



Albert Kibengo Sefu

CEO



PROFESSIONAL SUMMARY

Mr Albert has a vast experience in training, facilitation and capacity building with development and humanitarian organizations in DRC, in the Great Lakes region and overseas giving support as well as to the public services relating to Monitoring - Evaluation and Learning, human resources management, setting up HR processes, Organisational Analysis, Strategic Planning, Financial and Administrative Management, Project Management, Results-Based Management, Theory of Change, Development of Monitoring Plans and Baseline Studies.

He evolved as a professional in humanitarian and development organisations at strategic positions (country administrator, country financial director, national human resources manager, country project manager) enabling him to acquire enormous know-how in supporting and strengthening the capacities of NGOs and development agencies staff and partners, state and para-state structures managers as well as those of the United Nations.

It is also during this stay that he took part in various training courses in several foreign countries in French and English.

Mr Albert is involved with MDF Training and Consultancy, using his extensive practical experience to lead activities related to facilitation, training, consultancy in various areas of expertise such as result based management, planning approaches, partnership, monitoring-evaluation and learning, outcome mapping, strategic planning, human resources management, coaching, organizational strengthening as well as all aspects of project cycle management including risks management and communication as keys for projects successes.

As co-founder of a local organisation, Chaîne d'Actions de Solidarités et d'Espoir pour Tous, "CHAST" in acronym, which he managed for more than seven years in support to local small organization in building partnership with donors and creating local auto financial mechanism. Through "Research-Action" on Popular Financing, Albert developed skills in initiating, analysing, and accompanying at grassroots small organisations for their self-promotion.

He is also actually the CEO of Experts for Change and Development enterprise, based in Goma, DRC focussing on helping companies of all sizes to respond to industry transitions in order to stay competitive.

Specialties:

Workshop Facilitation, Participatory Methodology, Financial Management, Results- Based Management, Monitoring, Evaluation, Accountability and Results-Based Learning, Human Resources Management, Research, Leadership and People Management, Coaching, Project and Programme Management development, Strategic Planning, Partnership and Market studies, Theory of Change, Outcome Mapping.

- 📍 Goma, DRC
- ✉ albert.kibengosefu@gmail.com
- 📄 ecdrdc.net
- 📱 [linkedin.com/in/albert-sefu-21385a6a](https://www.linkedin.com/in/albert-sefu-21385a6a)
- 📞 +243993180152

Education

1984

University Zaire

**Bachelor in Applied Pedagogy,
Mathematics (L1)**

1981

University Zaire

**Graduate in Mathematics And
Physics**

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

WORK EXPERIENCE

Project Officer and Institutional Development Specialist
Projet Water4Virungas, Rwanda-DRC-Uganda

2017-today

Project Officer:

Responsibilities:

- Initiate, monitor, supervise implementation of activities
- Openly communicate with stakeholders, maintain contacts and mobilize target population and communities
- Maintain close collaboration with the project partners (Government, NGO, Private)
- Monitor and evaluate the progress of activities each month
- Correctly archive project documents in electronic and paper format.
- Approve documents stating that works/activities have been executed according to the agreements and organize the payments according to the project policies.
- Evaluate and manage Risks and Security in the field for Project partners and project staff.

Institutional Development Specialist:

Responsibilities:

- Assist in strengthening the capacity of CBOs and private-public institutions that are involved in water supply activities
- Promote partnership on the governance of water supply systems
- Identify specific competences gaps and needs where relevant interventions can be provided i.e. strengthening of local partners/beneficiaries through trainings/mentoring/coaching, facilitating coordination & institutional arrangements.
- Organize, facilitate, and report on meetings (or workshop, follow-up, courses) with the communities and project partners
- People regularly met: Chiefs of Districts in Rwanda, Uganda and DRC, Provincial Ministries in DRC and the Governor of the Province of Nord-Kivu, Chefs of the Chefferies, National Ministries of Finance, National Ministry of Plan and their related Head of Services for the required Project information and services when needed and customs clearances for imported materials and equipment.

