

## Partnering for Progress: A Learning Event

How Private Sector, Government, & Non-Profits are  
Reshaping Systems to Drive Youth Economic Opportunities

### SPEAKER BIOS

#### MS. SUSAN REICHLE

*President & Chief Executive Officer, International Youth Foundation (IYF)*

Susan Reichle joined IYF in 2017 as President and Chief Operating Officer. She came to the organization with 25 years of experience leading USAID policy development and programs overseas and in Washington, D.C. In her most recent position, she served as the Counselor to the Agency, USAID's most Senior Foreign Service Officer, and advised the Administrator and senior leadership on key global development policies and management issues. She also oversaw the Agency Coordinators for Youth, Countering Violent Extremism, and Local Solutions while communicating on a regular basis with 80 USAID Missions around the globe.

As Assistant to the Administrator for Policy Planning and Learning, Susan spearheaded USAID policy development, including the agency's first Youth and Development Policy. She oversaw USAID's response to the 2010 Haiti earthquake as Acting Assistant Administrator for Democracy, Conflict, and Humanitarian Assistance (DCHA) in Washington. As Mission Director and Deputy Director in Colombia, Susan led USAID's largest mission in the western hemisphere and worked closely with the Government of Colombia to devise and implement a new strategy to consolidate presence of the Colombian government in conflict and post-conflict zones. In Russia, Susan oversaw one of USAID's largest democracy portfolios in the world, including the agency's first direct human rights program in that country. As one of USAID's first democracy officers, she designed and promoted electoral and democratic reforms in Haiti and Nicaragua. She has a master's degree in National Security Strategies from the National Defense University's War College and master's degrees in International Development Appropriate Technology and Government Administration from the University of Pennsylvania. She is an adjunct professor at Carnegie Mellon University's Heinz College.

#### MR. KOFFI ASSOUAN

*Program Manager, Mastercard Foundation*

Koffi manages a portfolio of Youth Learning projects focusing on enterprise development, youth employment, and social and financial education. He has more than 10 years of experience in international development concentrating in organizational administration, project development, implementation and coordination focusing on youth development. He previously served as Junior Achievement Worldwide's Regional Director of Operations for Africa, responsible for providing strategic and programmatic direction and oversight for their operations in Sub-Saharan Africa. He holds a Master of Diplomacy and International Relations and a Master of Public Communication from Seton Hall University.

## **MR. ILIDIO CAIFAZ**

*Country Director, IYF Mozambique*

Ilidio joined IYF in 2013 as a Technical Advisor and has been IYF's Mozambique Country Director since 2016. An expert in technical and vocational education and training (TVET) and employment, he has more than 25 years of work experience in the areas of labor market and TVET in Mozambique. Prior to joining IYF, Ilidio worked for the Ministry of Labor as National Director of Vocational Training, National Director of Employment, and National Director of International Affairs. He holds three degrees: a Bachelor of Arts in Portuguese Language Teaching from *Instituto Superior Pedagogico*, a Master of Arts in Socioeconomic Development from the *Instituto Superior de Ciencias Tecnologia de Mocambique* (ISCTEM), and a Master of Science in Educational Science from the University of Groningen in the Netherlands. A former professional basketball player and President of the Mozambique Basketball Federation, Ilidio is known as a basketball television commentator and mentor for young players in Mozambique.

## **MR. MATTHEW BREMAN**

*Regional Director, Africa, IYF*

Matthew has more than 25 years of multi-sector program management experience, including work for global government, non-profit, and private sector organizations. Having spent more than 10 years advancing youth economic opportunities, Matthew is especially passionate about the power of youth and sport to drive social change. He currently serves as Africa Regional Director, providing technical and operational oversight of a \$30M program portfolio, and as a member of IYF's Senior Management Team. Past leadership positions include Director for Africa programs at Chemonics International; Director of Civic Engagement at Citizen Schools; Cape Verde Country Director for Peace Corps; and Angola Country Representative for Catholic Relief Services. Matthew holds a bachelor's degree with honors in American Studies from Brandeis University and an Master of Arts in International Relations with concentrations in International Economics and Social Change and Development from the Johns Hopkins University School of Advanced International Studies (SAIS). Matthew is a returned Peace Corps Volunteer (RPCV) from Guinea-Bissau and has worked in more than 25 countries. He speaks French, Portuguese, and Cape Verdean/Guinean Creole and is proficient in Spanish.

