

# UNIVERSITY OF DAR ES SALAAM BUSINESS SCHOOL

## PROFILE

### History of the University of Dar es Salaam Business School (UDBS)

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University of Dar es Salaam Business School (UDBS) is located at the University of Dar es Salaam (UDSM) main campus, about 13 km from City Centre. UDBS came into existence in 2008 as a result of transformation of the then Faculty of Commerce and Management (FCM) which was established in 1979. Measured by the strength of its staff in teaching, research and consultancy, plus the breadth and quality of undergraduate and postgraduate programmes and extensive training and consultancy programs in business, entrepreneurship and management, UDBS is one of the leading institutions in business and management research, teaching and consultancy in the Sub-Saharan region.

The UDBS manages four approved teaching and research departments, which are Accounting, Finance, General Management and Marketing. The school has also five units which run management, entrepreneurship and business training and consultancy programs, including, Management and Development Consulting Bureau (MDCB) and Career Cancelling Centre.

### Vision of the UDBS

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UDBS seeks to become a world class business school that is responsive to development needs through innovation, knowledge creation and application in the areas of Entrepreneurship, Business Management and Governance.

### Mission Statement

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“To provide quality Entrepreneurship, Business management and Governance training, research and advisory services for development of Tanzania and the rest of the world”.

UDBS will be engaged in continuous pursuit of excellence in knowledge development, production of responsible graduates and service to the community. In line with obtaining socio-economic development, the key thrust of the UDBS is to offer programs whose graduates are more entrepreneurial, hence job creators rather than job seekers.

### The Core Values

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Customer-orientedness, Excellence, Social responsiveness and Integrity (CESI)

## UDBS Motto

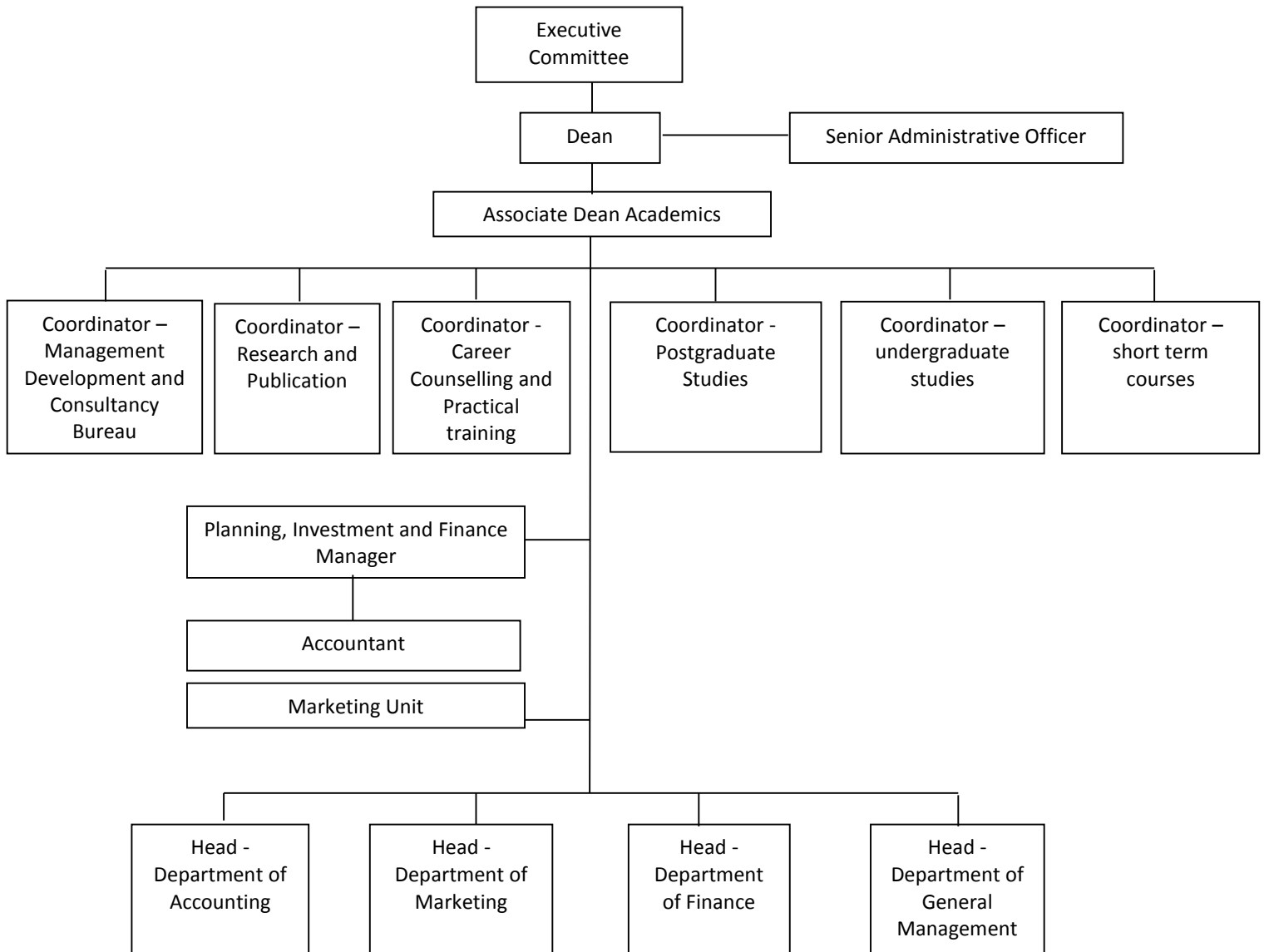
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“Knowledge for Management Excellence” (KNOW ME)

