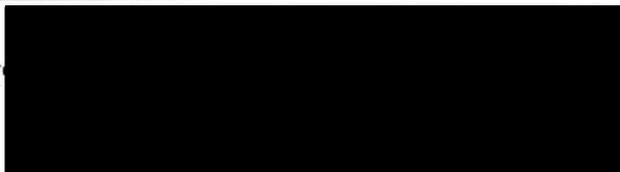


Committee on Energy and Commerce  
 U.S. House of Representatives  
 Witness Disclosure Requirement - "Truth in Testimony"  
 Required by House Rule XI, Clause 2(g)

1. Your Name: <u>BITANCE NDEMO</u>		
2. Are you testifying on behalf of the Federal, or a State or local government entity?	Yes	No <input checked="" type="checkbox"/>
3. Are you testifying on behalf of an entity that is not a government entity?	Yes	No <input checked="" type="checkbox"/>
4. Other than yourself, please list which entity or entities you are representing: <u>Government of Kenya.</u>		
5. Please list any Federal grants or contracts (including subgrants or subcontracts) that you or the entity you represent have received on or after October 1, 2011: <u>NONE.</u>		
6. If your answer to the question in item 3 in this form is "yes," please describe your position or representational capacity with the entity or entities you are representing: <u>N/A</u>		
7. If your answer to the question in item 3 is "yes," do any of the entities disclosed in item 4 have parent organizations, subsidiaries, or partnerships that you are not representing in your testimony?	Yes	No <input checked="" type="checkbox"/>
8. If the answer to the question in item 3 is "yes," please list any Federal grants or contracts (including subgrants or subcontracts) that were received by the entities listed under the question in item 4 on or after October 1, 2011, that exceed 10 percent of the revenue of the entities in the year received, including the source and amount of each grant or contract to be listed: <u>N/A</u>		
9. Please attach your curriculum vitae to your completed disclosure form. <u>Attached.</u>		

Signature



Date: 4<sup>th</sup> Feb, 2013

# CURRICULUM VITAE

**Bitange Ndemo**

*Ministry of Information and Communications*

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Web: [www.bitange](http://www.bitange)

## Personal Data

[REDACTED]

Married with three children

## Capability Statement

More than twenty years of business, finance and technology experience in Government, Industry and Academia. My experience includes serving as a Permanent Secretary for Information and Communications for the Kenya Government. Other Experience includes teaching at University level; working as an Accountant and Financial Systems Analyst for a fortune 500 company. I have knowledge of and experience with administration, planning, finance, financial reporting, cash management, acquisition, post-acquisition integration and information technology. Besides having authored a number of policy papers, I have several years of experience in policy development, review and implementation.

## Education

- Ph.D., Industrial Economics, and Thesis: *Growth Determinants of Micro and Small Manufacturing Enterprises in Kenya*, University of Sheffield, 2000.
- MBA., Strategic Management, University of St. Thomas, USA 1991
- BSc. Finance and Accounting, University of Minnesota, USA, 1988

## Professional Experience

- 2005 – Present: Permanent Secretary, Ministry of Information and Communications Government of Kenya.
- 2004 – 2005: Senior Lecturer (Entrepreneurship, Research Methods and Statistics) and Head of Research and Consultancy, Faculty of Commerce.

- 1995-2004: Lecturer (Entrepreneurship, Management and Statistics)
- 1993-1995: Tutorial Fellow (Finance and Entrepreneurship)
- 1991- 1993: Senior Financial Systems Analyst, Medtronic Inc. USA.
- 1990-1991: Financial Systems Analyst, Medtronic Inc. USA.
- 1989-1990: Cost Accountant, Medtronic Inc. USA.
- 1979-1983: Assistant Accountant, Kenya Power and Lighting

## Honours

- Chief of the Burning Spear (CBS) Government of Kenya
- Volunteer of the Year award: Governor of the State of Minnesota 1991.
- President's Student Leadership Award USA, 1988
- Student Leadership award: University of Minnesota 1987/88.

## Other Assignments

- Board Member
  - Telkom Kenya 2005 – to date
  - Brand Kenya 2009 – to date
  - Kenya Film Commission 2005 – to date
  - Postal Corporation of Kenya 2005 – to date
  - Communications Commission of Kenya
- January- December 2000: Publisher and Editor: Jua Kali Weekly Newspapers to promote micro and small enterprises in Kenya.

## Publications

### 1. Papers Presented at International Conferences:

- *Linkage Dynamics between MSEs and Multinational Corporations in Kenya: Entrepreneurship & Development in Education, Policy & Research* 1<sup>st</sup> – 3<sup>rd</sup> November 2005 at Blackpool, UK.
- *Assessing Social Enterprise: Evidence from Kenya.* 27<sup>th</sup> ISBA Conference Entrepreneurship and SME Development. “Creating Opportunities: Entrepreneurship & Development in Education, Policy & Research” 2<sup>nd</sup> – 4<sup>th</sup> November 2004 at Newcastle-Gateshead, UK.
- *Can Faith Based Enterprises be Sustained in Kenya?* 2004 Babson Kauffman Foundation Entrepreneurial Research Conference. Co-sponsored by The Hunter Centre for Entrepreneurship, University of Strathclyde, Glasgow, Scotland June 3<sup>rd</sup> – 5<sup>th</sup>, 2004.
- *A synthesis of Enterprise Research Methods in Africa.* Centre for Excellence in Entrepreneurship Development (CEED) United States International University, Kenya. May 12<sup>th</sup> – 14<sup>th</sup>, 2004.