## **DR. JENNIFER ADAMS**

*Mission Director, USAID Mozambique*

On August 10, 2017, Dr. Jennifer Adams was sworn in as the USAID Mission Director for Mozambique. Prior to this assignment, Dr. Jennifer Adams was USAID's Acting Assistant Administrator in the Bureau for Global Health. She managed USAID's global programs in Population and Reproductive Health, HIV/AIDS, Health Systems and Infectious Diseases. She had responsibility for strategic planning, procurement, human resources, project design, monitoring and evaluation and communications.

Previously, Dr. Adams headed USAID's Office of Donor Engagement. Her duties involved analysis, communication, and collaborative efforts to generate joint understanding and action on key development priorities with both bilateral and multilateral donor partners around the world.

Jennifer Adams was appointed the first USAID development counselor to China in September, 2008. Before her post in Beijing, she was the Mission Director for USAID in Brazil. Dr. Adams has worked for USAID for over 20 years, in the Central Asian Republics, Senegal, Brazil, and Washington, D.C. Her positions included economist, and managing social sector portfolios, including health, education and environment projects. In Brazil, she initiated a successful public-private partnership, Mais Unidos, which engaged the 50 largest American companies to support social entrepreneurship.

Dr. Adams graduated from Johns Hopkins University, has a Master of Philosophy degree from the Institute of Development Studies at the University of Sussex and a Ph.D. in Economics from Cambridge University.

## **MS. UNAMI MPOFU**

*Senior Programme Officer, New Partnership for Africa's Development (NEPAD)*

Ms. Unami Mpofu has enjoyed a resourceful career spanning almost 22 years in the private and international development cooperation sectors - providing strategic leadership, facilitating systems change, programme coordination and partnership relationship management. Ms. Mpofu is the focal person for the Skills Initiative for Africa Programme (SIFA). She is responsible for technical facilitation to multi-stakeholder platforms at continental and national levels set up to advance implementation of African Union development policy frameworks.

The SIFA Programme, is implemented with the support of the German Development Cooperation, and is focused on rallying public private sector partnerships in employment-oriented skills development in the TVET sector; and knowledge generation and sharing of best practices on the African Skills Portal for Youth Employment and Entrepreneurship (ASPYEE), which is hosted on the AUDA-NEPAD website.

Ms. Mpofu's passion is in assisting young people to thrive as they pursue their dreams and aspirations. In 2008, she established a Business Advisory and Management Consultancy firm, which worked to support small business development initiatives. The flagship project was with the SADC Development Finance Resource Centre to support their network of national Development Finance Institutions to provide capacity building to SME units and their respective clients.

## **MS. ALEXANDRA STANEK**

*Associate Partner, Dalberg Advisors*

Ms. Alexandra Stanek is an Associate Partner in Dalberg's Johannesburg office. She is passionate about developing human capital and strengthening employment across the African continent. She also works extensively in industrialization and access to finance, two areas that can help economies unlock growth. Alex has advised businesses, foundations, bilateral organizations, government bodies, and NGOs in their strategy, analysis, and evaluation of projects. Her work has included designing country strategies and programs to address youth unemployment, crowd in investment, and drive economic growth. She has supported investors to identify inclusive market entry opportunities and assisted talent organizations to build skills for workplaces of the future. Alex holds a joint Master in Business Administration and Master in Public Policy from Harvard Business School and Harvard Kennedy School of Government, as well as a Bachelor's degree in Applied Mathematics from Harvard College. Prior to joining Dalberg, she worked for TechnoServe in Mbabane, Eswatini and for McKinsey & Company in New York City.