## UDBS Organizational Structure

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The UDBS structure adopts functional and matrix form of organization structure that reflects both coordinating and operational levels ranging from the School Executive Committee to the functional levels in terms of the academic departments and units.



## Current Programmes

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UDBS currently offers a range of degree programmes at both undergraduate and postgraduate levels. These are:

1. Bachelor of Commerce in Accounting
2. Bachelor of Commerce in Banking and Financial Services
3. Bachelor of Commerce in Corporate Finance
4. Bachelor of Commerce in Human Resources Management
5. Bachelor of Commerce in Marketing
6. Bachelor of Commerce in Tourism and Hospitality Management
7. An evening Bachelor of Business Administration (BBA) and under an e learning programme (forthcoming);
8. A full time Master of Business Administration (MBA) with specializations in Human Resource Management, Finance Marketing and Accounting;
9. An evening Master of Business Administration (MBA) with specializations in Human Resource Management, Finance Marketing and Accounting;
10. An Executive Master of Business Administration (MBA) with specializations in Human Resource Management, Finance Marketing and Accounting;
11. Master in International Trade (MIT);
12. Master in International Business (MIB)
13. Master Of Science In International Transport and Logistics (MSc. ITL)
14. Master of Finance and Accounting in Oil and Gas (MFA-OG) (**NEW**)
15. Doctor of Philosophy Degree (PhD).

Moreover, UDBS, in collaboration with the University of Dar es Salaam Entrepreneurship Centre (UDEEC), offers the following programs at postgraduate level:

- i. A Postgraduate Diploma in Entrepreneurship and Enterprise Development (PGDEED);
- ii. A Postgraduate Diploma in Microfinance (PGDMF); and
- iii. A Master in Entrepreneurship and Enterprise Development (MEED).

The School in collaboration with 9 other African universities offers two e-learning programmes through the Nettel@Africa network. These are:

- i. A Postgraduate Diploma in ICT Policy and Regulations; and
- ii. A Masters Degree in ICT Policy and Regulations.

Given limited government funding and scarce financial resources the school has become responsive to demands and needs from both public and private sector and offers tailor made programmes suitable to specific market. This corresponds to the promotion of entrepreneurial attitudes inside the School and the transformation of the School into an entrepreneurial School.

## Student Enrolment at UDBS

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Changes in the labour market environment have led to increased demand for business and management students, both at undergraduate and postgraduate levels. The School of Business has been selecting only 30% of the qualified applicants in its programs. Student enrolment at undergraduate and postgraduate levels has increased to more than five times from the enrolment in 1979 when the School of Business was established. On average, the annual student enrolment is about 650 (for undergraduates) and 300 (postgraduates). At the moment, the School has a total of 2,734 students; of them 76.9%, equivalent to 2,104 students are in undergraduate programs, while the rest are doing postgraduate studies.

