

PROFESSIONAL PROFILE

- ✚ An outcome oriented and avid Strategic Leadership and Learning & Development Professional with over 14 years' experience in learning institutions and consultancy curriculum development and over 7 years in the field of Finance & Accounts. I am competent in soft skills training, compliance and risk focus, project management, capacity building, TOT coupled with technical training and expertise in Financial Management capabilities. I also further have practical abilities in areas not limited in corporate policy formulation and implementation, Board Advisory on matters of Business Health, Compliance & Risk Management, Financial Planning & Management, Budgeting, Forecasting, Analytics, Strategic People Management, Culture Transformation among others.
- ✚ I possess abilities to implement and strengthen organizational internal controls and day to day management of operations and proven ability to guide multicultural teams in achieving multiple assignments while meeting tight deadlines.
- ✚ I have been involved in Training and Consultancy engagements for various projects specifically in Training needs assessment, curriculum development and review, Leadership management and Governance, Project Financial Management, Budgeting, Capacity Building in areas of financial management, Resource Mobilization, Health Financing, Project Management, and Business Development, Training of Trainers and Facilitators and Development of training manuals as well as curriculum review

CORE COMPETENCIES

Leadership & Governance | Strategic Focus and Thinking | Compliance & Risk Management | Budget development & forecasting | Strategic People Management | Process development | Internal Controls | Capacity Building | Risk awareness and focus | Due Diligence | Stakeholder Engagement | Learning and Development | Teamwork & Cohesion | Relationship Management | Coaching & Mentorship skills | Training Needs Assessment | Training toolkit or manual development | Training of Trainers | Public Financial Management | Project Management | Project Financial Management | Preparation of budgets | Corporate Accounting & Book keeping | GAAP and IPSAs Standards & Government Regulations | Treasury management | Inventory Control and management | Report Writing

KEY SKILLS & COMPETENCIES

- Significant experience in Leadership positions with competencies in Operations, Strategy, Decision Making, Negotiation and Delegation Skills; Strong leadership and people management skills
- Able to administer trainings that are effective for enhancing team performance
- Good interpersonal, analytical and problem-solving skills combined with an ability to conceptualize issues, handle multiple responsibilities and work efficiently in both independent and team environments.

EDUCATION HISTORY

2018: **Doctor of Philosophy in Business Management (Finance Option)** – Moi University
2008: **Masters of Business Administration (MBA), Finance option** – University of Nairobi
2001: **Bachelor of Education – (Mathematics and Business studies)** – Kenyatta University

PROFESSIONAL TRAINING

2005: **Certified Public Accountant (CPA K)** – Vision Institute of Professional Studies
2020: **Strategic Leadership Development Programme (SLDP)** – Kenya School of Government
2025: **International Career Writing Programme(ICWP)**- Lancaster University
2025: **Educational Management Leadership and Administration**- Strathmore University

MEMBERSHIPS & AFFILIATIONS

ICPAK Member (Reg.NO. 14306)

WORK HISTORY

Role: Lecturer and Business Coordinator | School of Business, Kenyatta University (City Campus)

November 2012 to date

Reporting to: Director, City Campus

Key Accountabilities:

- Curriculum development
- Curriculum delivery and review
- Research and supervising post graduate students
- Quality Assurance and compliance
- Liaising with professional bodies
- Linking the campus to the industry

Selected Outcomes:

- Curriculum development that aligns with Core Business Skills Training (CBST)- Made the campus to be accredited by The Technical and Vocational Education and Training Authority (TVETA)
- Introduction of Mentorship programme within the campus
- Proper linkage with the industry that enables students to secure industry experience
- Delivery and Review of curriculum to suit the industry needs
- Introduction of purely on-line MBA programme

Role: Regional Accountant | Postbank (Nairobi South Region)

September 2009 to October 2012

Reporting to: Director, Financial Reporting & Accounting

Summary of Responsibilities:

Ensured sound cash management in the region; adhered to financial procedures and implemented the same; making payments upon approval, recording transactions in the system, recording and monitoring advances; ensuring transactions are supported by appropriate documents and keeping records of monthly accounts, responsible for bank transfers and monthly bank reconciliation; implementation and adherence to finance procedures related to banks, manage cash in/out and region financial reporting, manage the accounting system by ensuring entries are correctly done, submitting monthly accountability reports for the region in accordance with laid out procedures, line managed several regional staff.

