

CURRICULUM VITAE



PERSONAL DATA

NAME : OKWARE
OTHERS : FABIANO
DATE OF BIRTH : 10TH Oct 1961
MARITAL STATUS : MARRIED WITH CHILDREN
NATIONALITY : UGANDAN
TRIBE : ETESOT
RELIGION : CATHOLIC
DISTRICT : KATAKWI
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1.0 EDUCATIONAL BACKGROUND

1.1 LONG COURSES (DEGREES, DIPLOMAS & CERTIFICATES)

Year	Institution/School	Award
2010-2013	Nelson Mandela Metropolitan University (NMMU)	Ph Degree in Commerce – Business Management
2007-2009	Ndejje University (NU)	Degree of Masters in Business Administration (MBA) – General Management
2005- 2007	Uganda Management Institute (UMI)	Degree of Masters in Management Studies (MMS - General Management
2001-2004	Ndejje University (NU)	Degree of Bachelors in Business Administration (BBA)- Management
2001 -2002	Uganda Institute of Information and Communications Technology (UICT)	Diploma in Project Planning and Management (PPM)
1999-2000	Uganda Management Institute (UMI)	Post Graduate Diploma in Management (DIMA)
1998-1999	Uganda Management Institute (UMI)	Certificate in Management (CIM)
1982- 1983	Belgian Shipbuilders Corporation (BSC)- Belgium	Attendance Certificate in Electrical Installation Work Aboard ships
1979-1981	Busitema National College of	National Certificate in Electricity and

	Agricultural Mechanization	Electrical Installation Work
1975-1978	Teso College, Aloet (TCA)	East African Certificate of Education (EACE)
1967-1974	Obulengorok Primary School	Primary leaving Examination Certificate (PLE)

1.2 SHORT COURSES (ATTENDANCE CERTIFICATES, FORUMS, CONFERENCES)

Year	Institution/School	Award
2018-Todate	Project Management Institute (PMI)	PMP Certification - Work in progress
Sept-Nov 2017	Institute of Corporate Governance in Uganda (ICGU)	Certificate of Merit in Corporate Governance Practice
July 03 rd - 07 th 2017	Kyambogo University in collaboration with African Renewal University	Attendance Certificate in Writing and Publishing for Aspiring Scholars.
2015	Innova Management Consultancy Ltd	Certificate of Attendance, Consultancy Skills Development
2015	Innova Management Consultancy Ltd	Certificate of Attendance in, Re-skilling Consultancy Professionals for Business Success
2014	GK Jether Solutions Ltd	Certificate of Completion, Preparing for the Project Management Professional (PMP) Certification Exam.
2010	Uganda Institute of Information and Communications Technology (UICT)	Certificate of Attendance, Pedagogical skills
Sept.21 Oct 31 2009	International Telecommunication Union (ITU) Portal	Attendance Certificate (Moodle e-Learning course) “Re-engineering human resource in a changing environment”).
July 8-10 2009	International Telecommunication Union (ITU)	Workshop Attendance - Human Capacity Building (HCB) Forum held at Munyonyo-Kampala.
2008	Uganda National Examination Board (UNEB)	Examiner - Business and Management Courses
2008	Uganda Management Institute (UMI)	Certificate in Training of Trainers (TOT)

2.0 EMPLOYMENT RECORD

Year	Position	Organisation/Institution
September 2009- To-date	Programme Assessor, and Independent Consultant on Tertiary Higher Education Institutions, Business and Management Consultancy.	National Council for Higher Education (NCHE)
July 2022-July 2024	Associate Consultant	Uganda Management Institute (UMI)
July 2019-July 2021	Associate Consultant	Uganda Management Institute (UMI)
July 2019 – To-date	Consultant	Institute of Corporate Governance of Uganda (ICGU)

August 2018 – August 2019	Lecturer/Ag. Coordinator, Business Development, Research and Consultancy Centre (BDC)	Uganda Institute of Information and Communications Technology (UICT)
June 2015- August 2018	Ag. Deputy Principal	Uganda Institute of Information and Communications Technology (UICT)
2013- 2015	Ag. Coordinator, Business Development, Research and Consultancy Centre (BDC)	Uganda Institute of Information and Communications Technology (UICT)
2005 -2013	Lecturer – Department of Management	Uganda Institute of Information and Communications Technology (UICT)
2000– To-date	Executive Director	Usuk Homelands Limited
1988 -2000	Electrical Technician (Assistant Production Manager)	Lira Millers Limited
1984 -1988	Chief Milling Technician	Farm Inputs (U) Ltd
1982 -1983	Electrical Technician	Uganda Railways Corporation – Marine Services.

