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I am (Lofane Peter Nicholas-PhD) a political scientist and a Lawyer with over twenty years of cumulative experience in development, peace building and conflict management, conflict resolution and mediation in East Africa, I have worked with more than six International and National NGOs including thirteen years as an Executive Director for Manna Development Agency (MADA). Currently, I also work as a Senior Research Assistant with the University of Johannesburg department of SARCHI Chair in African Diplomacy and Foreign Policy, South Africa.

With diverse and comprehensive educational background, I stand as a pillar of knowledge and expertise. A PhD holder in Political Science a specialist in Terrorism, a professional that exhibits a deep understanding of the complex dynamics within this realm, contributing invaluable insights to conflict resolution and peace building. Complementing this, is an on-going Master of Laws in Oil and Gas solidifying a robust understanding of the intricacies surrounding these vital sectors, while a Bachelor's degree of Laws offers a strong legal foundation.

Furthermore, this academic journey includes a Master of Arts in Local Governance and Human Rights, illuminating a nuanced grasp of governance structures and human rights implementation. Additionally, holding Masters in International Relations and Development Studies reflect an extensive understanding of global socio-political landscapes. An educational pursuit in Philosophy and Religious Studies contributes to a well-rounded perspective and critical thinking.

Overall, my academic achievements denote a profound knowledge base encompassing political, legal, governance, and societal aspects, offering a unique blend of skills and perspectives crucial for addressing multifaceted challenges in various fields in the globe.

SKILLS

Diplomacy and negotiations;
Legal conducts
Program/project design/project cycle;
Program management
Good communications and reporting skills
Fieldwork in conducting peace building and program implementation;
Research in security, governance and development in Africa;

Partnership building and bringing together multiple stakeholders;
Staff supervision and leadership of project teams;
Strategic development and strategic planning;
Facilitation of Dialogue processes;
Program monitoring and evaluation;
Program and project management;
Financial management;
Logistics and transport management: and
Human resource management

TRAINING/FACILITATION

Peace building and conflict resolution education/training of youth leaders and local government senior civil servants;
Security and safety practices for the staff
Peace building, Gender and Peace building; Environmental Security and Peace building, and Peace, Conflict and Development; Governance in Africa;
Training on Non-Violent Conflict Transformation;
Training of political and civil society leaders in the development of democratic values;
Facilitation of political and reconciliation dialogues;
Workshop facilitation on Human Rights and transitional Justice
Facilitation of problem-solving workshops;
Training on “Do No Harm”
Workshop facilitation on conflict management and conflict transformation
Strategic planning facilitation and process facilitation;

Workshop facilitation on Conflict Management and Conflict Transformation; and,

Workshop facilitation on Human Rights and Transitional Justice.

RESEARCH/WRITING

Researched on “The effectiveness of African Union in addressing the root causes of terrorism in Africa: The case of Al Shabaab in Somalia” at PhD level

Article: African Union Strategic Response Against Terrorism in Africa: The Case of Somalia

Article: Tackling the root causes of terrorism in Somalia: How far is AU?

Effects of terrorism in the East and Central Africa: Al Shabaab in the Horn and East Africa and LRA in the East and Central Africa.

Research on projects and security in East Africa

EDUCATION

Doctorate

PhD: Political Science University of Johannesburg-South Africa (**Specialist in Terrorism**).
Thesis- Analysis of the effectiveness of African Union in addressing the root causes of terrorism in Africa: the case of Al-Shabaab in Somalia-(By research 2019-2022)

Masters

Institute of Petroleum Studies-Kampala:

LLM in Oil and Gas (September 2023-December 2024 On-going online)

Uganda Martyrs University-Uganda

MA: Local Governance and Human Rights (2010-2013-Distance Learning)

Staffordshire University, United Kingdom

MA: International Relations, (2008-2011 Distance Learning)

Uganda Martyrs University-Uganda

MA: Development Studies, (2002-2004)

Bachelors

Kampala International University

LLB: (2017-2022)

BA: Philosophy, Pontifical Urbaniana University, Rome-Italy (Affiliate 1997-2000)

Diploma

Law Development Centre-Kampala:

Diploma in Legal practice October 2022-August 2023) (Yet graduate)