Selected Achievements:

- Took a lead in putting in place proper financial systems by implementing proper purchase procedures, cash and stock handling procedures as well as ensuring transactions are supported by appropriate documents. This ensured proper accountability in the region.
- Maintaining regional operational float and timely reimbursement of petty cash to branches. This ensured sound treasury management as well as observing the provisions of the cash management policy of the organization.
- Effectively observed the set deadlines for reports and ensured that entries were accurate. This contributed to timely reporting to the Headquarters.

- Participated in regular budget reviews and closely monitored the budget to ensure that the Organization's regulations in terms of expenditure are strictly followed. This enabled me to promptly advise the management in case of any significant variations.
- Supervising and appraising staff under my jurisdiction. This ensured that staff performance and efficiency was improved through on job training and team building
- Providing Leadership and advice on accounting and financial reporting within the region. This ensured that quality reports were compiled and submitted in time to the Headquarters.

Role: Senior accountant | Post Bank
March 2006 to August 2009

Reporting to: Manager Finance and Accounts

Summary of Responsibilities:

Handled daily accounting processes; supervised finance officers; managed vendor/supplier relations, oversaw the timely, accurate processing of invoices, expense reports, credit memos and payment transactions. Maintained adherence to corporate, accounting and GAAP standards; addressed escalated issues from employees and vendors regarding accounts payable, ensured accurate and compliant accounting records in accordance with Organization policies and government regulations.

Selected Achievements:

- Managed to accurately and timely process up to **1,000 invoices (\$200,000)** per month for large, multi-site organizations.
- Assessed and closed accounts payable sub-ledger on a monthly basis, validated content and resolved various issues.
- Facilitated "no-fault" internal and external audits as a result of sound record keeping and thorough documentation.
- Instituted thorough cross-checking of pack-lists, delivery notes and invoices that halted a previous history of thousands of shillings in overpayments to suppliers.
- Renegotiated payment terms with dozens of suppliers/vendors in liaison with procurement department from cash on delivery to 30 days from the date of delivery hence improving cash flow for the organization.
- Composed effective accounting and ad-hoc reports summarizing accounting data for Audit, Human Resource and other relevant departments.
- Consistently maintained accuracy in calculating figures and amounts such as discounts, interest, commissions, proportions and percentages.
- Effectively analyzed and revised budgets on a monthly basis and promptly advised the management on any significant variations.
- Ensured proper training and briefing was done for interns on agreed procedures mainly on basic book keeping and accounting procedures. This improved staff efficiency and morale.

EARLIER WORK EXPERIENCE

Accountant, Finance and Accounts Department | Post Bank
March 2004 - February 2006

Accountant | Kenya Scouts Association | January 2002 – February 2004

Key Responsibilities:

Budgets preparation; Management of budgets; Reporting to donors; Preparation of monthly accounting returns; Preparation of payroll; Management of working capital; Security of assets (Bank reconciliation and fixed asset movement register)

CONSULTANCY ASSIGNMENTS

WORKSHOPS /TRAINING FACILITATED

- ⇒ **Strategic management and Leadership Course** - Amref Health Africa
- ⇒ **Public Financial Management** – DGMB Training Co
- ⇒ **Training of Trainers** – Amref Health Africa , DGMB Training Co and Global Training Institute(GTI), AVSI
- ⇒ **Finance for Non-Finance Managers** – Amref Health Africa and DGMB Training Co.
- ⇒ **Performance Management** – National Construction Authority (NCA)
- ⇒ **Personal Financial Management** – National Construction Authority (NCA)
- ⇒ **Leadership and Management for Community Projects** – Amref Health Africa
- ⇒ **Practical Project Management Training** – Amref Health Africa
- ⇒ **Health System Strengthening** – Amref Health Africa and Map International
- ⇒ **Creating and Maintaining teams training** – ACF International
- ⇒ **Budget preparation and Implementation** – DGMB Training Co.
- ⇒ **Lady Accountant Conference** – ICPAK
- ⇒ **Advocacy Skills** – Amref Health Africa
- ⇒ **Project Management Training** – Global Training Institute (GTI)
- ⇒ **Report Writing Skills** – Global Training Institute (GTI)
- ⇒ **Forensic, Fraud and Internal Controls Workshop** (ICPAK)

