

CURRICULUM VITAE (CV)
AS AT 26TH AUGUST 2022

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8. Education:

Institution	Start date	End date	Degree / Diploma obtained
Scuola Superiore Sant'Anna Pisa, Italy/United Nations Institute for Training & Research (UNITAR)/International IDEA	May 2021	ongoing	Master in Electoral Policy and Administration (MEPA)
Galilee International Management Institute, Israel.	21, Jan 2016	1, Feb 2016	Diploma - Contemporary Public Administration Management
Kenya School of Law, Nairobi.	Sep 1993	Aug 1994	Post Graduate Diploma in Law
University of Nairobi, Kenya.	Oct 1989	Nov 1992	Bachelor's Degree in Law (LLB) Second Class Honors, Upper Division

9. Honors & Awards:

Honors & Awards	Date
Recipient of the Sakarben Sheth Award, Faculty of Law, University of Nairobi, Academic year	1990/1991
Certificate of Appreciation by Uwiano Platform for Peace in Kenya for successfully facilitating the conduct of a peaceful National Referendum Process for the new Constitution in August 2010. Conferred by the National Cohesion and Integration Commission (NCIC) and UNDP Kenya.	Aug 2010
Order of the Elder of the Burning Spear, EBS, Second Class , Civilian Division, in December 2010 in recognition of exemplary services rendered to the nation as Chairman of the Interim Independent Electoral Commission (IIEC) -Conferred by the President of the Republic of Kenya.	Dec 2010
C10100 Leadership Award in November 2011 from C101 East Africa, in appreciation of visionary leadership at the commission and foresight in embracing ICT as a transformation tool in the management of elections in Kenya.	Nov 2011
Outstanding Achievement Award in Election Management and Conflict Resolution by the London-based International Center for Parliamentary Studies (ICPS) on 4th December 2013 in Kuala Lumpur, Malaysia. Award co-shared with Dr. Afari Gyan, the chairman of the Ghana Electoral Commission.	Dec 2013
Order of the Chief of the Burning Spear, CBS, First Class , Civilian Division, in December 2017 in recognition of outstanding and distinguished services rendered to the Nation as chairperson of the Independent Electoral and Boundaries Commission of Kenya (IEBC) - Conferred by the President of the Republic of Kenya.	Dec 2017
100 most influential people in Africa – December 2012 New Africa magazine.	Dec 2012

10. Countries of work experience

Country	Period
Kenya	Sep 2018 - Ongoing May 2017 - Ongoing Nov 2011 - 20 Jan 2017 May 2009 - Nov 2011 Jun 2006 - Sep 2006 Jun 2006 - May 2009 Jul 2004 - Mar 2011 01 Feb 2004 - May 2009 Nov 2000 - Jan 2006 Jan 1998 - Jan 2004 1997 - 1997 Jan 1995 - Dec 1997 1992 – 1992
Somalia	May 2018 – Dec 2021 Jan 2017 - Nov 2017 Jul 2008 - May 2009 Jun 2006 - May 2009 May 2006 - May 2006
Afghanistan	May 2019 - 31 Aug 2020 Aug 2018 - 28 Feb 2019
Namibia	Aug 2020 - Oct 2020
Somaliland	Jan – Feb 2022
South Sudan	April 2022

11. Employment History

Date:	April 2022
Employer:	African Union Commission
Position held:	Electoral Expert, Trilateral Assessment Mission on the Constitution making & Electoral process in South Sudan
Description of duties:	I joined the African Union, UN and IGAD Trilateral Mission to assess and evaluate the Constitution-making and Election Process of South Sudan. I took part in the consultations with various stake holders in the Sudan Peace Process including members of the government of national unity, political parties, civil society, media and other international partners. The mission was guided by the AU peace and security council communique of 25 th of January 2022 and the Revitalized Agreement for the Resolution of the Conflict in South Sudan (RARCSS). After consultations with different sectors of the South Sudan society, I prepared a report on my evaluation and assessment of the electoral process in south Sudan and submitted to the African union for further action.