## UDBS Facilities, Teaching and Learning Environment

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The use of major teaching and learning infrastructure and facilities is coordinated at the University level. These include major teaching theatres (with capacity of up to 1000 students per sitting), main library, student hostels, student cafeterias etc. This makes possible to share the university facilities including lecture theatres, seminar rooms, library, conference facilities, teaching equipment and offices. However, the School is has two buildings which provide modern teaching and learning environment. The buildings house most (70%) of its teaching staff and three-computer laboratories which are connected to the Internet. Currently all staff on post have and use computers and are all connected to Internet.

Offices located in the UDBS buildings are well furnished with adequate Internet, telephones, photocopying and system administration services. UDBS has a library with relevant references and materials to supplement the main University library. It also benefits from the electronic libraries subscribed through the University library. Most of the postgraduate teaching is done in the UDBS modern teaching rooms which also provide opportunity to use case study teaching method. The School is constructing a new building which will provide extra office space for staff. Among other things the building will also provide extra space for the library, computer laboratory, a board room, PhD study area, and a recreational area for staff and students.

## The UDBS Academic and Non-Academic Staff

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UDBS has a total of 84 highly trained academic staff. These have obtained their postgraduate (Master/PhD) studies from the most reputable Universities around the world, which makes the UDBS's staff quality superior compared to upcoming business schools in Tanzania as well as within East and Central African region.

### *Current Academic Staffing at UDBS*

Department	Professors	Assoc. Prof.	Senior Lecturer	Lecturers	Assist. Lecturer	Tutor. Assist.	Total	Ph.D.	Non Ph.D.
Accounting	0	3	3	6	11	2	<b>24</b>	12	12
Finance	0	1	3	4	10	2	<b>20</b>	8	12
Marketing	1	1	6	5	8	1	<b>22</b>	13	9

General Management	0	0	4	6	10	1	<b>21</b>	10	11
<b>Total</b>	<b>1</b>	<b>4</b>	<b>16</b>	<b>21</b>	<b>39</b>	<b>6</b>	<b>87</b>	<b>43</b>	<b>44</b>

The Non-academic staff category is made up of a total of 21 Administrative staff members.

## Links and Collaborations

### Links, Co-operations, Networks and Partnerships

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The UDBS has numerous outstanding links, cooperation and networks with other higher learning institutions and faculties worldwide in various areas. Several academic staff serve as external examiners to various national and international institutions. Locally based institutions include Mzumbe University, Moshi University College of Co-operatives and Business Studies, Tanzania Institute of Bankers, National Board of Accountants and Auditors, Procurement and Supplies Professional and Technicians Board, Saint Augustine University of Tanzania, and Sokoine University of Agriculture. Foreign based universities include Nairobi University (Kenya), Makerere University (Uganda), Makerere Business University (Uganda), University of Swaziland (Swaziland), University of Lesotho (Lesotho), University of Zimbabwe (Zimbabwe), Strathmore University Nairobi (Kenya), Copper Belt University, Islamic University of Uganda and Nettel@Africa.

The scarcity of academic capacity in other higher learning institutions in Tanzania provides opportunities for the UDBS academic staff to serve as part-time teaching staff, to many of the local universities including, Muhimbili University of Health and Allied Sciences (MUHAS), Tumaini University(TU), Institute of Finance and Management (IFM), College of Business Education (CBE), Mzumbe University (MU), St. Augustine University of Tanzania (SAUT), Moshi Cooperative College, the Open University of Tanzania just to mention a few.

Regionally, the UDBS is a member of the Operations Research Society for East Africa (ORSEA), and the Association of African Business Schools (AABS). Internationally it has a link with the Columbia Business School (USA), Clemson University (USA), Umea School of Business (Sweden), Molde University Collage (Norway), University of Twente (Netherlands), Koffie Annan Business School (Netherlands) Chalmers (Sweden), Arab Academy for Science, Technology, and Maritime Transport, Alexandria (AAMSTL), Egypt and is a member of the Global Business School Network (GBSN), and NetTel@Africa.