Philosophy Centre, Jinja-Uganda

Diploma: Philosophy and Religious studies, (2007-2000)

Certificates

Uganda Advance Certificate of Education: Apostles of Jesus Seminary Moroto (1995-1997)

Uganda Certificate of Education: Apostles of Jesus Seminary Moroto (1991-1994)

Primary Leaving Examination

Karenga Boys Primary school (1990)

WORK EXPERIENCE

Organization: Manna Development Agency (MADA), Uganda and South Sudan January 2011 to date

Position: Executive Director

Duties: Overall Program Management and Supervision of staff; providing strategic vision and leadership on programming; Develop and write proposals to fundraise for the organization; strategic management of the budget; Develop mechanisms to ensure compliance with internal policy and legal requirements; Develop and coordinate all projects as a Director; Provide guidance and support to all program staff in relation to refining the overall strategic direction of the organization while focusing on programme priorities as designed in the log frame; Oversee the preparation of the annual program strategy and budget plans; Ensure organization image is kept without compromise by liaising with all stakeholders; Develop a strategy to strengthen programme staff by directing backstopping and coaching; Create and apply learning, monitoring and evaluation criteria to better measure the effectiveness and the results of all the projects currently in place; represent the organization externally and internally at meetings within the organization and other meetings related to the organization; Manage and administer all functions related to office operations; Oversee, liaise and scrutinize all security procedures to ensure the safety of all staff members and property of the organization; Monitor and ensure staff compliance to all humanitarian safety guidelines and procedures; Organise board meetings and oversee all planning for and preparation and directly response to Donors; Stand as the primary contact person for the organization and on financial matters in line with the organization policy guidelines; Collect and compile an annual report (financial and narrative) and present it to the BOD; Perform any other duties assigned by the BOD

Organization: Winrock International, Kuajok, Warrap State, South Sudan April-December 2010

Position: Community Development project Specialist

Duties: Responsible for the development of component specific work plan and achieving the component program target; Conduct community needs assessments using participatory approaches; Provide training, technical assistance and mentoring to build Community Action Groups (CAGs); In coordination with the CD Advisor, provide training and technical guidance to field CD team and other component staff members as necessary; In collaboration with the Governance Team provides technical guidance government entities to facilitate the identification of community needs and projects, and to identify sustainable mechanisms for government-community interaction; Identify or assist the identification and submission of Local Government Development Funds projects; Assist the Monitoring and Evaluation (M&E) team in refining M&E plan, definition of indicators, monitor activity implementation and evaluate progress; Support indicator data analysis to feed into M&E Plan, quarterly and annual reports to BRIDGE Management and USAID/Sudan

Organization: Action Africa Help International (AAHI) Juba-South Sudan Sep 2009-MARCH 2010

Position: Community Development officer & Deputy Team leader

Duties: Management of the project; Supervision of all extension and development staff in the field; Monitoring and evaluation of the project activities in the six payams of the project operation in Juba County; act as a security officer in Juba, Contributing to the overall picture of the whole program of Sudan; Carrying assessment and identifying new project areas for the organization; Represent the organization in the absence of the Team leader and report direct to the country program manager; Guide and provide capacity assessment of project staff, local authorities and identify their capacity building needs and make recommendations for capacity building; Work together with partners with ultimate intend to dialogue for the good of the organization; Provide an analysis of the situation in southern Sudan and give input during the regional meetings; Provide technical assistance to the Team leader and the project staff

Organization: Inter-Church Organization for Development Cooperation (ICCO) Upper Nile Jan 2007-August 2009 Southern Sudan

Position: Project Manager-Education-

Duties: Project Management: Inform programme strategy, Ensure coherent implementation of the basic education/inclusive education programme strategy/, Programme planning and reporting for the field location, Management of programme financial resources for the field location, ensure any relevant, new information on security situation is reported, assess local partners' capacities and recommend for institutional strengthening and procurement. *Security management:* Be a security focal person; attend and report all security issues and incidences in the area and the state as a whole; liaise with UN and NGOs in obtaining and sharing security information. *Logistical support:* Ensure smooth and timely delivery of programme logistic to the field, coordinate the travel / accommodation arrangement for ICCO programme staffs and other visitors in the field *Human resource management:* Implement HRM for ICCO project staff in the field location for the Education Support programme (supervision, coaching, structured feedback, performance assessments) *Representation:* Coordinate the programme implementation locally with the local authorities and other stakeholders, arrange meetings in a proper manner for programme staff and visitors, represent ICCO upon request of manager and/or Field Representative in attending to coordination meeting for stakeholders in Upper Nile *Networking:* Stimulate the development of networks in the operational area, Monthly reporting on the three programmes (education, capacity building & Peace building)