Date:	Jan – Feb 2022
Employer:	International Republican Institute (IRI)
Position held:	Consultant on Strategic Planning
Description of duties:	I conducted a review of the operating environment of Somaliland's House of Representatives and the provisions of key official documents such as the Constitution and the National Development Plan. I carried out an assessment of the Institutional Capacities of Parliament and the status of parliament's outreach program and

	communication with key stakeholders. Based on this assessment and reviews I took part in drafting a 5-year strategic plan for the House of Representatives.
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Date:	Sep 2021 – Dec 2021
Employer:	African Union – AU
Position held:	Senior Legal/Election Dispute Resolution Expert – AU Election Assistance Mission to Somalia, Mogadishu.
Description of duties:	I enhanced the technical and operational capacity of the Federal Election Implementation Team (FEIT) to organize elections effectively and efficiently. Built the capacity of civil society organizations to foster electoral integrity, and enhanced the participatory capacity of women in the electoral process through support to the Federal Ministry of Women and Human Rights Development. I provided technical advice to the chairperson of the FEIT and Election Dispute Resolution Committee (EDRC). I facilitated training for journalists on objective reporting on the election and Somali civil society organizations on domestic election observation. Assisted the FEIT on strategies for voter awareness, gender mainstreaming, verification of polling stations and the voting process. I prepared a weekly report to the commissioner for peace and security at the AU and a final end of assignment report to the AU.

Date:	May 2017 – Ongoing
Employer:	Garane & Somane Advocates
Position held:	Legal consultant
Description of duties:	I am providing strategic advice to the management and leadership. Specializing in large project implementation and government relations. I also advise on the Election Petitions work of the firm. I train young lawyers of the firm on Election Laws and Procedures.

Date:	01 Mar 2017 – 30 Sep 2020
Employer:	Malaysian Commonwealth Studies Center
Position held:	Advisor to Cambridge Conference on Electoral Democracy in the Commonwealth
Description of duties:	Served as a part-time consultant on the Democracy Initiative of the Malaysian Commonwealth Studies Centre in association with Cambridge Malaysia Education and Development Trust. I advised the trust on Electoral Developments in Africa. I also advised the Electoral Management Bodies from Africa on the support that the Trust was willing to offer in hosting conferences, peer reviews, and capacity development of Election Chiefs. I assisted in the hosting of the annual conference of the Commonwealth Election Chiefs from Africa in Mauritius in 2017 and South Africa in 2019.

Date:	Sep 2018 – Ongoing
Employer:	Kenya Industrial Property Institute (KIPI)
Position held:	Chairperson
Description of duties:	The statutory mandate of K.I.P.I is to administer Industrial Property Rights, Provision of Technological Information to the public, Promoting Inventiveness in Kenya, and Provision of Training on Industrial Property. It is the legal body charged with the promotion and protection of patents and trademarks. It's an affiliate of WIPO (World Intellectual Property Organization) and ARIPO (African Regional Intellectual Property Organization). As the chairperson of the board of directors, I supervise the implementation of the mandate

	<p>of the institute by the management. I provide leadership and strategic direction for the institute board and management. I oversee the recruitment of the Managing Director and other senior managerial positions in the management. I chair meetings of the full board and oversee the distribution of roles and responsibilities of the other Boardmembers through the committees. I attend the annual general assembly meetings of the World Intellectual Property Organization (WIPO) in Geneva, Switzerland, and the annual forum of the Africa Regional Intellectual Property Organization (ARIPO) IN Harare, Zimbabwe. During the last General Assembly meeting of WIPO, I was selected as the first vice-chair of the Madrid Union. N/B – More information on KIPI is available at www.kipi.go.ke</p>
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Date:	1 Aug 2020 - Oct 2020
Employer:	IDEA - International Institute for Democracy and Electoral Assistance(Sweden) HQ
Position held:	Electoral Expert
Description of duties:	<p>I provided advisory support to the international IDEA team that was working on this project with the Electoral Commission of Namibia (ECN). I delivered a background research paper that:</p> <p>Identified the strengths and weaknesses of the existing legal framework in guaranteeing the Institutional Independence of the ECN. I made proposals on exemption/amendments in other laws that would expedite the operationalization of the Independence of the Commission e.g., Public Service Act, Procurement Act, State Finance Act, Treasury Instructions, and State-Owned Enterprises Governance Act. I reviewed the ECN's administrative and operational structures in comparison with other independent institutions, to identify factors affecting the Commission's administrative independence. I also reviewed the existing model for financing the ECN and its accountability chain, and made proposals for alternative funding arrangements to fully guarantee its fiscal autonomy.</p> <p>I made recommendations for a practical, systematic, and comprehensive framework/model for operationalizing the ECN's independence in the three aspects mentioned above. The model, though adapting from good lessons from elsewhere, would ensure that it primarily addressed Namibia's peculiar legal, institutional, and financial circumstances practically.</p> <p>The background research paper was informed by desk research and participation at virtual consultations with the ECN, international IDEA and other Electoral Experts from Africa.</p>

