

Elias Berhanu Debela
P.O.Box 21509
Code 1000
Addis Ababa
Mobile: 0911630722
0911147177
Phone: 011 645 59 95 (home)
E-mail: Eliasb1@yahoo.com

Personal Information	Name:	Elias Berhanu
	Sex:	Male
	Age:	48
	Place of Birth:	Arsi, Ethiopia
	Nationality:	Ethiopian
	Marital Status:	Married; 2 children
	Physical & Health Condition:	Able & Healthy

Summary of Qualification and Expertise:

Qualification: PhD degree in Development Studies; MA degree in Regional and Local Development Studies; MA degree in Educational Administration; BA degree in Management and Public Administration

Expertise: My qualifications are coupled with professional experiences and expertise of more than 20 years in different areas, including:

- (1) Current engagement in *Curriculum Review and Development* for MA degree in *Development Management*, Hawassa University. I am a member of the curriculum review team consisting of senior academic staff from Hawassa University and abroad.
- (2) Research engagements in the areas of LED, value chains, MSE development and entrepreneurship, inter-firm relations, value-chain governance and market linkages;
- (3) Teaching in higher educational institutions, academic administration and leadership, administrative management, HR development and planning, training, curriculum development, training materials development, training needs assessment;
- (4) Developing and supervising donor-funded projects, and preparing institutional performance reports; and
- (5) Non-governmental development activities in education policy research, advocacy, community mobilization, networking and partnership, program design, and monitoring and evaluation.

I also strongly believe to have the ability to work under demanding and diverse working environment with an excellent interpersonal, leadership and communication skills. I have strong disposition to appreciate team-work and demonstrate sense of responsibility and commitment.

Summary of instructional experiences in Higher Education

Postgraduate Programs	Undergraduate Programs
<ul style="list-style-type: none"> ▪ Policy and Institutional Reform ▪ Public Private Partnership (PPP) ▪ Sustainable Development Management ▪ Research Methods in Public Management ▪ Local Government & Administration ▪ Urban (Municipal) Governance and Administration ▪ Decentralization and Local Government (<i>IGNOU</i>¹) ▪ Public Policy (<i>IGNOU</i>) ▪ Disaster Management (<i>IGNOU</i>) 	<ul style="list-style-type: none"> ▪ Public Administration ▪ Public Policy Making and Analysis ▪ Principles of Government ▪ Marketing ▪ Business Management ▪ Organization and Management ▪ Human Resources Management (HRM) ▪ Research Methods ▪ Organizational Behavior ▪ Applied Administrative Management ▪ Administrative Communication ▪ Customer Service Delivery

Education:

PhD Degree in Development Studies, University of South Africa (UNISA), October 20, 2014

Research area: Local Economic Development (LED), MSE Development, Value Chains
 Research title: The Role of Micro and Small Enterprises (MSE) in Local Economic Development (LED): a Value Chain Perspective.

MA Degree in Regional & Local Development Studies (RLDS), August 2001, Addis Ababa University (AAU)

Research Area: Food Security

Research Title: Constraints and Coping Strategies for Attaining Household Food Security, *the case of a densely populated settlement in Southern Ethiopia* (Arba Minch)

MA Degree in Educational Administration (EDAD), July 1995, Addis Ababa University (AAU)

Research Area: Organizational Reward Systems

Research Title: Organizational Reward Systems in the Higher Educational Institutions of Ethiopia

BA Degree in Management & Public Administration (MTPA), July 1986, Addis Ababa University (AAU)

¹ *IGNOU: Indra Ghandi National Open University*

Professional Experiences

Assistant Professor: Since October 20, 2014, Addis Ababa University, Department of Public Administration and Development Management (PADM)

Lecturer: February 2009 – October 20, Lecturer, **Addis Ababa University**, Department of Public Administration and Development Management (PADM)

Department Head (and Lecturer): January 2008 – February 2009, Addis Ababa University, Department of Public Administration and Development Management (PADM)

