*
- *Fostering innovation and creativity*

Fred holds an Executive MBA from ESAMI and a Bachelor's degree in Computer Science from the University of Dar es Salaam. Additionally, he has earned several professional IT certifications, including Cybersecurity for Business Leaders from Oxford University, ITIL, MCST, VMware, CEH, and PMP



SACP Ibrahim Barnabas Mahumi

Ibrahim Barnabas Mahumi is a Senior Assistant Commissioner of Police (SACP) who is currently working as a Director of Establishments (DE) at President's Office, Public Service Management and Good Governance. As a DE, he is responsible for provision of strategic leadership, guidance and direction to Human Resources Management and Public Service Administration-related issues in Tanzania Public Service.

Prior to assuming his current position, he served as a Director of Human Capital Management at the said Office. Between 2012 and 2016 he was seconded at e-Government Agency (eGA) where he served as a Director of Business Support Services (DBS) for three years. As DBS, he was responsible for Planning, Administration, Human Resource Management and Fiscal Resources Management, the post that was acquired after he actively participated in the establishment of the said Agency as a member of a Special Task team that was trusted for the said endeavor.

Mr. Mahumi has attended several professional and leadership courses and trainings within and beyond Tanzania including Strategic Leadership; Police and Public Service Reforms Management; Community Policing, Crime Management; ICT in Policing, Civil Disorder Management, Crisis Management, Peace Keeping Support and e-Government Initiatives in Developing Countries. SACP Mahumi is a reputable reformist and he has demonstrated leadership in promoting accountability and good governance in the Tanzania Public Service.

He has a MA in Political Science and Public Administration and BA in Political Science and Public Administration both from University of Dar es Salaam, Tanzania. He has published and presented several papers and articles in the field of policing, leadership and e-Government.



Mr. Nassor Mnambila

Mr. Nassor Mnambila is a former Regional Administrative Secretary (RAS, Kagera Region) and a former Assistant Director at the President's Office – Public Service Management. Prior to that, Mr. Mnambila served for eleven years in the areas of administration and human resources management in Tanzanian Local Government Authorities.

At the international development service, Mr. Mnambila has served for six years as the Head of Administration and Services at BRAC International, Tanzania Country Office.

He holds an advanced degree in Public Administration from Mzumbe University. He has also received training at the Centre for Policy Studies, Central European University (Budapest, Hungary); Osaka University (Japan); Public Administration International (London, UK); CAFRAD (Tangier, Morocco); and at various other local and international institutions.

Currently, Mr. Nassor Mnambila is the Commissioner at the President's Office – Public Service Commission and a Member of the Advisory Board, Tanzania Veterinary Laboratory Agency (TVLA).



Mr. Mathias Kabundunguru

Mr Kabundunguru has more than three decades of experience in helping leaders and institutions in East Africa maintain their competitive advantage. He has previously held the positions of the Chief Court Administrator, Chief Executive Officer for the Judiciary, and the Deputy Permanent Secretary.

Before that, he served as the Director of the Policy Department in the President's Office – Public Service Management and Good Governance. In his capacity, he played a pivotal role in the implementation of the Public Service Reform Programme, as well as the Policy Support Instrument – which served as foundation for development financing with the International Monetary Fund.

Mr Kabunduguru was educated in Tanzania and Australia. He holds a Master of Development Economics from Australian National University (ANU), Bachelor of Arts, and a Graduate Diploma in Law from the University of Dar es Salaam. After retirement he serves on part time basis as a resource person with Uongozi Institute in areas of leadership and (public) policy analysis. He also provides advisory services to public and private institutions in areas of strategic management development.



Ms. Noelah Bomani

Noelah Bomani is an HR Executive with over 16 years of experience across Banking, Development Finance and Business Outsourcing. As an HR & Adm Director at the Tanzania Agricultural Development Bank Noelah leads the People Agenda and the Administration Function.

She holds an MSc. in Instructional Design & Technology (USA), a BBA International Business & Management Studies (The Netherlands), Certified HR Practitioner (UK), Certified International Change Manager (AAPM, USA), Certified Transformation Coach by CMC and Holds a Certificate in Environmental Social and Governance from The Boardroom Africa.

Noelah is passionate about Leadership, Change & Transformation, Program Design and Delivery. She is keen in embedding gender equity, diversity, and sustainability into HR strategy and culture.