## **MS. ALICE GUGELEV**

*CEO, Global Development Incubator Africa*

*Director, Global Development Incubator USA*

Alice is the CEO of GDI Africa and a Global Director at GDI where she leads a portfolio of initiatives that drive large-scale social change in blended finance, financial inclusion, SME development, economic livelihoods, employment, education, humanitarian work and climate change. The portfolio has a special focus on financial and structural changes to unlock entrepreneurship for individuals, small and growing enterprises and corporations.

Alice is also the Co-Founder and Executive Director of The Muskoka Foundation and the “Do Good As You Go” movement and Chief Strategy Officer and investor for AppMakr, the world’s largest DIY mobile app development platform. Prior to her entrepreneurial ventures, Alice worked with The Bridgespan Group in San Francisco on high school education reform with the Gates Foundation and started Bain & Company’s Pro-Bono practice in Asia specializing in non-profit collaboration practices, driving greater capital to SMEs, and government non-profit oversight, as a consultant and trainer for the National Council for Social Service (NCSS). Alice also worked with the World Bank in SE Asia on their regional HQ strategy.

In the for-profit world, Alice spent six years with Bain & Company in Singapore and Bangkok, where she focused on SME growth strategies, market entry and growth strategies for F500 companies, private equity due diligence, commercial banking for SME finance, and merger integration in the finance, consumer product, and technology sectors. Alice also spent five years on the trading floor managing assets and liabilities for Fortune 500 companies in the US and Asia. After the currency crisis in 1997, she started the fixed income derivatives desk in SE Asia for multinational corporations with The Bank of Tokyo-Mitsubishi. Alice earned an MBA from Harvard Business School and has a double major BA in International Economics and East Asian Studies from Columbia University and Stanford Japan Center. Alice is also the co-author or the highly acclaimed “What’s Your Endgame?” article published in the Stanford Social Innovation Review and widely shared at the Skoll World Forum in Oxford and Ashoka Future Forum in DC.

## **MS. DAISY MANHIÇA**

*Talent Management Consultant, Flow Moçambique*

Daisy is an HR Consultant and Youth Coordinator at Flow Moçambique.

She completed secondary education in the United States and Mozambique and higher education in South Africa, at the University of Pretoria. She completed her BA of Arts (Humanities) in 2016, the course consisted of subjects such as Philosophy, Sociology and Psychology. Given her willingness to work with people, she became a volunteer at a nonprofit organization called CSA & G, which involved working with students and helping to raise awareness about HIV / AIDS issues. Her first professional opportunity when returning to Mozambique was in a Human Resources company. Her passion for the field began to blossom as she finally joined Flowgroup. Her personality has attracted her to the field of Recruitment and Training, areas where she is able to freely create striking and inspiring relationships.

## **MR. HAID MONDLANE**

*Human Capital Development Manager, Cimentos de Moçambique*

Haid Mondlane is a Human Capital Development Manager with over 10 years working experience in Human Resources. Haid started his career in recruitment and selection services in HR consulting companies where he had the opportunity to lead consulting teams and to manage HR processes such as Psychometrics assessments, career guidance, coaching, recruitment & Selection and outsourcing.

After 5 years in consulting environment, Haid switched to Industry joining Rio Tinto in Tete, where worked mainly with Recruitment, Training, internship programs and liaison with the external stakeholders related to Educational field.

Today Haid is leading the HR team of Cimentos de Moçambique as Acting Human Resources Manager. Haid has a degree in Psychology from University Eduardo Mondlane in Mozambique. He is finishing his Master’s Degree in High Education Studies and Development at University Eduardo Mondlane. Haid speaks Portuguese, English, and Shangana. He enjoys reading books, practicing sports, listen and playing music.

## MR. TIAGO COELHO

*Co-Founder, UX Information Technologies*

Tiago Coelho is an entrepreneur and service designer of digital platforms for social impact.

His work in tech started in 1998 when he joined the first ISP in Mozambique as a web developer. In 2006 he co-Founded Consola.org, the first Open Source Bluetooth Media Server for Mac OS.

During this time, he completed a BA Hons in Multimedia Design in UBI, Portugal, and an MSc in Media Technology in Leiden University, the Netherlands.