Trainer/Consultant in Gitega/Burundi
Médecins Sans Vacances and Partners

6 -11 June 2022

Leadership and Lobbying

Consultant/Trainer in Kinshasa/DRC
GIZ (Coopération Allemande) and Partners

3 - 7 May 2022

Leadership and Staff Management

Trainer/Consultant in Bukavu/DRC
Médecins Sans Vacances and Partners

25-30 October 2021

Leadership and Lobbying

Facilitator in Goma/DRC
Oxfam GB

4 - 6 October 2021

Team Building: Communication, Team work for performance, Trust and Cohesion

Facilitator in Goma/DRC
International Rescue Committee

8 - 9 September 2021

Team building on Effective Communication,

Trainer/Consultant in Kinshasa/DRC
GIZ (Coopération Allemande) and Partners

Aug 30-September 4, 2021

Leadership et Management Public, Ethique et Déontologie Professionnelle, gestion du Changement

Trainer/Consultant in Goma/DRC
MSI

August 7 - Aug 17, 2021

Online training: Monitoring, Evaluation and Learning

Trainer/Consultant in Kinshasa/DRC	March 22 – 25, 2021
GIZ and Partners	
Leadership and Staff Management	
Consultant in Goma/DRC	December 2020
HEAL Africa	
Methodological Workshop: Theory of Change Prevention and Response to GenderBased Violence Project. The preparatory work included interviews with the Senior Managers of the Enterprises to highlight the real needs to ensure the targeted results are in the focus and hypothesis taken into account.	
Consultant in DRC, Rwanda and Burundi	November 2020
Pole Institute	
Final evaluation , project "Empowerment and mobilisation of young people in the Goma city on political and economic issues for a new leadership". The project had ramifications into 3 countries (RDC, Rwanda and Burundi) while the title seemed to target Goma and surrounding villages. We conducted interviews with several members of Provincial Government in Goma, Thematic Ministries at provincial level, Members of Parliament in Goma and Kinshasa who were aware of the project, have heard about it or whose the results could impact the areas of intervention. OCHA and MONUSCO branches in charge of peace building were approached.	
Facilitator in Bukavu/DRC	26 – 31 October 2020
Louvain Coopération_Bukavu	
Methodological workshop on the Development of the Theory of Change for partners and staff of Louvain Coopération	
Facilitator/Trainer in Goma/DRC	March 2020
HEAL AFRICA	
Résultats based Management, Projet de Prévention et de Réponse aux violences basées sur le genre	
Facilitateur/Trainer in Bujumbura/Burundi	24 – 27 February 2020
Impunity Watch	
Methodological workshop for the development of the Theory of Change for the Impunity Watch Consortium - SOFEPADI - DUSHIREHAMWE.	
Facilitator/Trainer in Cyangugu/Rwanda	11 – 13 November 2019
Caritas Internationale Belgique et Commission Justice et Paix	
Methodological Workshop - EMMO Programme THEORY FOR CHANGE - MONITORING AND EVALUATION OF PROJECTS FOR Caritas International TEAM and Justice and Peace Commission - Rwanda and Burundi	
Facilitator in Kisangani/DRC	?
TROPENBOS International-Programme Green Livelihood Alliance	
Inter-Landscape Planning and Review Workshop/Green Livelihood Alliance	
Facilitator /Trainer in Popokabaka/DRC	28-29 August 2018
Caritas Belgique et Commission Justice et Paix	
Theory of Change	
Facilitator/Trainer in Butembo-Bukavu-Uvira/DRC	June-July 2018
ELAN RDC	
Training in Agribusiness: Good Agricultural Practices and Good Practices for business growth	
Trainer/Facilitator in Goma/DRC	22 – 24 May 2018
MONUSCO – UAS	
Project Cycle Management	