Summary of major duties:

Direct the teaching and research activities of the department; promote the enhancement of the quality and relevance of teaching and research in the department; initiate proposals for deliberations by the department academic council; follow up and implement the decisions and recommendations of the academic council; seek to provide opportunities for educational and professional development of the staff and students of the department; follow-up the processing of appointments, promotions, salary increments, and the benefits due to the staff of the department in accordance with the rules and regulations of the University; plan and prepare programs and budgets for the activities of the department and closely supervise the implementation of approved plans, programs and budgets; create conducive atmosphere for the expansion of academic and research efforts in the department; prepare up-to-date reports on the teaching, research and consultancy services provided by the department; assign students' advisors, senior essays supervisors and examiners; supervise the proper use of physical and human resources within the department; ensure that academic staff of the department submit periodic report on their teaching and research activities; keep records of activities of all the staff of the department to serve as inputs for evaluations; conduct performance evaluation of each staff at the end of each academic year.

Lecturer: April 2006 – January 2008, **Addis Ababa University**, Department of Public Administration and Development Management (PADM)

Education Policy/Program Officer: May 18, 2005 – April 2006, **Action Aid Ethiopia (AAE)**, Policy Research and Advocacy Department (PRAD)

Summary of major duties:

Lead AAE's education policy research, analysis and advocacy initiatives; design and implement key education programs aimed at ensuring education rights; ensure effective monitoring and evaluation of nationally funded education programs; appraise Country level education policy related programs and projects; identify and initiate partnerships, networks and alliances that promote education at country level; ensure linkages between AAE's field and regional level experiences in education with national and international education policy research and advocacy initiatives; organize and lead national level campaigns on education and participate in the global level education rights campaigns; initiate and conduct different capacity building programs; prepare and compile national level three-year & annual education program/policy plan and budget; ensure effective

mainstreaming of gender, girls rights and HIV/AIDS issues in AAE's education policy advocacy initiatives

Lecturer: Sept. 1999 – May 2005, Ethiopian Civil Service College (ECSC), Faculty of Business and Economics

Plan & Programs Officer (and Lecturer): Aug. 1997 – 1999, Ethiopian Civil Service College (ECSC)

Summary of major duties:

Coordinate and prepare plans and annual budgets; monitor and evaluate implementation of plans and budgets; gather and hold data relevant to the overall activities of the organization and create management information system; develop human resource development plans; assist in curriculum development, research and training needs assessment; plan ways and means of securing funds, materials, and manpower assistance; develop projects for funding agencies; coordinate and prepare institutional performance reports; assist the chief executive officer (the president) in matters related to programs as well as various administrative activities of the College; assist the president in various administrative activities.

Academic Programs Officer (and Lecturer): Aug. 1996 – Aug. 1997, Ethiopian Civil Service College (ECSC)

Summary of major duties:

Coordinate overall academic programs of the College; facilitate and coordinate semester academic programs and examination sessions; monitor and evaluate semester staff-loads; assist in curriculum development and evaluation; organize workshops and seminars relevant to academic programs; arrange programs for practical courses; assist the Academic Vice President in various academic administration activities.

Lecturer: Oct. 1995 – Aug. 1996, Arbaminch Water Technology Institute (AWTI)

Instructional experiences in: Management, Small-Scale Project Management (Short-term program)

Public Relations Officer: Nov. 1990 – Sep. 1991, Arbaminch Water Technology Institute (AWTI)

Summary of major duties:

Assist the chief executive office (the Dean) in matters related to public relations; prepare and disseminate information related to the institute; assist in receiving official guests; provide guidance for visitors; assist in producing newsletters and bulletins; inform, and arrange media coverage for significant events in the institute; assist in the translation of rules and regulations for the consumption of expatriate staff.

