



PRASOL TRAINING AND CONSULTING LTD

Management & Institutional Development Consultants

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CURRICULUM VITAE

DR. RUKIA ATIKIYA, PhD

Personal Summary

A committed and accomplished strategic management specialist, trainer, researcher and administrator with over 16 years' experience at academic institutions teaching students from various social and cultural backgrounds. Possesses excellent administrative alongside effective teaching skills that promote a stimulating learning environment. Broad based theoretical, practical and teaching experience with specializations in strategy and management.

Career History

Deputy Director Learning & Development – Kenya School of Government
Oct 2020 to present

- Supervising training, research and consultancy services.
- Developing and recommending long term business strategies and plans.
- Maintaining records of academic activities and programs.
- Ensuring prudent management of resources and assets.
- Ensuring compliance with the school quality management systems and standards.
- Overseeing monitoring and evaluation of programs.
- Coordinating achievement of performance contract targets.
- Ensuring optimal utilization of human resources.
- Ensuring compliance with established course admission criteria and procedures.

Registrar (Planning, Administration & Development) – Umma University

May 2019 to Oct.
2020

- Participating in development of the University's strategic plan and regular review of the same so as to guide in determination of the long term goals of the University.
- Participating in the development of the University's master so as to offer guidance towards achievement of the University's strategic plan.
- Participating in development of long term and short term policies to govern the operations of the various sections under the division to guide in achieving the set objectives of the division.

- Participating in the periodic review of divisional policies so as to enforce continuous improvement in service delivery within the division.
- Coordinating the development of annual budgets for the various divisional departments for use in managing funds allocated to each of the departments.
- Participating in development of the University's reward management system and the periodic review of the same so as to guide in rewarding of University staff equitably in relation to their value in the University.
- Participating in the development of the University's capital plan and the periodic review of the same so as to guide in identification of worthy capital projects for the University and schedules on when to implement the projects.
- Supervising the various departmental heads under the Division continually to ensure compliance to the set policies and alignment of departmental activities towards achievement of targets.
- Coordinating the annual staff performance appraisal so as to measure staff productivity and identify existing potential for improvement to inform decision making on the same.
- Communicating and making regular follow up on the implementation of decisions made by the University's Management Board within the Division to ensure alignment of operations to the defined decisions.
- Providing secretariat services to the Division's main committee on a regular basis so as to operationalize the meetings and ensure proper documentation of all deliberations for future reference.
- Coordinating periodic collection of evidence used in gauging achievement of performance targets within the division for use in decision making on how to enhance performance.
- Participating in staff disciplinary committees when need be so as to enforce ethical behavior within the work place.

Lecturer – Jomo Kenyatta University of Agriculture and Technology
April 2016 – April, 2019

- Involved in the research and designing of new curriculum and materials.
- Assessing students' course work and material.
- Involved in the setting exams and the marking of results.
- Providing mentoring, advice and support to students on a personal level.
- Actively leading class discussions and encouraging debate.
- Supervision of student project at undergraduate and postgraduate levels.
- Handling examination matters at the department.

Tutorial Fellow – Jomo Kenyatta University of Agriculture and Technology
Sept 2011 – March 2016

- Delivering lectures to groups of students and using advanced teaching techniques to inspire and motivate them for higher level qualifications and employment.
- Was responsible for preparing learning material for courses.
- Involved in course team activities and curriculum development for students.
- Supervision of student project at undergraduate level.

- Handling examination matters at the department.

Teaching Assistant - Jomo Kenyatta University of Agriculture and Technology
January 2010 – To August 2011

- Lecturing in diverse areas in strategy and general management
- Student supervision at Diploma levels
- Timetabling officer, Department of Entrepreneurship, Technology, Innovation and Management.

Part-Time Lecturer - KCA University
May 2010 – Dec 2012: Lecturing in diverse areas in general management at diploma and certificate levels.