Trainer/Facilitator in Bukavu/DRC Division provinciale du Sud-Kivu Leadership and team management	<i>November 2017</i>
Formateur/Facilitateur in Bujumbura/Burundi Various Organisations Monitoring - Evaluation - Accountability and Learning	<i>22 - 26 May 2017</i>
Formateur/Facilitateur in Goma/DRC Various Organisations Project and Programme Management for Development	<i>17 - 28 April 2017</i>
Consultant in Goma and Kinshasa, DRC UNESCO Paris « SIGE » Evaluation Programme in DRC (with Ede). This Evaluation was held in 3 countries Ethiopia, DRC and Afghanistan. I was the lead in DRC. I interviewed the Head of UNESCO in DRC and the project leading team. I interviewed the UNICEF leadership at Provincial and National levels. We met the Ministry of Education, the General Director, and his senior staff for targeted interviews. UNESCO, to collect statistical data concerning the education system of the Democratic Republic of Congo (DRC) implemented the SIGE system which also makes possible to build up a mass of exploitable and renewable information, which is needed by managers and decision-makers in the education sector, actors and partners in the education system (teachers, parents, civil society, technical and financial partners, etc.). This Evaluation was led by Ede and our Nairobi Office who appointed me.	<i>February - March 2017</i>
Facilitator in Bujumbura/Burundi ICCO Burundi Methodological Workshop - EMMO Programme THEORY FOR CHANGE - MONITORING AND EVALUATION OF PROJECTS FOR Caritas International TEAM and Justice and Peace Commission - Rwanda and Burundi	<i>25 - 28 January 2017</i>
Trainer/Facilitator in Bujumbura/Burundi ICCO Burundi Results Based Management	<i>23 - 28 October 2016</i>
Facilitator/Trainer in Goma/DRC Various Organisations Monitoring - Evaluation - Accountability and Learning	<i>17-21 October 2016</i>
Facilitator/Trainer in Bujumbura/Burundi SPARK Organisational Management of Cooperatives: Organisational Analysis, Development of the Strengthening Plan and Institutional Support	<i>5-9 September 2016</i>
Facilitator/Trainer in Goma/DRC Various Organisations Results Based Management	<i>11-15 July 2016</i>
Consultant in Kinshasa/DRC TROPENBOS International - Réseau CREF et partenaires Theory of change and Lobbying: We developed a series of Theories of change (see below) with the partners of GLA (the Green Livelihood Alliance) in Goma – Réseau CREF in Goma and TROPENBOS in Kisangani that I had to present to the Dutch Ambassador in Kinshasa for future funding. We succeeded and the programme got funds.	<i>4 - 7 July 2016</i>

<p>Consultant in Kisangani/DRC TROPENBOS International (TBI) Theory of Change Formulation Workshop for TBI (Green Livelihoods Alliance – GLA Programme)</p>	<p>02 - 07 June 2016</p>
<p>Consultant in Kisangani/DRC Réseau CREF et partners of Green Livelihood Alliance (GLA) Workshop on the formulation of the Theory of Change for réseau CREF (GLA)</p>	<p>18 - 21 May 2016</p>
<p>Facilitator/Backstopping in in Bukavu/DRC Bureau des Œuvres Médicales- BDOM Bukavu Organisational diagnosis and Organisational Development Plan for BDOM Bukavu</p>	<p>April - June 2017</p>
<p>Facilitator/Trainer in Goma/DRC Various Organisations Monitoring - Evaluation - Accountability and Learning</p>	<p>18-22 April 2016</p>
<p>Facilitator/Trainer in Goma/DRC AEDH Project Management</p>	<p>16 -18 March 2016</p>
<p>Senior Consultant in Kisangani/DRC Lutheran World Federation Evaluation of LWF's Strategic Plan in DR Congo: This evaluation was held in 3 provinces in DRC. As Senior consultant, I interviewed the Ministries in charge of development and the ones in charge of social and humanitarian affairs in the 3 provinces to get their view of this intervention and its impact to their local plans.</p>	<p>Feb 16 - mid March 2016</p>
<p>Facilitator/Trainer in Goma/DRC Eastern Congo Initiatives (ECI) Results Based Management</p>	<p>14 -18/12/2015</p>
<p>Facilitator/Trainer in Goma/DRC Various Organisations Results Based Management</p>	<p>30 -11 au 4/12/2015</p>
<p>Facilitator/Trainer in Goma/DRC Various Organisations Monitoring, Evaluation, Accountability and Learning</p>	<p>12 - 16/10/2015</p>
<p>Facilitator/Trainer in Beni/DRC ZOA Results Based Management</p>	<p>5 - 9/10/2015</p>
<p>Facilitator/Trainer in Bukavu/DRC Various Organizations Projects and Programme Management</p>	<p>15 - 24/9/2015</p>
<p>Facilitator in Goma/DRC ZOA Theory of Change</p>	<p>11 - 14/05/2015</p>