HR Officer: Oct. 1986 – Nov. 1990, Arbaminch Water Technology Institute (AWTI)

Summary of major duties:

Assist in academic staff recruitment, selection, placement, and compensation processes; process local and expatriate staff employment contracts; facilitate entrance and resident permits for international personnel; coordinate and report on staff performance evaluation processes; facilitate staff promotion and training programs; assist in the documentation of personnel records; assist the Human Resources Manager in matters related to personnel activities.

Special trainings:

- One-month long training in “Service Delivery”, with a team of professionals from different government agencies. The program was sponsored by the United Nations Development Program (UNDP), Sunningdale, England (UK), 1997.
- “Strategic Planning & Management”, organized by the Civil Service Reform Program, Top Management Systems Sub-Program, Ethiopian Management Institute, Addis Ababa, June 23 - 29, 2003.
- “Environmental Management and Local Development in the Horn and East Africa”, First International Policy Research Workshop in Regional and Local Development Studies, April 14 -15, 2000.
- “Strategic Management”, organized by the Federal Civil Service Commission, Nazareth, March 22 – 27, 1999.
- “Project Cycle Management”, GTZ-PAS, Addis Ababa, 22 – 26 April 1996.
- “International Workshop on Distance Learning, Communication and Informatics”, organized by ICIPE, PPI, and ECSC, Addis Ababa, January 4 – 10, 1999.
- “Higher Education Management Workshop”, organized by the University of Huddersfield (UK) and the British Council, Addis Ababa, July 28 – August 1, 1997.
- “Education Methodology Workshop”, organized by the University of Huddersfield (UK) and the British Council, Addis Ababa, July 21 – 25, 1997.
- “Management and Supervision of Graduate Thesis Research in Eastern and Southern African Universities”, Addis Ababa, 9 – 12 November 1992.

Research Papers:

The Role of Micro and Small Enterprises (MSE) in Local Economic Development (LED), With a Focus on Wood-Work MSE Value Chain (October 2013)

The Role of Micro and Small Enterprises (MSE) in Local Economic Development (LED): *the Case of Awassa, Capital of SNNPR* (March 2003).

Constraints and Coping Strategies for Attaining Household Food Security: *the case of a densely populated settlement in the suburb of the town of Arba Minch, Southern Ethiopia* (July 2001).

A Study of Organizational Reward Systems in the Higher Educational Institutions of Ethiopia (June 1986).

Experience in course materials development and review

Course Material	Sponsor
<ul style="list-style-type: none"> ▪ Research Methods in Public management (<i>Masters Program</i>) 	Addis Ababa University
<ul style="list-style-type: none"> ▪ Sustainable Development Management (<i>Masters program</i>) 	Addis Ababa University
<ul style="list-style-type: none"> ▪ Organizational Behavior (<i>Degree Program</i>) 	Alpha University College
<ul style="list-style-type: none"> ▪ Introduction to Organizational Behavior (<i>TVET Program</i>) 	Alpha University College
<ul style="list-style-type: none"> ▪ Management of Public Enterprises 	”
<ul style="list-style-type: none"> ▪ Introduction to Marketing 	Ethiopian Civil Service
<ul style="list-style-type: none"> ▪ Introduction to Business 	University (ECSU)
<ul style="list-style-type: none"> ▪ Administrative Management 	”
<ul style="list-style-type: none"> ▪ Administrative Communication 	Alpha University College
<ul style="list-style-type: none"> ▪ Introduction to Public Administration (<i>prepared with a team of five persons</i>) 	Ethiopian Civil Service University (ECSU)
<ul style="list-style-type: none"> ▪ Principles of Marketing (<i>prepared with a co-writer</i>) 	”
<ul style="list-style-type: none"> ▪ Introduction to Management (<i>prepared with co-writers</i>) 	”
<ul style="list-style-type: none"> ▪ Course Catalogue for Development Administration 	Alpha University College
<ul style="list-style-type: none"> ▪ Different short-term training materials 	

Skills: Computer (Microsoft Word Processing, Excel)

Driving (2nd grade driving license)