In 2013, he co-founded UX Information Technologies, an ICT4D company in Mozambique. Tiago was responsible for the research and service design of [emprego.co.mz](#), the largest job board in Mozambique; [biscate.co.mz](#), a multiple award winning informal work marketplace; [mopa.co.mz](#), an inclusive digital tool for citizens to report on public services; and [soma.co.mz](#), a Savings Group training and data collection tool created in partnership with the Aga Khan Foundation and FSDMoç. Additionally, he worked as a lead technical consultant in projects for the World Bank, USAID, UNICEF, GIZ, Microsoft, PriceWaterhouseCoopers, among others.

Tiago supports multiple aspiring entrepreneurs as a tech trainer for a UNFPA Innovation Program in Mozambique, the US State Department's Tech Camp initiative, is a Country Ambassador for Seedstars, a mentor for Startup Weekend, and as a speaker and trainer at various local and international tech conferences.

## MS. ABNÉUSA MANUEL

*Founder, MozDevz*

Abneusa Manuel (Aby) is a software engineer, a social changemaker that, for the past 10 years, has been involved in social causes such as social entrepreneurship, young people empowerment, mainly women, sexual and reproductive health, gender equality, Digital inclusion, Information and Communication Technologies democratization and disruptive Technologies adoption in Mozambique.

Starting as an activist at the Geração Biz program, 10 years ago, which exposed her to different realities, Aby found that there is a lot to do to reach a level where more young people are empowered, that is why she decided to join the social activism path towards a Mozambique with better conditions for its people.

As the Gender Officer at the Mozambican Youth Parliament, Aby worked with many bright young people that, as the majority of the population, young people, given the right tools, guidance, resources and opportunities, they have the potential to do and achieve greater things, they have the strength, the persistence, the ability to strive under uncertain conditions. Young people are problem solvers, talented business people and, therefore, social changemakers.

With this background and a degree in Informatics Engineering by Eduardo Mondlane University, Aby is the President of Mozdevz, a Mozambican software developer's community and, at the same time, a Business Advisor for Business Women Connect, a women's financial inclusion and entrepreneurship project, implemented by TechnoServe, funded by ExxonMobil Foundation.

Aby enjoys reading and practicing 2D/3D animation. Favorite quote: "Being a boss is like being a lady, if you have to tell people you are, you aren't." (Margaret Thatcher).

## MR. JOEL TOMAS

*Capacity Strengthening Technical Advisor, IYF*

Joel joined IYF in 2016 as a Capacity Strengthening Specialist, a position in which he has managed technical and vocational education and training (TVET) partner relationships, contributed to program implementation, and led the capacity assessment and development program of partner organizations, including PTS

management in TVET. Joel came to IYF with 14 years of wide-ranging, multi-sector experience. In the humanitarian sector, he worked in coordinator and director-level roles at International Relief and Development and the Red Cross. He also held positions in the fields of microfinance (as a loan officer) and academia (as a lecturer). Joel earned a Bachelor of Arts in Agriculture Engineering from Eduardo Mondlane University and two post-graduate degrees in project Management and Business Administration from the Institute for Education and Management.

## **MS. MARYANA ISKANDER**

*Chief Executive Officer, Harambee Youth Employment Accelerator*

Maryana Iskander is Chief Executive Officer of Harambee Youth Employment Accelerator and brings a track record of scaling organisations through partnership models, data-driven delivery, talent management and technology innovation. Previously, she served as Chief Operating Officer of Planned Parenthood Federation of America, a US\$1 billion organisation that is America's largest provider of women's reproductive healthcare and she currently sits on the board of directors.

She has been an associate at global business consultancy McKinsey Co., a strategy consultant for W.L. Gore & Associates, and a law clerk at Cravath, Swaine & Moore in New York, and Vinson & Elkins in Houston. Maryana also served as Adviser to the President of Rice University and as a law clerk on the United States Court of Appeals for the Seventh Circuit. She earned a B.A. magna cum laude from Rice University, an M.Sc. from Oxford University as a Rhodes Scholar, and a J.D. from Yale Law School. She is a Henry Crown Fellow and a member of the Aspen Global Leadership Network.