Assistant to Legal Officer Jomo Kenyatta University of Agriculture and
Nov 2005 – Dec 2009 Technology
Administrative Duties

Manager/Tutor Prime College, Nkubu, Meru
May 2004 – Oct 2005
Managerial duties and lecturing varied courses at diploma and certificate levels

Trainee Teacher Nkabune Technical Training Institute – Meru
Jan – March 2004
Lecturing diverse courses at Diploma and Certificate levels

Personal Assistant to the Programme Coordinator
June 1996 - Dec 2003 Garba Tulla Development Organization
Administrative duties

Publications

1. Antony, M.M., Wallace, A., Mike, I. & Atikiya, R. (2020). Influence of Managerial Networking on Competitive Advantage in Medium and Large Garment Companies in Kenya. *International Journal of Science and Research (IJSR)* Vol. 9(3) pg. 138-147.
2. Antony, M.M., Wallace, A., Mike, I. & Atikiya, R. (2020). Influence of Knowledge Management on Competitive Advantage in Medium and Large Garment Companies in Kenya. *International Journal of Science and Research (IJSR)*. Vol. 9(6) pg. 376-386.
3. Katitia, P.K., Susan, W. & Atikiya, R. (2020). Influence of career advancement opportunities on labour turnover in Multipurpose Training Institutes in Kenya. *International Journal of Social Science and Humanities* Vol. 8, (3), pg. (292-296).
4. Katitia, P.K., Susan, W. & Atikiya, R. (2020). Influence of motivational strategies on labour turnover in Multipurpose Training Institutes in Kenya. *International Journal of Social Science and Humanities* Vol. 8, Issue 3, pp: (276-280).
5. Justus, M. W., Mike, I., Joyce, N., Atikiya, R. (2020). Influence of Competitive Intelligence on the Relationship between Strategic Intent and performance of

- Companies Listed on Nairobi Securities Exchange – Kenya. *International Journals of Academics and Research*. Vol. 3(1) pg. 147-152.
6. Beatrice, R. & Rukia A. (2019). Influence of internal organizational factors on transformation of state corporations in Kenya: A case study of Kenya Medical supplies. *European Journal of Business and Strategic Management*. Vol. 4(2), Pg 39-58.
 7. Atikiya, R. (2017). Effect of Competitive Strategies on the performance of manufacturing firms in Kenya. *Journal of Business and Management Studies*. Vol.1(1), pg 1-13.
 8. John, M.M., & Rukia, A. (2017). Effect of Community Engagement at the Planning Phase on Project Sustainability in Public Universities in Kenya. A Case Study of Jomo Kenyatta University of Agriculture and Technology. *The Strategic Journal of Business and Change Management*. Vol. 4(4). Pg 91-103.
 9. Amos, S.M., Rukia, A., Joyce, N. & Romanus, O. (2017). The effect of customer related CSR on performance of manufacturing firms in Kenya. *Journal of Economics and Sustainable Development* Vol. 8 (16).
 10. Amos, S.M., Rukia, A., Joyce, N. & Romanus, O. (2017). The effect of community related CSR on performance of manufacturing firms in Kenya. *European Journal of Business and Management*. Vol. 9(24).
 11. Dorothy, A.O. & Rukia, A. (2016). Role of procurement on the completion of projects In energy sector in Kenya: A case study of Kenya Electricity Generating Company (Kengen). *International journal of recent research in commerce, economics and management*. Vol. 3(4) pp 88-106.
 12. Atikiya, R., Elegwa, M., John, M. K. & Esther, W. W. (2015). Effect of cost leadership strategy on the performance of manufacturing firms in Kenya. *The strategic journal of business and change management* .Vol.2 (8) pp 134-143.
 13. Atikiya, R., Elegwa, M., John, M. K. & Esther, W. W. (2015). Effect of focus strategy on performance of manufacturing firms in Kenya. *Asian Academic Research Journal of Social Science and Humanities*. Vo.1(33) pp 198-208.
 14. Atikiya, R., Elegwa, M., John, M. K. & Esther, W. W. (2015). Effect of differentiation strategy on the performance of manufacturing firms in Kenya. *Asian Journal of Humanities and Social Studies*. Vol.3(2). 179-184.
 15. Atikiya, R. & Joyce, D. N. (2014). Factors Contributing to Successful Organizational Transformation at Kenya Wildlife Service *Asian Journal of Humanities and Social Sciences (AJHSS) Volume 2—Issue 2, May, 2014 ISSN: 2320-9720*
 16. Joyce, D.N. & Rukia, A. (2013). Corporate reputation tools and employee commitment in Kenyan public Universities. *Proceedings of 1st JKUAT-SHRD Research Conference held on 12th and 13th September 2013*.