<p>Facilitator/Trainer in Goma/DRC Eastern Congo Initiatives (ECI) Projects and Program Management</p>	16 – 21/03/2015
<p>Facilitator/Trainer in Goma/DRC Various Organisations Gender in Projects and Program Management</p>	16 – 20/02/2015
<p>Facilitator/Trainer in Goma/DRC Various Organisations Results Based Management</p>	24 – 28/11/2014
<p>Facilitator/Trainer in Goma/DRC Various Organisations Monitoring, Evaluation, Accountability and Learning</p>	17 – 21/11/2014
<p>Facilitator/Trainer in Goma/DRC Various Organisations Project and Program management</p>	15 – 24/09/2014
<p>Facilitator in Kigali/Rwanda SPARK Rwanda (PSF) Training on Coaching and Mentoring</p>	26 – 27/06/2014
<p>Facilitator/Trainer in Bujumbura/Burundi Various Organisations Monitoring, Evaluation, Accountability and Learning</p>	02 - 06/06/2014
<p>Facilitator in Kigali/Rwanda SPARK Rwanda Strategies development for PSF partner of SPARK Rwanda</p>	27 –28/05/2014
<p>Facilitator/Trainer in Bujumbura/Burundi Netherlands Embassy – Burundi Project and Program Management</p>	19 - 24/05/2014
<p>Facilitator/Trainer in Goma/DRC International Rescue Committee (IRC) Results based management</p>	24 –26/04/2014
<p>Facilitator/Trainer in Goma/DRC Oxfam GB Project and Program Management</p>	07 –12/04/2014
<p>Facilitator/Trainer in Goma/DRC Eastern Congo Initiatives (ECI) Projects and Program Management</p>	16 – 21/03/2015
<p>Facilitator/Trainer in Goma/DRC Various Organisations Monitoring, Evaluation, Accountability and Learning</p>	24 - 28/03/2014

Coordinator of the Study in Kirotshe/DRC

Décembre 13 – Janvier 14

CBM Irland

Study : Improving services and rights of PLHIV and families Local stakeholders including the Ministry in charge of Social affairs was interviewed

Facilitator/Trainer in Goma/DRC

07 – 16/10/2013

Various organizations

Project and Program management

Facilitator/Trainer in Goma/DRC

16 – 20/09/2013

IRC - PRONANUT

Monitoring, Evaluation, Accountability and Learning

Coordinator of the Study in Goma/DRC

August 2013

Division Provinciale de la Santé – Nord Kivu

Etude: Développement des descriptions des postes pour agents/Cadres. The Ministry of HEALTH in Kinshasa and the provincial ones answered to our questions.