3.0 RESPONSIBILITIES

- Uganda Institute of Information and Communications Technology (UICT).**
 Member of the Management Team, Member of the Governing Council (GC), Academic Board (AB) and Examination Committee (EC). Teaching, administering coursework, setting and marking examinations, supervising students’ research projects, curriculum design and review, developing and facilitating in short courses, participating in research and consultancy, and coordinating activities in the Business Development, Research and Consultancy Centre.
- Usuk Homelands Ltd**
 General management and administration of the organization and overall, in- charge of company operations to date.
- Lira Millers Ltd**
 Worked as Assistant Production Manager. Also responsible for logistics of company operations.
- Farm Inputs (U) Ltd.**
 In charge of the general operations of the mill, carrying out both Electrical and Mechanical maintenance of all the machinery.

Attended a five –week’s (5) course in milling sponsored by Buhler-Miag at Makos Millers, in Machakos –Kenya.

- Uganda Railways Corporation –Marine Services**
 Electrical installation aboard ships. General preventive maintenance and safety measures of all machinery. Attended a six-month’s (6) course in ship building in Fulton Marine’s Ship Yard, Boom-Antwerp, Belgium. Sponsored by Belgian Shipbuilders’ Corporation. (BSC)-Belgium.

3.1 Other Responsibilities

- Ndejje University (NU) - Uganda:** External Supervisor for PhD students for the academic year 2024-2026
- Nelson Mandela Metropolitan University (NMU) –South Africa:** External examiner for Masters Degree students for the academic year 2024/25

- **Nelson Mandela Metropolitan University (NMU) –South Africa:** External examiner for Masters Degree students for the academic year 2023/24
- **Nelson Mandela Metropolitan University (NMU) –South Africa:** External examiner for Master Degree students for the academic year 2022/23
- **Nelson Mandela Metropolitan University (NMU) –South Africa:** External examiner for Masters Degree students for the academic year 2022/23
- **Nelson Mandela Metropolitan University (NMU) –South Africa:** External examiner for Masters Degree students for the academic year 2021/22
- **Nelson Mandela Metropolitan University (NMU) –South Africa:** External examiner for Masters Degree students for the academic year 2019/20
- **Nelson Mandela Metropolitan University (NMU) –South Africa:** External examiner for Masters Degree students for the academic year 2018/19
- **Nelson Mandela Metropolitan University (NMMU) –South Africa:** External examiner for Masters Degree students for the academic year 2017/18.
- **Nelson Mandela Metropolitan University (NMMU) –South Africa:** External examiner for Masters Degree students for the academic year 2016/17.
- **Rhodes University (RU) –South Africa:** External examiner for Masters Degree students for the academic year 2012/13
- **Ndejje University (NU):** External examiner for Masters Degree students for the academic year 2012/13
- **National Council for Higher Education (NCHE):** Programme Assessor for University and Other Tertiary higher educational training institutions Academic Programmes since 2009–to date.
- **Adjunct Lecturer:** Kyambogo and Bugema universities.
- **Member of UICT Management Committee.** Involved in decision making on the day-to-day management of Institute operations.
- **Member of UICT Governance Council.** Participates in providing oversight at Strategic level and effecting the implementation of decisions made for the smooth operation of the Institute.
- **Member of Institute of Corporate Governance of Uganda.** Advocates for good corporate Governance practices at the Institute, ultimately leading to effectiveness and efficiency of its operations. Membership Number: 609/2013
- **Global Member of Project Management Institute (PMI).** Advocates for the application of project management knowledge and skills in the Institute operations in this advent of scarce resources facing most organizations world over. **ID Number: 4104730.**
- **Member of Project Management Institute (PMI) – Uganda Chapter.** Advocates for the application of project management knowledge and skills in the Institute operations in this advent of scarce resources facing most organizations world over.

4.0 PUBLICATIONS AND INTERNATIONAL CONFERENCES PAPERS

- **Article 1:** Okware, F. & Omagor, C. 2013. Universal Primary Education: Perspectives from Uganda. *Journal of Social Science Research*, 4(2): 495-507.
- **Article 2:** Developing a hypothetical model of factors impacting performance of training institutions in Uganda. A paper presented during the 6th International Business Conference (IBC) held August 27 to 31st, 2012 in Mombasa, the Tropical South Coast of Kenya.

- **Article 3:** Employee-related factors impacting the performance of training institutions in developing countries. A paper presented at the 7th International Business Conference (IBC), September 2nd to 6th 2013, in the Tropical Islands of Seychelles.
- **Article 4:** Exploring external factors impacting the performance of training institutions in a developing country. A paper presented at the Academy of International Business, Sub-Saharan Africa Inaugural Conference held August 13th - 15th 2014 at Riara University, Kenya.
- **Article 5:** Influence of Institutional factors on performance of training institutions in a developing country. A paper presented during the 9th International Business Conference (IBC) held September 20th to 23rd, 2015 in the Victoria Falls, Zambia.
- **Article 6:** Okware, F. 2019. E-governance and Corporate Governance in Organizations. *Journal of Sustainable Wealth Creation*, 14: 12-13.
- **Article 7.** Ariaka, S. T., Okware, F., Buwule, H. & Kibukamusoke, M. 2025. Successor and Organizational Factors on Continuity of Small and Medium Enterprises at Ariwara Commercial Center, DRC. *Journal of Interdisciplinary Studies*, 1(2): 1–6.
- **Article 8.** Timothée, A. S., Okware, F., Musoke, H.B., & Kibukamusoke, M (2025). *Leadership Paradoxes: Effects of Leadership Styles on Family Small Businesses Continuity in Ituri Province. Journal of Interdisciplinary Studies*, 2(1): 1-8.