Date:	May 2019 – 31 st Aug 2020
Employer:	IEC - Independent Election Commission (Afghanistan)
Position held:	International Non-voting Commissioner
Description of duties:	<p>The amended Electoral Law of Afghanistan provides for the appointment of 2 international non-voting election experts nominated by the UN for appointment to the Afghan Electoral Commission. The objective is to ensure further transparency in the election process. As one of the International Commissioners, I performed the following duties and authorities:</p> <p>Monitored and provided oversight on the implementation of the commission's work by the secretariat. I provided advice to the commissioners at all the commission's meetings by sharing international best practices and my own country's experiences. I conducted a workshop on Institutional Governance for the commissioners. I provided mentorship to the chairperson of the commission on the organization of work and the separation of roles and responsibilities between the commissioners and the secretariat. As an international non-voting commissioner, I did all the work expected from the commissioners apart from voting on the issues that were not agreed upon. We conducted the fourth presidential election in Afghanistan on the 28th of September</p>

	<p>2019. During this time, I shared with the commissioners my experiences from Kenya on the use of technology in elections from voter registration, voter identification, and results in transmission. The commission announced the preliminary election results and the election results then went through the EDR (Election Dispute Resolution) process and the commission announced the final results in December 2019. I also provided reports to the UNESP leadership and briefings to the Election Support Group Ambassadors as well as the Special Representative of the Secretary-General (SRSG) and the Deputy SRSG. I prepared monthly Ad hoc reports on the activities of the commission and submitted them to the senior leadership of the UNESP/UNDP. At the end of my assignment, I prepared and submitted an end-of-assignment report.</p> <p>N/B – More information on IEC is available at www.iec.org.af</p>
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Date:	Aug 2018 – 28 th Feb 2019
Employer:	UNDP (Afghanistan) - United Nations Development Programme (Afghanistan)
Position held:	International Consultant (International Advisor to IEC)
Description of duties:	<p>Under the overall guidance and supervision of the Chief Electoral Adviser and Deputy Chief Electoral Advisor/Project Manager UNESP and in close coordination with the IEC, as an International Advisor to IEC I provided mentorship and technical assistance and support to the Chair and Commissioners of the Independent Election Commission (IEC) in election administration and operations of the commission. I assisted the Chair to structure the work and decision-making processes within the Commission, to ensure that all policy and operational decision-making is taken in a timely and professional manner. I assessed the work distribution of the Commission and made suggestions on how the Commission can ensure it meets its fiduciary responsibilities as set out in the relevant legislation. I also assessed the current structure and performance of the Commission as an EMB and made recommendations on how it can improve its oversight and management responsibilities. I further assessed the relationship between the Commission and Secretariat and made recommendations on where improvements can be made to ensure a clear separation of responsibilities. I conducted workshops and training for the commissioners and the senior leadership of the secretariat on Institutional Governance and submitted a report of my work to the chief electoral advisor and the Project Manager. I also briefed the Election Support Group (ESG) Ambassadors and the Special Representative of the Secretary-General (SRSG).</p> <p>N/B – More information on IEC is available at www.iec.org.af</p>