In terms of financial support UDBS is supported by the government of Tanzania of most of the recurrent expenditures. Through its income generating activities including student fees UDBS has managed to support its operating expenses to a great extent. Research and capacity building funding has been supported by a number of donors and development partners including NUFFIC/NPT- Netherlands, *Sida - Sweden, NORAD- Norway, VLIR – Belgium, British Council- England, DANIDA-Denmark. DAAD (Germany)*. Some international and bilateral organizations such as ILO, USAID, World Bank, EU, GTZ, UNIDO, UNDP, etc, sometimes

commission the School of Business to undertake some specific action research projects. *UDBS is part of the 10,000 women, Goldman Sachs Ltd support program.*

The school has close relations and networks with private and public sector organizations such as CRDB Bank Ltd, Commercial Bank of Africa, Exim Bank, National Bank of Commerce Bank (NBC), Standard Chartered Bank, Tanzania Chamber of Commerce, Industry and Agriculture (TCCIA), Business Environment Strengthening for Tanzania - Advocacy (BEST-AC), PRIDE(T), and Tanzania Revenue Authority (TRA), Vodacom. Some of the links are facilitated through UDBS graduates and Alumni Association.

## Research and Publication

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The UDBS has a research agenda with the main themes including: (1) Entrepreneurship, Private Sector and Sustainable development; (2) Globalization and Internationalization; (3) Entrepreneurship and Small Business Development; and (4) Governance. For that, researches carried out by the UDBS staffs and postgraduate students (Masters and PhD) are encouraged to focus on the identified areas. Explicitly, in the past few years, of the researches which have been done at the School of Business have focused on: Enterprise Development and Management; Entrepreneurship and Small Business Development; Micro Finance; International Marketing; International Business Management; Women Entrepreneurs and Entrepreneurship; Business Networks and Linkages; Foreign Direct investment; Financial Analysis; Public Finance; Banks and Financial Institutions; Auditing and Risk Management; Corporate Management and performance Measurement; Technology Transfer; Information Technology; etc. Moreover, UDBS has a postdoctoral research program with Umea School of Business and Economics (Sweden).

Research funding has been supported through Sida/SAREC (Sweden), NORAD (Norway) and DAAD (Germany), DANIDA (Denmark), with few international organizations such as ILO, USAID, World Bank etc, sometimes commissioning the School of Business to undertake some specific action research projects.

UDBS publishes the Business Management Review and Business Research Series which provide a forum for its staff to disseminate research findings. Members of staff also publish in international journals. Annually the School holds an International Conference on African Entrepreneurship and Small Business Development (ICAESB). The conference provides a unique international forum and an opportunity for researchers, policy makers and business managers to exchange views, share experiences, and disseminate research findings and practical lessons in the areas of small business and entrepreneurship development.

## Consultancy and Services to the Public

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The UDBS has a pool of manpower in every part of management which makes it one of the country's most reliable sources of consultancy assignments. Consultancy services are carried out from individual level to teams within the School of Business as well as in collaboration with other academic members from other faculties within the University. This is achieved through

both contracted consultancies and open tendering consultancy services. UDBS also provides services to a number of government ministries and agencies on matters related to businesses and management. The School's academic staff serves in a number of public and private national and regional institutions boards.

### Future Prospects

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Due to increased demand for its programs, UDBS has plans to open-up other campus centres in various regions within the country. It also plans to introduce a number of new business and management specializations and multi-disciplinary programmes to cater for the market needs and demands.

## Appendix: UDBS Staff and Qualifications

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### Dean's Office

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#### **Dean's Office**

##### **Senior Lecturer and Dean**

U.O.L. Mbamba, B.Sc. Eng. (UDSM), MBA (Nairobi), Licentiate of Philosophy (Umea), PhD (UDSM)

##### **Senior Lecturer and Associate Dean**

E. K. Ishengoma, B.Com (UDSM), MBA (Twente), PhD (Leipzig)

##### **Lecturer and Coordinator, Undergraduate Studies**

J. J. Masele, B.Sc. (SUA), MIS (UDSM), PGD [MCMIS], (MSM), PhD (Oldenburg)

##### **Associate Professor and Coordinator, Postgraduate Studies**

E. Kitindi, Dip. BA, B.Com. (UDSM); MBA (KU Leuven); PhD (WU Wien); CPA (T)

##### **Lecturer and Associate Coordinator, Postgraduate Studies (MBA & PhD Programmes)**

D. Philemon B.Com, MBA, PhD (UDSM)

##### **Lecturer and Associate Coordinator, Postgraduate Studies (MIT, MIB, MITL, MEED, PGDMF, PGDEED Programmes)**

N. Mori, B.Com. MBA (UDSM), PhD (Agder)

##### **Senior Lecturer and Coordinator of Research and Publications**

D. Jani, BSc (SUA), MBA (UDSM), PhD (Dong-A, South Korea)

##### **Senior Lecturer and Associate Coordinator of Research and Publications**

J.R.M. Philemon, B.Com (UDSM), MBA (Makerere), Licentiate of Philosophy (Umea), PhD (UDSM)