5.0 WORK UNDERTAKEN THAT BEST ILLUSTRATES MY CAPABILITY TO HANDLE CONSULTANCY ASSIGNMENTS

I have pursued a career of developing personal skills that are appropriate in undertaking any consultancy assignment. I have participated at organisational level in strategic planning, developing a Strategic Plan for the institution. The research skills acquired have made me a better person in executing research and consultancy assignments. Specifically:

- Presented a research paper to about 100 audience at International Business Conference held August 27th-31st 2012 in Mombasa, the Tropical Coast of Kenya.
- Presented a research paper to about 80 audience at International Business Conference September 2nd -6th 2013 in the Tropical Islands of Seychelles, Mahe Island.
- Presented a research paper to about 80 audiences at International Business Conference at Academy of International Business, Sub-Saharan Africa Inaugural Conference held August 13th-15th, 2014 at Riara University, Kenya.
- Presented a paper during the 9th International Business Conference (IBC) held September 20th to 23rd, 2015 in the Victoria Falls, Zambia.
- Participated and moderated the discussion in the Institute (UICT) Strategic Plan development workshop, 2012
- Lecturer in Business and Management courses, namely; Research Methods, Principles of Management, Marketing Management, Project Planning and Management, Management Theory and Practice, Strategic Marketing Analysis, Services Marketing, Customer Relationships Management courses (UICT, Kyambogo and Bugema Universities)
- Leader –Business operations of Usuk Homelands Limited, giving strategic direction, production

operations and management.

- Facilitated training to a group of 500 secondary students (Nakawa Division) on ICT for schools under Corporate Social Responsibility (CSR).
- Lead a team of staff in the design and review of academic curricula, and develop short tailor-made courses, 2012
- Lead the design of training programmes for 240 UPDF personnel in Introduction to Microwave and Satellite Communication Technology short course and delivered in a timely manner, ultimately bringing satisfaction to customers, 2014.
- Supervisor of research students’ projects, to date, both Undergraduate and Postgraduate.
- Provided leadership to a group of technical personnel in the production department.
- Team leader – provide leadership to a group of Programme assessors at NCHE for University and Other Tertiary higher educational training institutions’ academic Programmes, at Ridar Hotel, Seeta -Kampala.
- Team leader – assigned by the National Council for Higher Education (NCHE) to lead a team of consultants to develop minimum standards for Business- related Programmes.
- Team Leader/Technical Expert – Routinely participates in monitoring and inspection of Universities and Other Tertiary Institutions on quality assurance issues as assigned by National Council for Higher Education.
- Lead person – Led a team to Digital Bridge Institute (DBI)–Nigeria, on a benchmarking exercise on Centre of Excellence training institutions and prepared a benchmarking report.
- As a member of institute of Corporate Governance, I recently organised training for my colleagues in collaboration with Institute of Corporate Governance of Uganda on Corporate Governance requirements for effective meetings, meeting Board expectations in Minutes and Reports writing.
- External examiner on research projects from outside training institutions
- Trainer at the students’ leadership seminar organised and held at Uganda Institute of Information and Communications Technology (UICT) campus.

6.0 LANGUAGES

Language	Speaking	Written	Reading
English	Excellent	Excellent	Excellent
Ateso	Excellent	Excellent	Excellent
Swahilli	Good	Fair	Fair
Luganda	Average	Fair	Fair


7.0 REFEREES

1. **Dr. Omagor Charles,**
Senior Lecturer,
Department of Marketing & Int'l Business
Makerere University Business School.
Mob: 0772-897717.
comagor@gmail .com
2. **Mr. Lukonji D. Bbossa,**
Retired/Former Director, Finance and Administration,
Uganda Management Institute.
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deobbosalukonji@gmail.com
3. **Madam Lalam Margaret,**
Executive Secretary,
Office of the First Lady,
Mob: 0772-649482.
Margaretlalam04@gmail.com

8.0 CERTIFICATION:

I, the undersigned, certify that to the best of my knowledge and belief, the above data correctly describes me, my qualification and my experience. I authorize verification with any of the above mentioned employers.

Full name of staff member **DR FABIANO OKWARE**

Signature -----

Date -----04.02.2026-----