## **DR. ROSIE LUGG**

*Team Leader, JOBA Mozambique*

Dr. Rosie Lugg is the Team Leader for JOBA, the Skills for Employment Programme funded by the UK government. JOBA contributes to a more robust labour market in Mozambique through a better prepared workforce, ready for Mozambique's evolving economy. We do this by: 1) funding skills development opportunities for young people, which are relevant and high quality, 2) building voice, accountability and capacity in the skills sector through our support to the association of private training providers (AMEPP) and 3) supporting capacity to drive quality improvements in the sector, through our support to ANEP.

Rosie's twenty-five years' experience in education and skills development has included roles in programme management, research and delivery, from a range of institutional locations, including national ministries, a university, NGOs and development programmes. She has lived and worked in the UK, South Africa, Ghana, the Netherlands, Turkey, and Bangladesh. Her PhD, completed at the Institute of Education, University of London, grew out of research experiences within industrial trade unions in South Africa, and examined how education and training policies were developed, and policy makers' identities were shaped, within shifting constructions of equity and difference over changing political eras in South Africa. Making workplaces more inclusive, and access to skills more equitable, remains her passion.

## **DR. AGGREY MLIMUKA**

*Executive Director, Association of Tanzania Employers*

Dr. Mlimuka is an Advocate of the High Court of Tanzania since December 1989 and a Senior Lecturer in Law, at the University of Dar es Salaam (on leave of absence). He is a certified Board Director with the Institute of Directors of Tanzania (IoDT). He did his LL.B & LL.M studies at the University of Dar es Salaam in 1983 and 1986 respectively. He later did Postgraduate Diploma in International Law and Organisation for Development

at the Institute of Social Studies, The Hague, 1989 and thereafter LL.M (*magna cum laude*) at the University of Hamburg, 1992 and Dr. jur (*magna cum laude*) at the University of Hamburg, 1997.

He worked as a National Project Coordinator, ILO/ Strengthening Labour Relations in East Africa (SLAREA) in Tanzania from April 2001 to Dec. 2005. In January 2006, he joined the Association of Tanzania Employers (ATE) as Executive Director. He has a vast experience in areas of Labour Laws, International Law, Human Rights and Social Justice, Conciliation and Mediation, and Negotiation Skills. By virtue of his current position at ATE, Dr. Mlimuka is a Member of Labour, Economic and Social Council (LESCO) and a Member of Ministerial Advisory Board of Occupational Safety and Health Authority (OSHA). He was recently appointed as a Councilor to the National Council for Technical Education (NACTE) and a Member of the Regional Steering Committee of the East Africa Skills Transformation and Regional Integration Project (EASTRIP).

Dr. Mlimuka is a Board Member of Public Service Social Security Fund (PSSSF) and Chairman of the Governance and Risk Committee. Dr. Mlimuka was also a Chairperson of the Ariel Glaser Pediatric AIDS Healthcare Initiative (AGPAHI) Board from 2011 to 2017. He is a Chairman of Teofilo Kisanji University (TEKU) Council and sits in the Board of Governors of Archbishop Mihayo University College of Tabora (AMUCTA) which is a constituent college of St. Augustine University. He served as Second Vice President of Business Africa from 2010 to 2012 and later First Vice President from 2012 to 2014.