Facilitator/Trainer in Kisangani/DRC

29/7– 01/08/2013

RD Congo (Kisangani) Coopération Technique Belge – Ministère du Plan

Monitoring, Evaluation, Accountability and Learning

Facilitator/Trainer in Bujumbura/Burundi

13/05 - 17/05/2013

Various Organisations

Monitoring, Evaluation, Accountability and Learning

Facilitator/Trainer in Goma/DRC

25 - 29/03/2013

Various Organisations

Monitoring, Evaluation, Accountability and Learning

Facilitator/Trainer in Goma/DRC

18/2 - 17/03/2013

Oxfam GB

Results Based Management for UNICEF Partners in Bukavu, Goma, Kisangani and Kinshasa

Facilitator/Trainer in Nairobi/Kenia and Goma/DRC

December 2008

Oxfam GB – Bureau de Goma/RDC

Global online Database for HR Management: Database developed thanks to interviews with seniors' managers in various Oxfam GB offices, including Oxford Team. (2 weeks)

EDUCATIONAL, CERTIFICATIONS, PRIVATE TUITION

Security Management | Musanze/Rwanda

Other Solutions (Risk Management Services) et MDF

June 2017

Training of Trainers | Goma/DRC

MDF AC

Feb 2012

Administrative and Financial Management of Projects and Partnership Management | Zurich/CH

Swiss Inter Church Aid (EPER Suisse)

Dec 2011

Institutional development & organisational strengthening Goma/DRC	
MDF AC	May 2011
Strategic Planning Goma/DRC	
FATK Allemagne	Jun 2011
Training of trainers - HR Global Online Database Oxford/UK	
Oxfam GB	Apr - Sept 2008
Training of Trainers -Oxfam Program Accountability & Learning Goma/DRC	
Oxfam GB	Feb 2008
USAID Funding regulations and procedures - Audits of accounts Amman/Jordan	
Air Serv International	Aug 2004
Financial Management for International NGOs - Peachtree Accounting system Warrenton Virginia/USA	
Organisée par : Air Serv International	Sept 2004
Gestion des ressources humaines - Résolution des conflits avec les services de l'Etat Goma/DRC	
Organisée par : DGI - Inspection du Travail -INPP - INSS	Mai 2004
Gestion informatique des données financières et logistiques Goma/DRC	
Organisée par : Bureau d'Etudes et d'Expertises pour le Développement	Février 1998
Outils de Gestion et de contrôle en Education des adultes Goma/DRC	
Organisée par : Bureau d'Etudes et d'Expertises pour le Développement	Décembre 1997
Gestion du cycle de projet Goma/DRC	
Organisée par : Bureau d'Etudes et d'Expertises pour le Développement	Aout 1997
Gestion des ressources humaines et matérielles Goma/DRC	
Organisée par : Bureau d'Etudes et d'Expertises pour le Développement	Mars 1997
Emergency Preparedness Moshi/Tanzania	
Organized by : Action by Churches Together Alliance/ Geneva Office	Sept 1996
Project Cycle Management and Finance Management Kampala/Uganda	
Organized by : Lutheran World Federation	May 1996

EMPLOYMENT RECORD

Project Manager & Institutional Development Expert Uganda, Rwanda, DRC	
MDF Afrique Centrale, Projet Water for Virungas	Dec 2016 - To date
Trainer/Consultant DRC	
MDF Afrique Centrale	Feb 2013 - to date
Country Office: Administrative and Financial Manager and in charge of Capacity Building/Monitoring/Evaluation of projects financed by Entraide Protestante Suisse (HEKS Switzerland) and partners DRC	
Entraide Protestante Suisse (EPER Suisse)	Jan 2010 - Nov 12

Country National HR Coordinator and trainer of trainers | DRC

Oxfam Grande Bretagne

July 2006 – November 09

Coordinator and Project Manager | DRC

CHAST (Chaine d'Actions de Solidarité et d'Espoir pour Tous) asbl

Sept 04 – Dec 2009

National Admin and Finance Manager | DRC

Air Serv International

Sept 99 – Oct 05

Coordinateur du Bureau d'appui institutionnel à l'Eglise Luthérienne – NordKivu | DRC

Entraide Protestante Suisse (EPER Suisse)

Jul 97 – Sept 99

Country Representative-Lutheran World Federation République du Zaïre (with travels in Uganda and Rwanda)

Lutheran World Federation

Nov 96 – Apr 97

National HR and Finance Manager République du Zaïre

Lutheran World Federation

Nov 94 – Oct 96