Mr. Teophory Anthony Mbilinyi

Mr. Teophory Anthony Mbilinyi is a seasoned professional currently serving as the Director of Human Resource and Administration BMH, previous served as Director of Corporate Services at the Tanzania Civil Aviation Authority (TCAA). With a wealth of experience spanning over 18 years, he has demonstrated expertise in leadership, organizational transformation, and business process improvement through ICT. Mr. Mbilinyi has a proven track record of implementing culture change programs to enhance operational efficiency.

He has assumed key positions in various organizations, including Head of Human Resource Management and Administration at the Workers Compensation Fund (WCF), Director of Business Support at the e-Government Agency (e-GA), and Human Resource Manager at both the Social Security Regulatory Authority (SSRA) and TPC Sugar Company. Earlier in his career, he served as a Senior Human Resource Officer at the PPF Pension Fund.

Mr. Mbilinyi holds a Master of Arts Degree in Public Policy and Management from the Institute of Social Studies (ISS), The Hague, The Netherlands (2004), and a bachelor's degree in public administration from the University of Dar es Salaam (2002).

Mr. Mbilinyi is a member of the Human Resource Society of Tanzania (HRSTA) and previously served as a member of the Institute of Human Resource Management of Kenya (IHRM), and the African Association of Public Administration and Management (AAPAM). He holds certifications as a Chartered Pension Analyst Manager (CPAM), an expert in Managing Compliance with ICAO SARPS (MCIS-EN) certified by the Ethiopia Aviation Academy (EAA), and he is a certified Director with the Institute of Directors Tanzania (IoDT).



Mr. Kadari Singo

Kadari . Singo brings a total of 20 years' experience in various fields including, 7 years of high-school teaching experience (Physics) in the State of California, USA, working for the United Nations at its Headquarters in New York, USA serving global change management operations. He has more than 15 years' experience in leadership development.

He holds an MBA degree from the U.S.A and a B. A. in Education (Political Science) from the University of Dar Es Salaam, Tanzania and has additional training in the Art and Practice of Leadership Development from Harvard University (Kennedy School of Government), Management Information Systems from London Business School in London, UK and Capacity Building in Leadership Development from the HAUS Finnish Institute of Public Management in Helsinki, Finland; In addition, Singo pursued a Postgraduate Diploma in Leadership through Aalto University Executive Education (Finland).

He has hands-on expertise in dynamic organizational change management, strategic business analysis, planning and development, Instructional design, planning, delivery and evaluation, Public Leadership Capacity Development Programmes and Competency Development Strategies. From 2015 to 2021, Singo headed the Executive Education Department at the UONGOZI Institute but also facilitates some of the leadership courses including the The Art and Practice of Leadership, Personal Leadership and Emotional Intelligence and is an internationally certified Change Management Practitioner. Reading is one of his favorite activities and currently he enjoys a book titled "Creating Public Value" by Harvard Professor Mark Moore. He now serves as the Chief Executive Officer at the UONGOZI Institute as well as the Board Member of Tanzania Institute of Education.



Mr. KIRAMA, Mathew Modest

Mr. KIRAMA, Mathew Modest is a retired Senior Public Servant who have worked in various ministries and departments in the Public Service. Before his recent retirement, he was serving at the Office of the President, Public Service Commission as a Secretary and Chief Executive Officer. In his previous employment, Mr Kirama served in various positions including Head of Administration Unit, Assistant Director, Director of Ethics and Director of Establishments in the Public Service under the President's Office Public Service Management.

Mr. Kirama possesses Bachelor and Master of Arts Degree in Political Science and Public Administration from the Hill (UDSM) Tanzania. Being in the field of ethics and governance for long time, he has practiced as seasoned trainer and mentor and holds professional certificates from various Institutions including University of Calgary Canada, University of Birmingham UK, University of Pretoria South Africa and Leading Initiatives World Wide (LIW) Australia.

Mr. Kirama is one of the champion of ethics codification and feedback mechanism and he has served in different governing bodies including TANESCO board of directors, Teachers Service Commission, NACTE Council and NACTVET Council. He has also led Investigation Teams including those appointed by the Chief Secretary. In relation to membership to various Organizations,

Mr. Kirama is a Member of AAPAM and HRM-Net Tanzania Chapter as well as a life fan and supporter of Simba Sports Club in Tanzania and Liverpool FC in England. Mr. Kirama cherish values of accountability, professionalism, service excellence and trust.