CONSULTANCIES UNDERTAKEN

- ⇒ **Global Entrepreneurial Talent Management 4(GETM4)- University of Warsaw, Poland**
- ⇒ **Research Methodology Workshop for Certified Secretaries and Certified Quality professionals-** KASNEB
- ⇒ **Development of Corporate Finance Module-**Open University of Kenya(OuK)
- ⇒ **Review of health financing Module-** Amref health Africa
- ⇒ **Determination of contribution formulae for IGAD member States-** IGAD
- ⇒ **Curriculum review and syllabus development** – KASNEB
- ⇒ **Development of Health System Strengthening Module** – Amref Health Africa
- ⇒ **Development of Trainers and Trainees Manual- Core Business Skills Training(CBST) for KYEOP project** – AVSI
- ⇒ **Training of Trainers and Facilitators manual** –DGMB, Amref Health Africa, Kenyatta University
- ⇒ **Development of Resource Mobilization Strategy** – West Pokot County Government

CONFERENCES ATTENDED

- ✓ International Conference on International Trade and Investment (ICITI2025) held on 25-26 September 2025 in Mauritius. Paper presented; 'Green industrial policies in driving economic transformation and sustainability in Kenya'
- ✓ 4th International Business and Research International Conference (IBRIC) held virtually from 23rd to 24th June 2022. (Rapporteur at the Conference)
- ✓ 3rd International Business and Research International Conference (IBRIC) held virtually from 26th to 27th August 2021. (Moderator at the Conference)
- ✓ 2nd International Business and Research International Conference (IBRIC) held virtually from 3rd to 4th December 2020. (Moderator at the Conference)
- ✓ 1st International Business and Research International Conference (IBRIC) held at North Coast Beach Hotel – Mombasa on 20th and 21st June, 2019.
- ✓ Presentation at the conference: Selected macro-economic variables and residential House prices in Nairobi County, Kenya.