Organization: Inter-Church organization for Development Cooperation (ICCO) Juba-Sudan Jun-Dec 2006

Position: Assistant Team Leader

Duties: Implement and monitor the Annual Budget Estimate Activity Schedule (ABEAS-1) and Action Plan for year 1, including the distribution of budget lines for each other implementing NGO; Build mutual trust and team spirit between consortium members and "teach" the members on the content of ABEAS 1 and the concepts chosen for implementation; Arrange and facilitate all

consortium committee, coordinators' meetings and sector planning workshops in Nairobi or South Sudan; Establish a compound in the project area for the consortium project coordination team and counter parts. Arrange all practicalities needed to smoothly run the project office (office premises, bank accounts, cars ...); Contribute to Monthly, quarterly & Annual reports of the consortium to UNDP; Adopt security guidelines for the consortium in collaboration with all project coordinators; Assist and supervise recruitment of additional consortium implementation team members (coordinators, technical & support staff) with consideration of gender balance; Assist in monitoring and evaluation of RRP projects/activities through application of existing procedures and mechanisms from UNDP and any new approaches and tools that is consistence with the project; Strengthen working relationship with national and international counterparts involved into implementation of the project; Maintain active and programme relation with Donors and constant link with UNDP in every progress of the project; In collaboration with consortium members, assess and build the capacity of civil societies and local authorities in the project area

Organization: Pact Kenya Sudan Programme, Kapoeta Sudan Jan 2005-May 2006

Position: Community Development Officer

Duties: Manage and co-ordinate the successful planning, implementation, monitoring and evaluation of the Sudan Country Program (SCP) project (s) in assigned region, promoting, enhancing and utilizing the cluster plans; Support the SCP to ensure that project activities and outputs meet targeted performance standard at field level; Identify, mobilize and mentor civil society and community based organizations for the designed, planning, implementation and monitoring of the priority project sub-components within the cluster plans; Represent SCP and promote good public relations with communities, partner organizations authorities and associated networks; Influence policy and advocacy building initiatives using a participatory community based approach; Support community based engagement and advocacy on key thematic issues central to the SCP (gender, governance, returnees, peace committees etc); Develop detailed project monthly and quarterly work plans, including activity descriptions, timetables and expected results etc; Assist in the capacity building of local authorities in relation to governance and peace building for sustainable development

ORGANIZATION: Programme Officer-Africa Refugee Education Programmme (AREP) Nairobi-Kenya 2003-Dec 2004

Duties

Develop and oversee education initiatives for refugees, ensuring alignment with regional policies and international best practices. Collaborate with government agencies, UNHCR, NGOs, and donors to strengthen education access for refugee children and youth. Train teachers, community educators, and education stakeholders on inclusive teaching methodologies and psychosocial support. Develop and implement M&E frameworks to assess program effectiveness, learning outcomes, and impact. Advocate for refugee education policies, influencing national and regional decision-making processes. Identify funding opportunities, develop proposals, and manage grants to support refugee education programs. Work with refugee communities to promote enrollment,

retention, and gender-inclusive education strategies. Support crisis response education initiatives, ensuring continuity of learning in displacement settings.

Key Achievements

Successfully increased school enrollment rates among refugee children by implementing innovative outreach programs. Developed training programs that enhanced refugee educators' capacity to deliver quality and inclusive education. Designed and implemented tailored curriculums that improved literacy and numeracy skills for refugee learners. Successfully wrote grant proposals, securing donor funding to expand education services for refugees. Contributed to policy discussions that improved legal frameworks for refugee education inclusion in national systems. Established parent-teacher associations and community learning groups that improved refugee education engagement. Designed a data-driven approach to track student progress, teacher performance, and program impact. Led initiatives to promote girls' education, reducing dropout rates and improving school attendance.