## **MR. DAUDO VALI**

*General Director, DHL Mozambique*

Daúdo is a young African leader (32 years old), currently employed as the General Manager of DHL in Mozambique. Originally from Mozambique, Daúdo holds a bachelor's degree in Economics by the University of Algarve (Portugal) and a Master of Business Administration (MBA) earned at the University of Cape Town (South Africa). He started his professional career in Portugal, working in the non-profit sector for the world's largest youth-run organization, AIESEC. Hoping to contribute to the development of his home country, he entered into an entrepreneurial project establishing AIESEC in Mozambique, allowing talented young Mozambicans to discover and explore their leadership potential, offering today international leadership development experiences to thousands of Mozambican youth. He was selected as the Vice President of AIESEC International, responsible for the Africa Region. During his six years in DHL he had a fast track leadership development experience, moving from being the Business Strategy Manager for DHL Sub-Saharan Africa (based in Johannesburg), to being Head of Operation at DHL Angola before moving back to his home country as the Head of Sales. In August 2017 Daúdo became the youngest Country Manager of the Deutsche Post DHL group worldwide. Today, Daudo manages an organization of about 200 people, over 10 Million EUR turnover per year and thousands of shipments and parcels every day, connecting Mozambique to the world and the world to Mozambique. As a corporate leader, Daudo strives on building a culture focus on results and respect towards employees and the society. He has championed several Corporate Social Responsibility projects. His natural leadership skills and his commitment to improving his community led him to become the Curator of the Global Shapers Hub in Maputo, an initiative of the World Economic Forum for which he was selected to speak at the World Economic Forum on Africa in 2017. He currently serves as the Chair Person of the Board of Advisors of AIESEC in Mozambique.

## **MS. IDA ALVARINHO**

*National Director Professional Qualifications, National Authority of Professional Education (ANEP), Mozambique*

Ida Carrilho Alvarinho is the National Director of Professional Qualifications at ANEP (National Authority for Professional Education), working in this area for the last 7 years. She leads the design of the

qualifications/standards and its registration at the National Catalog of Professional Qualifications. In this process, she also supervises the various Sectoral Advisory Committees, composed by the main employers in each professional field, assuring that the qualifications/standards are driven to the demands of the labor market. She has also the responsibility for managing the National Professional Qualifications Framework. In her professional career, she has been Mathematics teacher at Eduardo Mondlane University, for 40 years, which includes a significant experience in teachers' training. Among other positions, she was also the Pedagogical Director of this university for four years.

She has extensive experience in curricula design: she collaborated in the conception of the first National Education System, in several curricular reforms carried out at the above-mentioned University and in the ongoing Vocational/Professional Education Reform, whose implementation is regulated by ANEP.

Ida Alvarinho is also a member of the AIEMAC (Mozambican Association for Research in Teaching Mathematics and Natural Sciences), a founding member of Graal-Mozambique (international women's movement) and member of WLSA (Woman and Law in Southern Africa).

She collaborates in a variety of non-formal training courses for young people and women, in areas related to citizenship, employment and employability, environmental protection, among others.

## **MR. DAVID MODIBA**

*Deputy Director, Curriculum Development and Support, South Africa Department of Higher Education (DHET)*

Mr. Masilu David Modiba is a Deputy Director: Curriculum Development and Support for Technical and Vocational Education and Training (TVET) colleges, in the Department of Higher Education and Training (DHET). He is a qualified teacher by profession, specialized in Mathematics And Information Technology at the University of Limpopo, and also holds a Post Graduate Diploma in Tertiary Education from UNISA. Modiba is currently completing his Master's degree in Curriculum Studies with WITS University (South Africa). Amongst his achievements is being crowned as the National Agreey Klaaste Maths Science and Technology Teacher of the Year Award winner in 2006 for his innovation incorporating technology in teaching Mathematics and Physical Science. At the DHET he is responsible for curriculum review, revision and innovation based on industry and private sector demands. He is currently the coordinator from DHET working with IYF to improve the delivery of life skills and work readiness education; enhance lecturer capacity to deliver technical training to learners; facilitate strengthened partnerships between TVET colleges and the private sector; and conduct research to understand what models and innovations best support improved academic and workforce outcomes.

## **MS. LAILA CHEMANE-CHILEMBA**

*Social Investment Manager, ANADARKO*

Laila Chemane-Chilemba is the Social Investment (SI) Manager at Anadarko Corporation, based in Maputo with the responsibility to ensure implementation of programs that aim at building company's reputation, manage social and community risks while at the same time supporting the implementation of the resettlement social programs component. Laila Joined Anadarko in 2018 after spending four years working with Sasol and another two years prior to that working with Rio Tinto.

Her work included resettlement, community engagement, social studies, monitoring and evaluation community development, and promotion of high education.