Bw. Pokella, Fabian Simperthy

Ni Mtumishi wa Umma ambaye amekuwa katika usimamizi wa Watumishi, Ukuzaji na usimamizi wa Maadili kwa Watumishi wa Umma nchini na Viongozi katika nafasi tofauti na kuwahi kuhudumu katika Sekretarieti ya Maadili ya Viongozi wa Umma na Ofisi ya Rais Menejimenti ya Utumishi wa Umma na Utawala Bora (OR-MUUB) katika vipindi tofauti.

Amehusika katika timu ya Taifa ya Wataalamu katika kuandaa Mpango wa Taifa dhidi ya Rushwa Awamu ya nne (NACSAP IV) na ni Mwezeshaji katika timu ya Kitaifa ya wawezeshaji wa Mkakati huo Kuhusu Taaluma.

Ndugu Pokella ana Taaluma katika maeneo yafuatayo: (i) Stashahada katika Masomo ya Dini, (ii) Shahada ya Sayansi ya Siasa na Uongozi wa Umma, (iii) Shahada ya Falsafa, (iv) Shahada ya Sheria, na (v) Shahada ya Uzamili Katika Sayansi ya Maendeleo ya Uchumi.



Mr. Godfrey Rutasingwa

Godfrey Rutasingwa is an accomplished Human Capital Management professional with over 15 years of experience across banking, telecommunications, and non-governmental organizations. He possesses deep expertise in executive coaching, mentorship, change management, strategic HR management, talent development, strategic workforce planning, and cultural transformation. As a passionate advocate for sustainability in HR, Rutasingwa has lectured widely at conferences, helping drive the adoption of green HR practices within the East African market.

He is recognized for developing and implementing effective leadership development frameworks and for pioneering innovative learning interventions, including digital, social, and gamified learning solutions. Rutasingwa is especially committed to advancing female and youth talent into leadership and management roles. His efforts have also left lasting impacts on employee engagement and diversity and inclusion initiatives within the organizations he has served.



Mr. Mosses Raymond

Mosses Raymond is a dynamic and accomplished Human Capital Consultant and Certified mBIT Coach, bringing over 20 years of extensive experience in Human Capital Development and Management across the Private, Government, NGO, and Consulting sectors. He holds a strong academic background in Human Resources Management, Development Studies, Philosophy, and Religious Studies, equipping him with a multifaceted perspective on personal and organizational growth.

Mr. Raymond is highly skilled in delivering strategic guidance, training programs, and consultancy services tailored to empower individuals and teams. His areas of expertise include leadership development, soft skills training, and personalized coaching. Known for his compelling public speaking abilities and dedication as a career coach, he consistently inspires professional excellence and personal growth.

He is particularly passionate about fostering strong team dynamics and organizational cohesion. Over the years, he has facilitated numerous retreats for various institutions and is recognized as a highly effective team-building facilitator and corporate events moderator. His engaging style and results-oriented approach continue to make a lasting impact across the institutions he serves.



Mr. Kabeho Solo

Kabeho Solo is an experienced HR professional with over 40 years' experience in Human Resources Management, Talent Management, Performance Management, Coaching and Mentorship, Leadership Training and Development. He served as Director of HR and Administration and Secretary to the Governing Council of the Institute of Finance Management (IFM) for 5 years, and later as Executive Director of Human Resources at the Tanzania Breweries Ltd (TBL) for 8 years and as the Chief of Human Resources Officer of the National Microfinance Bank (NMB) PLC. for 4 years before becoming an HR Consultant. He is engaged by the Association of Tanzania Employers as a Senior Resource Person in Human Resources Management programs.

Kabeho holds a Diploma in Education (Chang'ombe TTC, Tanzania); a Master of Arts in Employment and Labour Studies (ISS, Netherlands) and a Post Graduate Diploma in Business Management (MIM, Cyprus). He is a certified Board Director by the IoDT.

He currently serves as a Board Member for the Quality Assurance Board of the Sokoine University of Agriculture (SUA); Member of the Board Finance and HR Committee of SELF Microfinance, and Member of the HR and Remuneration Committee of the Fair Competition Commission(FCC). Kabeho is a Chairperson of the CBA Negotiations Committee of TAZARA and Serengeti Breweries Ltd (SBL). He previously served in the Board of Directors of the Association of Tanzania Employers (ATE); Social Security Regulatory Authority (SSRA); the Vocational Education and Training Authority (VETA).