##### **Senior Lecturer and Coordinator - Consultancy: Management Development & Consultancy Bureau (MDCB)**

E. Tumsifu, B.Sc. (SUA), MIS (UDSM), Licentiate of Philosophy (Umea), PhD (UDSM)

##### **Senior Lecturer and Coordinator Short Term Courses**

M.I. Nchimbi, B.Com (UDSM), M.A [Fin Control] (Dublin City), PhD (UDSM)



### **Lecturer and Coordinator, Career Counseling and Practical Training**

F. Michael, Dip. (Ed.) (Marangu), B.A. (Pub. Adm.), MBA (UDSM), Licentiate of Philosophy (Umea), SPGD in Law, PhD (UDSM)

### **Lecturer and Manager, Planning, Investment and Finance**

S. Issa, B.Com, MBA (UDSM), PhD (Southampton), CPA(T)

### **Lecturer and Deputy Manager, Planning, Investment and Finance**

D. N. Mahangila, B.Com, MBA (UDSM), (CPA) (T), PhD (Southampton)

### **Lecturer and Coordinator Marketing Manager**

T. Dominic, B.Sc. (SUA), MBA (UDSM), PhD (Göttingen)

### **Assistant Lecturer and Associate Coordinator Marketing Manager**

\*D. Rwehikiza, B.Com, MITL (UDSM)

### **Senior Administrative Officer**

B.J. Dyegula, BED (Psychology, UDSM), MA (Ed, UDSM)

## **Department of Accounting**

### **Senior Lecturer and Head**

H. Chalu, B.Com., MBA, (UDSM), Licentiate of Philosophy (Umea), PhD (UDSM)

### **Associate Professors**

++S.S. Temu, B.Com (UDSM), MBA (Berlin West), PhD (Bremen), CPA (T)

E. Kitindi, Dip. BA, B. Com. (UDSM), MBA (KU Leuven), PhD (WU Wien), CPA (T)

++M.J. Assad, B.Com (UDSM), PDA, MA [Fin Control] (Dublin City), PhD (Southampton), CPA (T)

### **Senior Lecturers**

M.I. Nchimbi, B.Com (UDSM), M.A [Fin Control] (Dublin City), PhD (UDSM)

J. King'ori, B.Com (UDSM), MBA (Leuven), PhD (Illinois), CPA (T)

H. Chalu, B.Com., MBA, (UDSM), Licentiate of Philosophy (Umea), PhD (UDSM)

### **Lecturers**

L. Melyoki, B.Com (UDSM), MBA, Ph.D (Twente), CPA (T)

++M.S. Masoud, BBS (Accounting) (IUIU), MSc [Finance] (Strathclyde), Licentiate of Philosophy (Umea), PhD (UDSM)

H. Thomas, B.Com., MBA (UDSM), PhD (UDSM)

S. Issa, B.Com, MBA (UDSM), PhD (Southampton), CPA(T)

D. N. Mahangila, B.Com, MBA (UDSM), (CPA) (T), PhD (Southampton)

L. Mbelwa, B.Com, MBA (UDSM), Licentiate of Philosophy (Umea), PhD (UDSM)

### **Assistant Lecturers**

\*J. Malagila, B. Com., MBA (UDSM), CPA (T)

++ A. Selemani, B.Com., MBA (UDSM), CPA (T)

E. Simon, B.Com., MBA, (UDSM), (CPA) (T)

S. J. Suluo, B.Com, MBA (UDSM), (CPA) (T)

C. Masanja, B.Com, MIT (UDSM), (CPA) (T)

P. Ambege, B.Com, MBA (UDSM), CPA (T)

V. Bahati, B.Com, MBA (UDSM), CPA (T)

J. Bazil, B.Com. (UDSM), MSc. Logistics (MOLDE)

P. Mbwile, B.Com., MBA (UDSM)

M. Mlundachuma, B.Com, MBA (UDSM), CPA (T)

M. Wilson, B.Com. MBA (UDSM), CPA (T)

### **Tutorial Assistants**

\*O. Zuberi, B.Com. (UDSM), ACCA (UK)