On-going Research

- Doctor of Philosophy Dissertation - Wageningen University Netherlands - (Research Topic: *Aligning University Curricula with Labor Market Needs – Kenyan Perspective*).

Teaching/Lecturing Contributions

- Prepared educational materials and delivered lectures and administered examinations.
- Internal examiner for PhD final thesis examination in the area of strategic management.
- Conducted research focusing mainly on strategic issues.
- Advised, supervised and examined undergraduate and post graduate students' research project work.
- Involved in course team activities and curriculum development.
- Served as a committee member to curriculum planning.
- Rendered advisory services for students in the area of strategy.
- Contributed to the intellectual life and debate of an academic organization by conducting research.
- Committee member involved in development of Bsc. Strategic Management Curriculum at JKUAT- 2015.

POST GRADUATE SUPERVISION

(Graduated) PHD Student

AMOS SILA MWANGANGI - HD433-C004-5061/14

Thesis Title

Effect of Corporate Social Responsibility on Performance of Manufacturing Firms in Kenya

MASTERS

1. BEATRICE ROSANA - HD333-4643/2014

Research Title

Influence of internal organizational factors on transformation of state Corporations in Kenya: a case study of kenya medical supplies authority

2. DOROTHY ACHIENG OLOO - HD322-D1-3852/2015

Research Title

Role of Procurement Function on the Completion of Public Projects in the Energy Sector In Kenya
(A Case Study Of Kenya Electricity Generating Company (KENGGEN).

3. JOHN MWANGI MIGWI – HD317-1125/2012

Research Title

Effect of Community Engagement at the Planning Phase on Project Sustainability in Public Universities in Kenya. A Case Study of Jomo Kenyatta University of Agriculture and Technology.

ONGOING

SUPERVISION PhD

TITUS MUSYOKA KILONZI - HDB 411 - C006 – 3300/2016

Determinants of Strategic Decision Implementation In Public Sector in Kenya.

ANTONY MULYUNGI MWENDWA - REG. NO: HD433-2098/2013

Determinants of Competitive Advantage in Medium and Large Garment Companies in Kenya.

JANET MUMASSABBA – HD433-C009-6562/2015

Influence of Risk Management Strategies on Competitiveness of Small and Medium Enterprises in Kenya.

MANAGEMENT EXPERIENCES

1. Deputy Director (Learning and Development) – Kenya School of Government (Oct. 2020 – to-date)
2. Registrar (Planning, Administration & Finance) Umma University May 2019 to October 2020.
3. Chairperson Department of Entrepreneurship, Technology, Leadership and Management – JKUAT - November 2018
4. Co-ordinator international student relations – Ivey – JKUAT partnership – April 2018 to present
5. Strategic Management class adviser

Managing students by providing guidance and feedback to help them strengthen their skills and knowledge base.

6. College Postgraduate Committee Member

Conference Attended

1. 2nd Biennial Conference on the State of Higher Education in Kenya hosted by Commission for University Education, October 30 – November 2, 2018.
2. Sixth Higher Education Week and RUFORUM Biennial Conference held between 22 – 26th October 2018 in Nairobi, Kenya.
3. 1st International Research Conference on Promoting Innovation in Business, Entrepreneurship and Information Technology for the 21st Century held at Zetech

University 16th & 17th May 2018.