Date:	May 2018 – 30 th June 2021
Employer:	UNDP - United Nations Development Programme (Somalia)/Integrated Electoral Support Group (IESG).
Position held:	Institutional Governance Adviser
Description of duties:	<p>Under the supervision of the IESG Technical Adviser and in collaboration with the Capacity Development Adviser, I undertook the development of an implementation plan for reviewing the application of good governance within the National Independent Electoral Commission of Somalia (NIEC) and equipped the NIEC to apply appropriate measures both at Commission (oversight) and Secretariat (administrative) levels to ensure institutional accountability. I provided skills in governance for strategic institutional direction, conducted training for commissioners and senior management on corporate governance, developed an institutional governance framework, provided tools to monitor and evaluate the implementation of the same. I assisted in the preparation of the 5-year strategic plan for the Electoral Commission and advised on the roll-out of the plan. I conducted training for the chairperson and commissioners on Institutional Governance and Election Administration and oversaw the adoption of a Corporate Governance framework by the commission.</p> <p>N/B – More information on NIEC is available at https://niec.so</p>

Date:	Jan 2017 - Nov 2017
Employer:	Creative Associates International Inc.
Position held:	Lead Consultant
Description of duties:	As a Lead Consultant, I conducted a follow-up workshop on strategic planning, a workshop for the National Independent Electoral Commission building on the phase1 of the activity, and assisted with further development of a 5-year Strategic Plan for NIEC. I Reviewed additional relevant background materials, including the provisional constitution, electoral laws, project documents, previous capacity building initiatives, action plans, and other relevant material to accomplish the assignment, including conducting a workshop with NIEC, identifying strategies, activities, and resources, integrating gender aspects required for the NIEC to function effectively over the next 5 years. Advised on shortfalls and limitations, engaged with the NIEC in drafting a comprehensive strategic plan. Advised on the progressive planning steps by providing expert advice and facilitated specific sections of the proposed workshop with NIEC Commissioners and NIEC Secretariat staff - Putting into use my experiences as Kenya's selection chief and best practices in the electoral process. I provided mentorship and technical advice to the chairperson of the Electoral Commission and introduced her to regional and international election networks to build her capacity.

Date:	Nov 2011 – 20 th Jan 2017
Employer:	Independent Electoral and Boundaries Commission (IEBC)
Position held:	Chairperson
Description of duties:	Article 88(4) of the Constitution of Kenya, the Elections and the IEBC Act sets out the functions of the Commission, for which I was its chairperson. I oversaw the implementation of the mandate of the commission, provided strategic direction, leadership, oversight, and policy formulation. Chaired all commission meetings internally and also with external stakeholders. I was the spokesperson of the commission. Gazette all decisions of the commission, prepared and presented the annual report of the work of the commission to parliament and the President. I was the National Returning Officer for the election for president in the 2013 general elections. I assigned commissioners administrative and statutory roles and responsibilities within the commission. I oversaw the training and capacity building of the commissioners and staff. I was responsible for the International Relations of the commission and executed MOUs with international organizations such as IDEA, IFES, NDI, UNDP, AU, and represented the commission in regional, continental, and international organizations for EMBs. The IEBC as the successor body to the Interim Independent Electoral Commission (IIEC) was mandated to conduct elections and referenda in Kenya and such other functions such as the continuous registration of citizens as voters, the regular revision of the voters' roll, the delimitation of constituencies and wards, the regulation of the process by which parties nominate candidates for elections, the settlement of electoral disputes, including disputes relating to or arising from nominations but excluding petitions and disputes after the declaration of election results, the registration of candidates for election, voter education, the facilitation of the observation, monitoring and evaluation of elections, the regulation of the amount of money that may be spent by or on behalf of a candidate or party in respect of any election, the development of a code of conduct for candidates and parties contesting elections, investigation, and prosecution of election offenses. I conducted a successful voter registration exercise with the use of a biometrics bar. I introduced the use of technology in the conduct of elections – candidate nomination, voter registration, voter identification, results collection, and transmission. I was the national returning officer for the presidential elections of 2013. The results were disputed, and a petition was filed at the supreme court where I was named as the second respondent. The petition was dismissed, and the court held that the election was held by the law. I received the CIO 100 Leadership Award for foresight in embracing technology in the conduct of elections. I was also conferred the national award of the Chief of the Burning Spear (CBS) for exemplary services rendered to the nation. At the international level, I received the ICPS award for election management and conflict resolution. I became a resource person on elections for national and international organizations including the UN, AU, and the Commonwealth. N/B – more information on IEBC available at https://www.iebc.or.ke