RESEARCH & PUBLICATIONS

- Mokembo, J. N., & Kosgei, M. (2025). Housing costs and financial health of housing development institutions in Nairobi Metropolitan Area, Kenya. *The Strategic Journal of Business & Change Management*, 12 (2), 1368- 1386. <http://dx.doi.org/10.61426/sibcm.v12i2.3177>
- Ombaso, J., Kosgei, M. (2025). The effect of budget control on budget absorption in the public sector: lessons from Nairobi City County, Kenya. *International Academic Journal of Economics and Finance (IAJEF)* ISSN 2518-2366, 5(1), 268-279.
- Omucheyi, R. K., Abdul, F., & Kosgei, M. (2025). Moderating Effect of Audit Committees on Forensic Accounting Techniques and Financial Performance of Kenyan Counties. *Research Journal of Finance and Accounting*. ISSN 2222-1697 (Paper) ISSN 2222-2847
- Omucheyi, R. K., Abdul, F., & Kosgei, M. (2025). Forensic Auditing and Financial Performance of Kenyan Counties. *Journal of Finance and Accounting*, 9(1), 25-39. <https://doi.org/10.53819/81018102t5348>
- Matheka, F., Kosgei, M. (2025). Financial management practices and county governments' financial performance of Makueni County, Kenya. *International Academic Journal of Economics and Finance (IAJEF)* ISSN 2518-2366, 4(4), 300-316.
- Mwangi, E. K., & Kosgei, M. (2025). Cost Management Practices and Profitability of Milling Companies Registered by Cereal Millers Association in Nairobi City County, Kenya. *International Journal of Finance and Accounting*, 10(1), 54–76. <https://doi.org/10.47604/ijfa.3263>
- Bosire, V. O., Mwangi, L. W., & Kosgei, M. (2024). Corporate social responsibility expenditure on environment and financial performance of Tea Development Agency managed factories in Kenya. *The Strategic Journal of Business & Change Management*, 11 (2), 279 – 293. <http://dx.doi.org/10.61426/sjbcm.v11i2.2908>
- Gitahi, E. W. ., & Kosgei, D. M. . (2024). The Financing Decisions and Financial Performance of Manufacturing Firms Listed at Nairobi Securities Exchange, Kenya. *American Journal of Finance*, 10(1), 72 – 88. <https://doi.org/10.47672/ajf.1836>
- A Opiili, D., & Kosgei, M., (2023). Tax Collection Strategies and Compliance of Residential Rental Income Earners in Kasarani Sub-County, Kenya. *International Journal of Current Aspects in Finance, Banking and Accounting*, 5(2), 1-20.
- Nyokwoyo, D., Musau, S., & Kosgei, M (2023). Financial Technology and Financial Inclusion among Youth Operating Businesses in Central Business District Nairobi City County, Kenya. *International Jorنال of Research and Innovation In social Science(IJRISS)* Volume VII Issue XI. <https://dx.doi.org/10.47772/IJRISS.2023.7011034>
- Ahmed, S. O., Kosgei, M. (2023). Internal controls and financial performance of county government of Lamu, Kenya. *International Academic Journal of Economics and Finance*, 4(1), 21 36.
- Manyara, F. M., Kosgei, M. (2023). Mortgage financing and financial performance of commercial banks in Kenya. *International Academic Journal of Economics and Finance*, 3(10), 459-470
- Adan, A. B., M., Kosgei, M. (2022) Financial Structure and Financial Distress of Listed Commercial and Services Firms at the Nairobi Securities Exchange. *IJARKE Business & Management Journal*, issue 4(4), 58-68
- Abdullahi, I., Warui, F., & Kosgei, M. (2022). Foreign direct investment and financial performance of manufacturing firms registered with Kenya association of manufacturers. *The Strategic Journal of Business & Change Management*, 9 (2), 837 – 845.
- Resa, J. M., Mithi, F., & Kosgei, M. (2022). Financial innovations and performance of tier III commercial banks in Kenya. *The Strategic Journal of Business & Change Management*, 9 (2), 1083 – 1101
- Mithia,C., & Kosgei, M(2022). Governance Practices and Illicit Financial Flows in Kenya's Oil and Mining Sectors. *American Journal of Public Policy and Administration* ISSN 2520-4696 (Online) Vol.7, Issue 1, pp 1 - 13, 2022
- Muithya, M & Kosgei, M (2021). Analysis of the effect of Internal Control on Financial Accountability of Selected Humanitarian Organizations in Nairobi City County, Kenya. *The International Journal of Business and Management*. Volume 9, Issue 5, May 2021
- Kiruja, D & Kosgei, M (2021). Corporate Governance and Financial Performance of Deposit Taking Micro Finance Institutions in Kenya. *Journal of Economics and Finance*. Volume 12, Issue 3 Ser. V (May –June 2021), PP 24-30

- Ntahomvukiye, B & Kosgei, M (2021). Mobile Banking and Financial Inclusion in Burundi. Journal of Economics and Finance Volume 12, Issue 2 Ser. III (Mar. –Apr. 2021), PP 60-68

COMMUNITY SERVICE

- Served as an External Board Member, Uasin-Gishu County Assembly Service Board (2018-2022)
- Chair, Gifted sisters' Group
- Parent Representative (PTA)-Bishop Gatimu Ngandu Girls High School(2019-2023
- Parent Representative (PTA)-Mang'u High School(2024- to date)

REFERENCES

Dr. Eddie Simiyu
Lecturer, School of Business,
Department of Accounting & Finance
Kenyatta University

Ms Monica Orero
Acting Director - International Centre
for Humanitarian Affairs Section
Kenya Red Cross Society

Dr Weldon Ng'eno
Chief Executive Officer
Neffast Consulting