4. International workshop for Strengthening Research Capacity for the Eastern Africa Universities held at Umma University, on 19th – 22nd January, 2018.

Papers Presented at a Conference

1. Atikiya, R., Mulder, M., Wesselink, R., & Elegwa, M. (2018). *Status of Horticulture Curriculum offered by Public Universities in Kenya in relation to labor market*. Presented at Sixth Higher Education Week and RUFORUM Biennial Conference 22 – 26th October 2018 in Nairobi, Kenya.
2. Atikiya, R., Mulder, M., Wesselink, R., & Elegwa, M. (2018). *Stakeholder Involvement in University Curriculum Development*. Presented at the 2nd Biennial Conference on the State of Higher Education in Kenya held between October 30 – November 2, 2018 at Kenya School of Monetary Studies, Kenya.

Consultancy Experiences and Accomplishments

- Gender mainstreaming training for Lake View Fisheries staff and small holder farmers – Oct. 2021.
- Gender mainstreaming training for Paves Ltd. Staff and small holder farmers - 2020
- Gender mainstreaming training for MAGOS Farm Ltd Staff and small holder farmers– Dec 2019
- Developed Gender Mainstreaming Policy for MAGOS Farm – Dec 2019.
- Developed strategic plan for I-GET a local trust dealing with girl child – Sept 2019
- Gender mainstreaming training for Coffee Del Duca Staff and small holder farmers – June 2019
- Trained Zetech University Academic Staff on Academic Research Paper Writing Sept 2018
- Trained Zetech University Academic Staff on practical research methods – March 2018.
- Trained KEBS Senior Management on risk identification and management in projects – Sept 2016.
- Strategy Consultant - Developed a Strategic Plan for IIDA Woman’s Development - 2016
- Strategy Consultant - Developed a Strategic Plan for Solutions of Woman Organization – 2015
- Developed Human Resource and Financial Policy for IIDA Women’s Development Organization and Somali Women Association. (SWA) - 2015.
- Assessed and Coached staff of SWA on HR and Financial management - 2014
- Assisted in evaluation of FGM eradication project for COPSE Kenya -2014
- Assistant in evaluation of Women Political Alliance (WPA-Kenya) project on Gender Empowerment – 2014.
- Trained on Marketing Strategy training for selected women group members - 2016
- Provided on-call consulting on statutory deduction issues for IIDA - 2015
- Trained selected women group representatives on entrepreneurial skills - November, 2013

PROFESSIONAL MEMBERSHIP

- Kenya Institute of Management - Full Member

SHORT COURSES ATTENDED

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| • Strategic Leadership Development Program | KSG | April 2021 |
| • Senior Management Course | KSG | Ongoing |

ACADEMIC QUALIFICATIONS

JKUAT	PhD. Business Administration (Strategic Management)	2012 - 2015
JKUAT	MBA Business Administration (Strategic Management)	2009 - 2011
JKUAT	Bachelor of Business and Office Management	2007 - 2008
KTTC	Diploma in Technical Education	2003 - 2004
KNEC	Kenya Certificate of Secondary Education	1989- 1992
KNEC	Kenya Certificate of Primary Education	1981 - 1988

REFEREES

1. Prof. Elegwa Mukulu
Associate Professor - JKUAT
P. O. Box 62000 - 00200 Nairobi
Tel: 0720872974
Email: emukulu@jkuat.ac.ke
2. Dr. Joyce Daudi Nzulwa
Senior Lecturer - JKUAT
P. O. Box 62000 - 00200 Nairobi
Tel: 0722833114
Email: joysnzulwa92@gmail.com
3. Dr. Idle Farah
Vice Chancellor,
Umma University
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