



Zéphirin Selemani

Projects &
Capacity Building



PROFESSIONAL SUMMARY

Zéphirin Selemani is a senior management consultant and regional Director at MDF Afrique Centrale, with over a decade of experience in capacity building with humanitarian and development organisations working in the DRC and in other African countries. As a country Human resource and administration manager he developed HR tools and HR introductory modules for young managers and for those who aspire to become managers. Zéphirin has also acquired a lot of experience in project and programme management, he has managed projects in different areas such as health and development, natural resource management and organizational capacity development.

He holds a Master degree in Leadership and organizational management from the Light University in Burundi, he also holds other university degrees in Education and Public Health and Development. Mr Zéphirin SELEMANI is credited with developing a financial tool for the poor who would like to start a small business in peri-urban and rural areas.

He is an experienced trainer, learning facilitator and rigorous evaluator. He has led complex evaluations for big country programmes and projects in different countries in Africa. He masters the whole curricula development cycle and has trained many trainers in facilitation techniques and team management.

Mr Zéphirin has made the most of his large practical experience to facilitate various organisational capacity analysis and change management, he has already been part of due diligence teams to lead the organizational change of Save the Children and Oxfam GB which changed in one Save or one Oxfam. In the private sector, Mr Zéphirin is involved in strengthening the capacity of different managers in leadership and management. He also worked with universities, private banks, public offices, and various organisations involved in business development and advocacy.

At work, Zéphirin developed an internal HR management guide and tools to help employees manage their career, set priorities, plan and work pressure effectively. During the weekend, he likes to read and spend time with his family. Zéphirin is a learner and love to exchange ideas about how things should be done effectively.

📍 Goma, DRC

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Education

1984

ISP, Bukavu/DRC

Bachelor in Applied Pedagogy and Biology

2004

Henri Poincaré University, Nancy/France

Postgraduate Degree in Public Health

2019

Light University, Burundi

Master Degree in Leadership and Organizational Management

Skills

- Intercultural Management
- Flexibility and Reliability
- Engagement & Team-player
- Managing for Results
- Analytical Thinking
- Integrity

Financial, Analytical & HR Software Skills:

- Proven experience in SPSS
- Peachtree Accounting System financial tool
- GOLD (Global Online Database- developed and in use by Oxfam GB)

Languages:

English, French, Kiswahili, Lingala

EMPLOYMENT RECORD

Trainer/Consultant and Director | Goma/DRC
MDF Afrique Centrale

Feb 2010 - Present

Trainer/Consultant & HR Advisor | Goma/DRC
MDF Afrique Centrale

May 2010 - Januar 2020

Country HR & Administration Manager | Chad
OXFAM GB

May 2009 - May 2010

Country HR & Administration Manager | DRC
OXFAM GB

*Oct 2004 - Oct 2007 and
Sept 2007 - May 2009*

HR Manager for the Flood response | Uganda
OXFAM GB

Sept 2007 - Dec 2007

Program Technical Advisor | DRC
Medical Emergency Relief International (Merlin)

Sept 2007 - Dec 2007

ORGANIZATIONS I HAVE WORKED WITH

- Oxfam GB
- NRC (Norwegian Refugee Council)
- Save the Children International
- MSV-Belgiaue (Médecins sans Vacances Belgique)
- GIZ
- MONUSCO (UN Mission)
- MSI (Management Systems International)
- Broederlijk Delen - Belgique
- WFP
- Louvain Cooperation
- Enabel (Ex CTB)
- UNCT - Rwanda
- SDC (Swiss Development Cooperation)
- SNV
- ICCO-Cooperation
- NLRC (Netherlands Red Cross)
- Medair
- GVTC (Greater Virunga Landscape)
- Handicap International
- AfricaLead - Burkina Faso
- UNICEF
- Oxfam NOVIB
- CARE International
- ADRA
- Stratlink
- Brot Fuer Welt (Pain Pour le Monde-Allemagne)
- Lilian Fonds
- Agriterra
- UNDP-DRC
- Bioforce
- Rawbank in DRC