Laila also has experience working with Civil Society organizations (CESC & FDC) on issues of development focused on education and health, as well as experience in social studies at IMPACTO. Throughout her career she also did a lot of consultancies in the area of education (particularly on promotion of scholarships for high

education, selection of beneficiaries of the scholarships, panel members of the program) with the Australian Aid Program - DFAT (former AusAID) in countries such as Malawi, South Africa, Kenya and Ethiopia.

Laila is also a founder member of the Australian Students' Alumni Association in Mozambique (AMEA). Laila holds a Master Degrees in Development Practices from the University of Queensland, Australia, and is finalizing a Master's in Rural Sociology and Development from Eduardo Mondlane University in Mozambique.

## **MR. YOICHI HIRAMATSU**

*PAMEP 21 Team Leader, Japan International Cooperation Agency (JICA)*

Mr. Yoichi Hiramatsu is a JICA Expert with over eight years of working experience in the implementation of Technical Education projects in Angola, Brazil and Mozambique. He joined JICA in 2011 as a Special Advisor for Japanese technical cooperation projects in Angola and Brazil. In these projects, he facilitated relations with implementing partners (government and private sectors). Since 2017, he is the Project Manager of PAMEP21 (Projecto para Aperfeiçoamento do Modelo de Educação Profissional) in Mozambique. Hiramatsu has expertise in the enhancement of trainers based on Japanese enterprise's good practices. Before joining JICA, he worked as Technical Director of a multinational enterprise in Tokyo, and as Expert of Electric Safety for the Ministry of External Trade and Industry of Japan. He graduated in engineering at the University of São Paulo-Brazil, Nagoya University-Japan and University of California-USA. He speaks Portuguese, Japanese and English and enjoys reading Japanese literature.

## **MS. MARLENE DE SOUSA**

*Founder, Attitude*

Marlene de Sousa is the Founder and Executive Director of ATITUDE, a Mozambican Human Resources Consulting company, focused on the recruitment and training of human capital. She is President of the first and largest Human Resources Forum of Mozambique, whose focus is to bring together the community of Human Resources professionals in order to bring new approaches focused on excellence in the implementation of best practices in people management.

She is also the founder of the first Mozambican Association of Human Resources Professionals (AMPRH), which has created the position of the Human Resources sector in the country. She is a specialist in set-up processes in the Human Resources area of multinational companies in Mozambique and Tanzania. She wrote the first book on stories of entrepreneurs in Mozambique.

Ms. de Sousa has a degree in International Relations from the Technical University of Lisbon, with post-graduation degree in Human Rights, and a Masters in Policies of Development of Human Resources from the University of Lisbon.

## **MS. FRANCESCA BRUSCHI**

*Public Policy Analyst, Italian Development Cooperation Agency*

Francesca is a Public Policy analyst committed to generating evidence-based policies and to promoting multi-stakeholders partnerships for economic development and social inclusion in Africa and worldwide. With a strong academic background and 15 years of professional experience working at academic institutions, private sector organizations and Government agencies, Francesca has been working at the Italian Development Cooperation Agency in Maputo since 2008. She has extensive experience in research, strategic and operational planning, monitoring and evaluation, and program management with focus on human rights, social policies, public service delivery, PFM, transparency and accountability, decentralization and multi-level Governance.

She has provided progressively relevant contributions to the definition of poverty reduction policies and results frameworks at central and local level to policy dialogue mechanisms and donors' coordination platforms.

At the Italian Development Cooperation Francesca is currently responsible for a program in support to the economic and social inclusion of young people with disabilities in Mozambique, which will be implemented in three vocational training centers managed by IFPELAC (Malhazine/Maputo, Beira and Pemba), with a view of turning the infrastructure and training accessible to all. The focus is on the potential of ICTs for inclusion and the approach envisages the creation of multi-stakeholders policy dialogue platforms at central and local levels engaging government, international and local CSOs and DPOs/ Disabled Peoples Organizations, and the private sector.