Ms. Sophia Byanaku

Sophia Byanaku is a seasoned public health and business leader with over 19 years of experience spanning healthcare, corporate governance, and wellness advocacy. She is the founder and managing director of Bloom Wellness Tanzania, a pioneering company helping organizations build healthier, more resilient workplaces where both employees and businesses can thrive, not just survive. She is the co-founder of two successful healthcare clinics, where she has championed innovative approaches to improving access and quality of care. Sophia also leads Forward Motion, an NGO championing adolescent girls' health and empowerment. Her diverse expertise includes board competence, health policy analysis, business operations, human resources, branding, and strategic development.

She holds a Master's degree in Health Policy, Planning, and Management from Muhimbili University of Health and Allied Sciences and the University of Bergen, and a Bachelor's degree in Sociology from the University of Dar es Salaam. Passionate about creating healthier systems, from boardrooms to communities, Sophia is known for her innovative, people-centered approach and ability to drive impact across.



Mr. Melvin Kilemile

Mr. Melvin Kilemile is Assistant Manager in the Financial Inclusion Department at the Bank of Tanzania, where he coordinates public and private sector efforts in implementing the National Financial Inclusion Strategy. He has served as a Secretariat member of the National Council of Financial Inclusion since 2014, overseeing the implementation, monitoring, and coordination of financial education initiatives across the country.

Mr. Kilemile previously worked as a Senior Financial Analyst in the Financial Stability Function and was a Board Member of the Marine Parks and Reserves Unit under the Ministry of Fisheries from 2020 to 2023. He also brings international experience through his involvement in three Alliance for Financial Inclusion working groups: Financial Inclusion Data and Impact, Financial Inclusion Strategy, and Inclusive Green Finance



Dr. Garvin Kweka

Dr. Kweka is a highly respected medical super-specialist at Muhimbili National Hospital, with over 20 years of experience in internal medicine and a decade of dedicated advocacy for mental health in the workplace. He is a certified trainer in Non-Communicable Diseases (NCDs) and mental health, with a unique focus on equipping organizations and communities to address stress, emotional well-being, and the complex interplay between NCDs and mental health disorders. Renowned for his practical and research-based approach, Dr. Kweka has become a sought-after expert in training leaders, workplace teams, public and private institutions, national and international non-governmental organizations (INGOs) on effective mental health strategies and sustainable stress management. His work has significantly contributed to building resilient, health-conscious work environments across Tanzania.

In addition to his clinical and training responsibilities, Dr. Kweka serves as a health advisor on the LATRA Certification Committee, providing medical oversight for the certification of train drivers and crew—further underscoring his commitment to public safety and occupational health.



Ms. Zuhura Muro

Mrs. Muro is a Managing Partner of Impact Leadership Academy in Tanzania www.impactacademy.co.tz. She is a big picture thinker with hands-on experience in leading and transforming business enterprises through providing strategic leadership at board level in Tanzania and in East African based businesses. She has served in senior leadership roles in academic, not for profit, telecommunication, media, banking, insurance & mining sectors, including leading Association of Tanzania Employers as vice chairperson.

She has over 20 years' experience in providing Strategic HR advice, corporate training, and executive leadership development and coaching programs. She is passionate about organisational effectiveness and governance and has designed and conducted several programs to support change in various organisations in Tanzania and East Africa. Mrs. Muro is a certified Emotional Intelligence coach & master trainer, accredited Everything DiSC assessor & facilitator, certified Board Director and Board Chair.

4. WASIMAMIZI WA MADA



Mr. David Nghambi

David Nghambi is Professional with over 20 years of work experience both in the private and public sector.

David served as the Director of Information and Communication Technology & Operations at Tanzania Agricultural Development Bank Limited (TADB) where is he was actively involved in digital transformation, process improvement, policy and procedure development, and overseeing their successful implementation. David holds a Master's Degree in Computer Operations and Communication from the University of Westminster (London, UK) and a Bachelor's Degree in Computer Science from Osmania University (Hyderabad, India). He is a Certified Leader from the Gordon Institute of Business Science (University of Pretoria, South Africa) and a Certified Director from the Institute of Directors Tanzania (IoDT). Additionally, David holds multiple professional certifications. He is a dynamic, strong technical skills, team spirited and results-oriented leader with proven success in innovation and process improvement



Dr. Kelvin M Mwita

Dr. Kelvin M Mwita is a Lecturer and Corporate Trainer in Human Resource Management and Organisational Leadership who works with Mzumbe University in Tanzania. For more than ten (10) years he has been dedicating his time to learn, research, publish and train employees and corporate leaders in a quest to foster employee and organisational performance among others. He is a firm believer in transformational leadership as a means of empowering and inspiring people to bring desirable results. Further, he is an experienced trainer of soft skills that include communication, decision making, emotional intelligence, stress management, conflict resolution, negotiation, team building and other interpersonal skills.