Date:	May 2009 - Nov 2011
Employer:	Interim Independent Electoral Commission of Kenya (IIEC)
Position held:	Chairperson
Description of duties:	<p>Section 41A of the repealed constitution of Kenya set out the functions of the IIEC as being; Reform of the electoral process and the management of elections to institutionalize free and fair elections, the establishment of an efficient and effective secretariat, promotion of free and fair elections, fresh registration of voters and the creation of a new voter's register, efficient conduct and supervision of elections and referendum, development of a modern system for collection, collation, transmission and tallying of electoral data, facilitation of the observation, monitoring and evaluation of elections and referendum, promotion of voter education and culture of democracy, settlement of minor electoral disputes during an election as may be provided by law. I built the Electoral Commission from scratch in the recruitment of the secretariat, the preparation of all policies, plans, and procedures for the commission. I oversaw the establishment of the secretariat and recruitment of all the senior staff. I chaired the political parties' liaison committee, worked with UNDP to set up a basket fund for donors supporting the electoral process in Kenya and co-chaired the project steering committee, engaged with the parliament for updates on the work of the commission, and lobby for electoral reforms. As chairperson, I oversaw the implementation of the mandate of the commission, provided strategic direction, leadership, oversight, and policy formulation, chaired all commission meetings internally and with external stakeholders. I was the spokesman of the commission, gazetted all decisions of the commission, and prepared and presented the annual report of the work of the commission to parliament and the President. I was the Returning Officer for the 2010 Referendum on the adoption of a new constitution for Kenya, assigned commissioners' administrative and statutory roles and responsibilities within the commission. I oversaw the training and capacity building of the members and staff in the commission. I was responsible for International relations of the commission and executed MOUs with IDEA, NDI, IFES, UNDP, AU, and represented the commission in regional, continental, and international organizations for EMBS. I observed elections in other countries as part of the observer teams of the African Union and other regional bodies. Established a professional Elections secretariat both at the head office and in all the 290 constituencies of Kenya. Conducted the National referendum on 4th August 2010 which adopted the new constitution for Kenya. I was awarded a presidential commendation called Elder of the Burning Spear (EBS) for distinguished services rendered to the nation. I also received other awards for the use of technology in raising the standards of elections. I was successful in raising the level of confidence of the people in the electoral process and the commission was rated as among the most trusted public institution in Kenya.</p>

Date:	Jul 2008 - May 2009
Employer:	UNDP - United Nations Development Programme (Somalia)
Position held:	Legal Consultant
Description of duties:	<p>I was a legal consultant on a short-term assignment and worked with the Independent Federal Constitution Commission (IFCC) under the constitution-making support project of the UNDP Somalia Governance Program. The Independent Federal Constitution Commission (IFCC) was set up under the transitional federal charter of 2004 with the mandate of preparing a draft constitution to replace the interim charter. I was recruited to join a team of experts led by Mohammed Osman Jawari, who later became the speaker of the Somali Federal Parliament. I provided technical support and as a resource person for the Independent Federal Constitution Commission. Being a lawyer with experience in constitution-making in Kenya and able to speak Somali and already providing legal services to the Somali government in Nairobi, through my law firm, I was found suitable to support the Somalia constitution-making project. I worked with Independent Federal Constitution Commissioners in their plenary sessions and committees. I shared my experiences of the constitution-making process of Kenya. I shared a draft of the constitution of Somalia that I had previously presented to the Somali intellectual forum. I prepared background papers on assigned topics such as the electoral system and representation of the people. I attended and participated in meetings and workshops for the commission in Nairobi, Naivasha, and Kampala as they conceptualized, planned, and debated the contents of the new draft constitution. I took part in the process of drafting some parts of the proposed constitution in Nairobi. I later joined them in Djibouti in May 2010 after I was appointed chair of the Independent Interim Electoral Commission (IIEC), as they were working on finalizing the draft constitution and formulating the process of civic education and public consultation. I facilitated the session on the representation of the people, and the use of technology in elections in Kenya.</p>