## **MS. SARA FAKIR**

*Executive Catalyst, ideiaLab*

Sara Fakir was born in Maputo, and earned an honours degree in Economics at Lisbon School of Economics and Management -UTL (Lisbon, Portugal), and a post-graduate degree in Business Administration, INDEG-ISCTE (Lisbon, Portugal). Sara's business experience spans 15 years, starting her career at Deloitte and Touch Mozambique, and since working at Mozambican Red Cross and Companhia Moçambicana de Hidrocarbonetos (CMH) in the areas of business development and financial management. In 2006, she started her first venture. In 2010, while still working, Sara founded, in collaboration with Tatiana Pereira, a pioneer project, ideiaLab, a Mozambican enterprise with focus on inspiring entrepreneurs, developing startups, accelerating SMEs and promoting entrepreneurship and innovation. Since then, they have been instrumental in building the Mozambican entrepreneurial ecosystem. With countrywide impact, ideiaLab have been implementing entrepreneurship programmes, which include training, mentoring and business coaching, events and opportunities to access markets, networks and funding opportunities. Most of these programmes have been reaching women and Mozambican youth. Since 2014, ideiaLab had being contributing to dynamizing the entrepreneurial environment, training more than 2700people and supporting more than 550business. Today, ideiaLab's entrepreneurial community has more than 13,600 people and the commitment is ever growing. As a pioneer catalyst of the entrepreneurial environment, Sara has been invited as guest-speaker and entrepreneurship expert in different international conferences and events including GEC 2018 – Turkey, GEC 2017 –South Africa and Ideias em Acção –Angola 2017. Sara is also an alumnus of the international leaders program of the UK government.

## **MR. SOSTHENES SAMBUA**

*Executive Director, Tanzania Entrepreneurship and Competitiveness Centre (TECC)*

Sosthenes Sambua is the Executive Director of the Tanzania Entrepreneurship and Competitiveness Centre (TECC), and an international trainer on innovative clusters, enterprise innovation and entrepreneurship. He is a member of an International Team that is training cluster development facilitators in 7 African Countries. Mr. Sambua has over 20 years of accumulated experience in project management for private sector and enterprise development, designing tailor-made entrepreneurship training to business start-ups, small and growing businesses, including women in business. He has facilitated do-it-yourself business planning for young and medium level organisations and prepared bankable business plans for hundreds of SME clients. He has conducted training sessions on enterprise innovation and competitiveness in Nigeria, Ghana, Kenya, Mozambique and Tanzania. Currently he is leading the youth entrepreneurship programme under Via Tanzania and Kijana Jijiri.

## **MS. GÉRCIA SEQUEIRA**

*Executive Director, Institute of Technology, Innovation, and Services (ITIS)*

Ms. Sequeira is the co-founder of ITIS, President of the ICT Association in Mozambique (AMPETIC), a University Teacher, and Master Trainer of business development services, with emphasis on ICT in Management processes. At ITIS, she has been guiding the development and implementation of innovative technology-based products with great national impact.

It launched in 2017 the first certification supported technology that allows simulation of management and financial processes, through several public protocols with several entities namely Mozambique Stock Exchange, Institute for the Promotion of Small Companies, Commercial Bank, and Tax Authority.

AMPETIC, which has been advocating the interests of ICT professionals and companies that identify themselves with "being part of the solution," launched in 2016 the generic and free platform of online internships that allows Mozambican companies to find a database of people looking for internship and employment opportunities. Winner of the SME innovation award in 2014, becoming in 2015 the first Mozambican SME partner of the 100 best SMEs project.

## **MS. MELBA JORGE**

*Master of Ceremonies*

Melba is a motivational speaker, career coach, project manager, and organisational designer, specializing in training and recruitment.

She is the founder of the Melba Jorge Channel, an online channel focused on motivating young people; the founder of Vanu, a youth development organization; and the founder of Mississi, a hair and beauty company. She has also worked for a variety of companies including her current position with Mozambique Rovuma Venture, ABINBEV, and Barclays Bank.

Building people and giving their lives, more meaning is her biggest passion. Melba's drive is to develop people and help them unlock the best they have within them. Her biggest achievements have been to rebuild teams by making sure the right people are in the right in place.