Organization: Children and Life Mission-Namugongo Uganda (Jan 2000-Aug 2002)

Position: Project officer

Duties: **Program planning:** *Develop Project Plans:* Create detailed plans for various initiatives targeting street children, including education, health, shelter, and reintegration into society. *Implement Programs:* Oversee the execution of project activities, ensuring they align with the set goals and objectives. *Conduct Outreach Activities:* Engage with street children directly to understand their needs, build trust, and encourage participation in NGO programs. *Advocacy:* Advocate for the rights and needs of street children to local authorities, policymakers, and the community to garner support and resources. *Monitor Progress:* Regularly track and document the progress of project activities, assessing their impact and effectiveness. *Evaluate Programs:* Conduct evaluations to determine the success of different initiatives and identify areas for improvement. *Train Staff and Volunteers:* Provide training and support to staff and volunteers to enhance their ability to work effectively with street children. *Empower Children:* Organize workshops and training sessions aimed at equipping street children with life skills, vocational skills, and education. *Manage Resources:* Ensure the efficient use of financial, material, and human resources allocated to the project. *Fundraising:* Assist in fundraising activities to secure funding for ongoing and future projects. *Coordinate with Stakeholders:* Work closely with local authorities, other NGOs, community leaders, and stakeholders to ensure a collaborative approach to addressing the needs of street children. *Network Building:* Build and maintain networks with relevant organizations and individuals to support project goals. *Prepare Reports:* Compile and submit regular reports on project activities, outcomes, and challenges to the NGO management and donors. *Document Success Stories:* Collect and document success stories and best practices to share with stakeholders and for future reference. *Provide Immediate Assistance:* Respond to emergencies and provide immediate assistance to street children in crisis situations, such as medical emergencies or abuse cases. *Referral Services:* Refer children to appropriate services such as healthcare, legal aid, and social services when necessary. *Engage with Communities:* Work with local communities to change perceptions and attitudes towards street children, promoting inclusion and support. *Organize Community Events:* Plan and conduct community events aimed at raising

awareness and mobilizing community support for street children initiatives. Any other duties assign by management

Company: Shell Petrol Station, Moroto-Uganda March-August 1997

Position: Salesman,

Duties: Ordering, selling and accountability to the General Manager

OTHER WOR RELATED EXPERIENCE

- Terrorism Financing in Africa
- Conference (Discussion Article 21) on the International Convention on Civil and Political Rights
- Training of Consultants/Advisors on Reflecting Peace Practice by CDA/LCPI Nairobi
- Develop and wrote Modules; Governance, Local Government and urban development in South Sudan-GIZ
- Develop and wrote Manna Development Agency security protocol
- Training: Local Government Administrative Officers-Eastern Equatoria State
- Research on Torture as a non-Derogative Right in South Sudan–nationally and internationally- Uganda Martyrs University
- Civil Society strengthening workshop Ikotos County-Pact Sudan
- Workshop on local government in Chukdum-Pact Sudan
- Evaluation: DNH in projects African Inland church in Torit/Ikotos County
- Organizational Development Singaitta Women group Kapoeta-Pact
- TOT peace committee training Hiyalla Torit County –Pact Sudan
- Conflict Impact Assessment-Pact/Sudan Peace Fund-Ikotos & Budi Counties
- Workshop on “Do No Harm” Anglican Church organizations Mitungu-Kenya
- Workshop on “Do No Harm” with local organizations Kitale-Kenya
- Assessment: Education, Health, Food Security, Water & Sanitation -Kapoeta
- Exposure workshop on “Do No Harm” Kampala-Uganda
- Proposal writing with African Rehabilitation & Education Program (AREP) Kenya
- Child Protection and Safeguarding-Kampala
- Psychosocial Support and Counseling-Kampala
- Community Engagement and Advocacy-Kampala
- Health and Nutrition-Kampala
- Life Skills Development-Kampala

LANGUAGES

English, Mening/Ketebo, Juba Arabic, Kiswahili, Nga-Karimojong and other related local languages

REFEREES

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