Mwita holds Ph.D. in Human Resource Management from Jomo Kenyatta University of Agriculture and Technology, Kenya, Master of Science in Human Resource Management and Bachelor of Human Resource Management both from Mzumbe University. He also holds a Bachelor of Laws (LL. B) from the Open University of Tanzania.

Ms. Victoria Mwanri Elangwa



Victoria Mwanri Elangwa – CHRA, PHR and BSC expert; BA & MBA and pursuing PhD in Management from University of Dar es salaam; She is a member of SHRM She is currently the APS HRMnet Executive Secretary and has over 20 years of leadership, coaching and strategy formulating is currently working for Tanzania Fertilizer Regulatory Authority (TFRA) which is a Government entity entrusted with the responsibility of regulating and promotion of fertilizer in terms of pricing and licensing in Tanzania in undertaking its mandated roles as Director of Corporate Services responsible for Finance , Administration, Human Resources and Planning, managing donor funds and construction projects.

Ms Victoria started her HR journey with a private sector and a Mining Giant Barrick Gold in Tanzania where she was instrumental in setting up workable systems for expatriate recruitment during start up; she then crossed over to a state owned Monopoly Utility company TANESCO as its Head of Human Capital for over four years and successfully transitioned to a Government Department; Medical Stores Department as Director of Human Capital and Administration for over eight years; She has an immense experience in Human Resources for Health, managing Donor Relations and was in the initial team that wrote and managed the proposal for SADC pool procurement bid for Tanzania as chairperson of MSD Tender Board.

Ms Elangwa is a certified Board member from Tanzania Institute of Directors MIOdT.593 and sits in the Board of WorldVision Tanzania, as Board Chair she is also a member of the board of directors for EWURA as Vice Board Chair; In a philanthropic effort to give back to society Ms Elangwa is affiliated with the BAOBAB Mastercard foundation where she mentors students from Kwame Nkurumah University Ghana; she is also mentoring emerging women leaders at CRDB Bank PLC; Mrs Elangwa is also a member of activities committee of her alma mater the University of Dar es salaam.

Ms Elangwa speaks and moderate sessions in EA region where her talks were voted higher than peers on performance and employee engagement; She has won the individual HR Excellence award for recognition of outstanding commitment in transformation of HR at TANESCO and also Received Workforce Game Changer for her work in Human Resources at MSD.

Mr. Mboyi Daniel Wishega



Mr. Mboyi Daniel Wishega is a veteran human resource expert with local experience for over 15 years. He is vastly experienced in designing, planning, implementing, and monitoring human resource management. Mr. Mboyi is a strategic thinker, versatile, energetic, self-starter and a responsible team player, always willing to learn and enjoys meeting new challenges as well as handling multiple tasks, and set priorities. I have been a practicing HR professional with a passion for building performance and teamwork culture. I am also a strategic thinker, versatile, energetic, self-starter and a responsible team player.

Since 2009, Mboyi has been providing leadership, operational oversight and technical guidance to local government authorities, ministry and public parastatals' human resource management systems, policies, guideline and systems with special focus on payroll management, training management, performance management, HR generalist and reviewing, developing strategic plans, business plans and monitoring the implementation of human capital management.

From November, 2018 Mr. Mboyi exercise leadership and management roles in different roles and organizations; Tanzania's Higher Education Students' Loans Board and Tanzania Commission for Science and Technology. Currently, Mr. Mboyi is a Director of Human Resources and Management at Medical Stores Department. Mr. Mboyi is a certified director and hold a Certificate in Directorship (CiDir) from the Institute of Directors in Tanzania (IoDT). He is also a chairman of the African Human Resources Managers' Network (APSHRMnet) for Tanzania's local Chapter, Also, he possesses a Master of Science in Human Resources Management from Mzumbe University, 2013.



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2025