\*E. Christopher, B. Com in Accounting (UDSM), CPA (T)

## **Department of Finance**

### **Lecturer and Head**

E.M. Richard, B.Com (UDSM), MBA (Makerere), Licentiate of Philosophy (Umea), PhD (UDSM)

### **Associate Professor**

M.M. Chijoriga, B.Com (UDSM), MBA (K.U. Leuven), PhD (Wu Vienna)

### **Senior Lecturers**

E. Minja, B Com (UDSM), MBA (Nairobi), PhD (Oklahoma State University), CPA (T)

M.D. Baisi, B.Com (UDSM), MBA (Antwerp), MBA (Florida) PhD (UDSM)

E. K. Ishengoma, B.Com (UDSM), MBA (Twente), PhD (Leipzig)

### **Lecturers**

D. R. V .B. Lwiza, B.Com (UDSM), MBF (Finafrica, Milan), MBA (New Mexico), Dip. Econ. Sc., Dip. Banking and Finance (EI, Colorado), PGD Res. Meth. (Sheffield Hallam), PhD (East London)

E.M. Richard, B.Com (UDSM), MBA (Makerere), Licentiate of Philosophy (Umea), PhD (UDSM)

N. Mori, B.Com., MBA (UDSM), PhD (AGDER)

T. A. Swai, B.Com., MBA (UDSM), PGD [Financial Management] (MSM), PhD (UDSM)

### **Assistant Lecturers**

\*E. Mkwizu, B.Sc. (BVU-India), MBA (UDSM)

\*R. Robert, B.Com., MBA (UDSM)

M. Ilomo, B.Com, MIT (UDSM)

Abdul, B.Com, MBA (UDSM)

\*G. Martin, B.Com, M.A. [Economics] (UDSM)

J.Kimario, B.Com, MBA (UDSM)

\*T. Busagara B.Com., MBA (UDSM)

E. Joseph, B.Com., MBA (UDSM)

\*N. Robert, B.Com. (UDSM), MA (Econ.), CPA (T)

G. Mkaro, B.Com, MBA (UDSM, TZ), CPA (T), PG. Diploma in Tax Management (IFM)

### **Tutorial Assistants**

G. Christopher, B.Com (UDSM) MA Ec (UDSM)

N. Chamkunde, B.Com (Finance)

\* On study leave ++ On Leave without pay

## **Department of General Management**

### **Senior Lecturer and Head**

S.S. Kessy, BA, PGD [Pov. Analy.] (ISS); MBA (UDSM), Licentiate of Philosophy (Umea), PhD (UDSM)

### **Senior Lecturers**

U.O.L. Mbamba, B.Sc. Eng. (UDSM), MBA (Nairobi), Licentiate of Philosophy (Umea), PhD (UDSM)

B.B. Mutagwaba, B.Sc. (UDSM), MA, PhD (Washington D.C)

S.S. Kessy, B.A., PGD [Pov. Analy.] (ISS); MBA (UDSM), Licentiate of Philosophy (Umea), PhD (UDSM)

E. Tumsifu, B.Sc. (SUA), MIS (UDSM), Licentiate of Philosophy (Umea), PhD (UDSM)

### **Lecturers**

F. Michael, Dip. (Ed.) (Marangu), BA (Pub. Adm.), MBA (UDSM), Lic (Umea), SPGD in Law, PhD (UDSM)

G. Salema, B.Sc. (SUA), MBA (UDSM), PhD (Molde)

T. Dominic, B.Sc. (SUA), MBA (UDSM), PhD (Göttingen)

D. Rwehumbiza, B.Sc. (URP), MIT (UDSM)

J. J. Masele, B.Sc. (SUA), MIS (UDSM), PGD [MCMIS], (MSM), PhD (Oldenburg)

\*P.S. Magai, B.Sc. (URP), MIT (UDSM)

### **Assistant Lecturers**

A.S. Kayamba, Dipl. Ed. (UDSM), M. Sc. (Varna)

K. Swabiri, B.Com., MBA (UDSM)

M. Nkuba, B.Sc. (URP), MBA (UDSM)

\*K. Renger, B.Com (UDSM) MSc Logistics (MOLDE)