- *Methodological pitfalls in conducting Entrepreneurial Research in Africa: A Research Synthesis*. Research Paradigms in Entrepreneurship and Small Business. The University of Surrey, Guilford – April 3<sup>rd</sup> – 4<sup>th</sup> 2003.
- *Public Sector Policy Discourse and SME Development in Kenya* with Wanjiku Maina. 26<sup>th</sup> ISBA National Small Firms Policy and Research Conference 12<sup>th</sup> – 14<sup>th</sup> November 2003.
- *Towards Formalization of the Informal Enterprises in Kenya: 25<sup>th</sup> ISBA National Small Firms Conference: Competing Perspectives of Small Business Entrepreneurship* at University of New Brighton, England November 13<sup>th</sup> – 15<sup>th</sup> 2002.
- *Creation of Employment Through Micro and Small Enterprises in Kenya: An Individual Growth Model Analysis*. With Prof. Andrew Tylecote (University of Sheffield) and Prof. Joshua Bagaka (Cleveland State University, USA) April 15<sup>th</sup> – 16<sup>th</sup> 2002, Small Business and Entrepreneurship Development Conference on Theoretical and Empirical Advances in International Entrepreneurship at University of Nottingham, England.
- *Information Technology Education in Kenya*. With Dr. Shem Ochwodho (African Research Centre for Computing) and Prof. Nancy Peterson (Metropolitan State University, Minnesota), July 1997, *Transfer of Technology Conference* in Coventry, England.

## Refereed Papers Accepted

- *Towards Formalization of the Informal Enterprises in Kenya: International Small Business Journal*, European Research.
- *Creation of Employment through Micro and Small Enterprise in Kenya: An Individual Growth Model Analysis*. With Prof. Andrew Tylecote (University of Sheffield) and Prof. Joshua Bagaka (Cleveland State University, USA) *Journal of Small Business Management USA*.

## Refereed Papers Under Review

- *Methodological pitfalls in conducting Entrepreneurial Research in Africa: A Research Synthesis*. *Entrepreneurship Theory and Development*.

## Work in Progress (Accepted Abstracts)

- Linkages between MSEs and Large Enterprises in Kenya.
- *Social Enterprise in Africa: Special Issue by the Frontiers of Entrepreneurship Research Journal* – Boston USA.

## 2. Articles

- *Donde Bill will set a wrong precedent: The Financial Standard*, Tuesday, November 21, 2000.
- *Moral Ethics and the Success of Enterprise: Technology and Enterprise*, The Jua Kali Weekly September 2000.

- *Theories of Entrepreneurial Supply: Technology and Enterprise*, The Jua Kali Weekly August 2000.
- *Diffusion of Appropriate Technology in Kenya: Technology and Enterprise*, The Jua Kali Weekly July 2000.

## PhD Supervisions

Chiyoge Buchekabiri Sifa

The linkage between Environment, Mission, leadership, Strategy, Structure, Core competencies and firm Performance: A Test of the Hexagonal Model in the Kenyan parastatals.

Kagiri

## Consultancies

- 2005: Lead Consultant in the development of a strategic plan for the Nyayo Tea Zones.
- 2004: Conducted a series of seminars to validate Service Delivery survey reports.
- 2003: Lead Consultant in re-designing of the Front Office/Registry Systems Design and Management as part of Teachers Service Commission's Service Delivery improvement Programme.
- 2002: Lead Consultant in conducting Service Delivery Survey: Ministries of Information and Tourism; Ministry of Transport and Communication; and Ministry of Trade and Industry.
- 2002: Lead Consultant that Prepared a Concept Paper on Training and Capacity Building for the Civil Service and the subsequent drafting of the Training and Capacity Building Policy for the Kenyan Public Service, Directorate of Personnel Management.
- 1998: Conducted a study on Staffing Norms for the Messenger Cadre, Civil Service Reform Secretariat. **Public Sector Reform.**
- 1997: Lead Consultant in rationalisation of ministerial functions at the Ministry of Environment and Natural Resources through Civil Service Reform Secretariat. **Public Sector Reform.**
- 1997: Lead Consultant in the review of Systems Network and Implementation of the Integrated Payroll and Personnel Database (IPPD), **Ministry of Finance.**
- 1997: Lead Consultant in the review of Systems Network and Implementation of the (IPPD), **Ministry of Lands and Settlement.**
- 1997: Conducted Performance Management Workshops for Senior Public Servants, Directorate of Personnel Management. **Public Sector Reform.**
- 1996: Lead Consultant in rationalisation of ministerial functions at the Ministry of Lands and Settlement through Civil Service Reform Secretariat. **Public Sector Reform.**

- 1996: Lead Consultant in Organisational and Policy Review: Structure, Process and Procedures, Ministry of Lands and Settlement, Civil Service Reform Secretariat. **Public Sector Reform.**
- 1996: Lead Consultant in Review of the structure and Policy Mandates, Ministry of Environment and Natural Resources, Civil Service Reform Secretariat. **Public Sector Reform.**
- 1995: Led a team of researchers in the Follow-up Survey on the impact of Voluntary Early Retirement Scheme, Government of Kenya. **Public Sector Reform.**
- 1994: Conducted a series of seminars on Total Quality Management for the Federation of Kenya Employers.
- 1993: Conducted a series of seminars on Export Management (ISO 9000) for the Fresh Producers Association of Kenya.

## Professional Membership & Honours

- Kenya Institute of Management
- Institute of Management Accountants (USA)
- Chief of the Burning Spear (CBS) Government of Kenya 2009.