G. Magova, B.Com., MBA (UDSM), CPS(T)

G. Tinali, B.Com, MITL (UDSM), CPSP (T)

V. Wilson, B.Com, MBA (UDSM)

P. Singogo, B.Com (UDSM), MSc. Logistics (MOLDE)

\*Y. Simwita, B.Com (UDSM) MSc Logistics (MOLDE)

B. Mosses Sakita, B.Com (UDSM), MSc. Logistics (MOLDE)

### **Tutorial Assistant**

B. Tarimo B. Com in Human Resources Management, (UDSM)

# Department of Marketing

## Lecturer and Head

O. K. Mbura, B.Com., MBA (UDSM), MA (The Hague), Licentiate of Philosophy (Umea), Ph.D (UDSM)

## Professor

L.H. K. Rutashobya, BA, MA (UDSM), Dip. Export Mktg. (Helsinki), PhD (UDSM), Doctor Honoris Causa (Umea)

## Associate Professor

W. Anderson, B.Com., MBA (UDSM), MTEE., PhD (Balearics)

## Senior Lecturers

G.M. Lindi, B.Com (UDSM), M.Com (Strathclyde), Dip. Export Mktg. (Helsinki), PhD (Wu Wien)

L.M. Mboma, Dip.B.Admin (CBE), BA, MBA (UDSM), PhD (Strathclyde)

G. Charles, B.Com. MBA (UDSM), Licentiate of Philosophy (Umea), PhD (UDSM)

J. R. M. Philemon, B.Com (UDSM), MBA (Makerere), Licentiate of Philosophy (Umea), PhD (UDSM)

D. Jani, BSc (SUA), MBA (UDSM), PhD (Dong-A, South Korea)

L. J. Mwaipopo B Sc. (UDSM), MBA (UDSM), PhD (Nebraska)

## Lecturers

I.S. Allan, B.Com (UDSM), MBA (Twente), PhD (UDSM)

O. K. Mbura, B.Com., MBA (UDSM), MA (The Hague), Licentiate of Philosophy (Umea), Ph.D (UDSM)

D. Philemon B.Com, MBA, PhD (UDSM)

\*R. Suphian, B.Sc. (BE), MIT (UDSM)

\*W. Nguni, B.Com (UDSM), MITL (MOLDE)

## Assistant Lecturers

N.S Maliva, B.Com (OUT), MBA (UDSM)

P. Kanje, B.Com, MBA (UDSM)

G. Gandy B.Com, MIT (UDSM)

M. Semkunde, BA (Ed), MIT (UDSM)

\*F.P. Okangi, B.Sc. (BE), MIT (UDSM)

\*D. Rwehikiza, B.Com, MITL (UDSM)

F. George, B.Com Tourism Management (Makerere), MSc. Marketing Management (Mzumbe)

B. E. Moshy, B.Com Tourism Management (Makerere), M.A. Tourism Management (Westminster)

### **Tutorial Assistant**

M. Minde,

\* On study leave    ++ On Leave without pay

## **Administrative Staff**

### **Senior Administrative Officer**

B.J. Dyegula, BED (Psychology, UDSM), MA (Ed, UDSM)

### **Administrator Postgraduate**

H. Kaombwe, BASO(Dar)

<b>OMS, Dean</b>	C. Muzale Adv. Dipl, Dipl. Secretarial Studies.
<b>Secretary, Associate Dean</b>	G. J. Sembua
<b>Secretary, Postgraduate</b>	N. Abisai
<b>Secretary, Accounting</b>	F. Andrew
<b>Secretary, Finance</b>	M. Said
<b>Secretary, G.M</b>	C. M. Kambeju
<b>Secretary, Marketing</b>	M. Kisima
<b>Clerical Officer</b>	C. Andrew

### **Systems Administrator**

D. Livingstone BSc. (CIT, UDSM), MSc. (EEIT, UDSM)

### **Accountants**

E. C. Mbekomize, B.Com (UDSM), CPA (T)

B. Mgaya, ADA (CBE), PGD-Finance (IFM)

E. Mwakemwa

**Procurement Officer**

M. X. Nchimbi, Certificate (Storekeeping), Certified Procurement and Supplies Professionals (DSM)

**Library Assistant**

A. Mchome

**Drivers**

N. Mwangili

E. Luhala

**Office Assistant**

Z. Marombwa

C. Mbwana

J. Fadhili Mbwana