Date:	Dec 2007 - Apr 2009
Employer:	Water Resources Management Authority (WARMA)
Position held:	Director
Description of duties:	<p>I attended board meetings of the authority which were four times a year. I chaired the finance and administration committee of the board and provided general oversight of the management on finance and administration matters. I did field visits to the authority's field offices and projects in the country. I attended conferences and workshops concerning the mandate of the authority. Looked at the budget and procurement plans submitted by the management. I monitored and supervised the work of management. Attended all the board meetings and took an active part in the deliberation of the meetings. Elected chair of the finance and administration committee. As a lawyer, I provided legal advice to the board. Improved governance structure in authority and financial management.</p> <p>N/B – More information on WARMA available at www.wra.go.ke</p>

Date:	Jun 2006 - Sep 2006
Employer:	Office of the president - Kiruki Commission of Inquiry
Position held:	Commissioner
Description of duties:	<p>This was a presidential appointment under the Commission of Inquiry Act, 1952 Act no 60, Laws of Kenya, and the formation of a Commission investigating breaches of National Security and other related matters by Artur Margaryan, Artur Sargsyan, Arman Damidri, Alexander Tashchi, and others (suspected mercenaries). The mandate of the commission was to investigate breaches of National Security at the Jomo Kenyatta International airport by the Artur brothers and to recommend measures to improve immigration and border security. I took part in the hearings of the commission both in public and camera and took part in drafting the final commission report presented to the president. I dealt with the chapter on immigration and airport security. Though the report was classified, the Government set up an inter-ministerial committee to implement the recommendations. The report to the president of the Republic of Kenya - His Excellency Mwai Kibaki detailed the background to the incident of breaches of national security and recommended measures to be taken by the government to stop similar things from occurring. The report also recommended several amendments to some of the laws to improve immigration and border security. Finally, the report recommended actions to be taken against officers of the government who were negligent in their duties.</p>

Date:	Jun 2006 - May 2009
Employer:	Transitional Federal Government of Somalia
Position held:	General Legal Counsel/Special Legal Adviser
Description of duties:	<p>General Legal Counsel for the Transitional Federal Government of Somalia and Special Legal Adviser to the President of the Transitional Government, the late President, Col. (Rtd) Abdullahi Yusuf, during his tenure in office, in Nairobi, Kenya. I offered Legal Advice as a Special Legal Counsel to the President of the Transitional Government of Somalia, especially on the executive mandate of the Transitional Government and the separation of powers between the Executive and the parliament. I advised the president on the matters of deployment of peacekeeping troops from the front line IGAD states to Somalia. My legal opinion was used by the Transitional Government when requesting troops from the front-line IGAD member states. I advised on the matter of the Somali embassy land in Kenya which was the subject of the dispute and protracted litigation in the Kenyan court. The last Somali ambassador to Kenya in 1991 before the civil war sold the Somali embassy land at Spring Valley in Nairobi to an Indian businessman.</p> <p>This was challenged by other Somali diplomatic staff and I became the lawyer that handled the case for the Somalis. I briefed every Somali government official and even went to Baidoa to meet the Somali prime Minister prof Gedi. The Kenyan court finally annulled the sale and reverted the land to the Somali people. I appeared on a Somali television network called ETN which had a documentary on this case. There was a substantial number of Somalia nationals in Kenya, and some became successful entrepreneurs in Nairobi and Mombasa. I became a lawyer to several of them and have established long-lasting friendships and networks since then. Some of them have joined the Somalia government and the parliament and some are in the Federal Member States (FMS).</p>

Date:	May 2006 - May 2006
Employer:	UNPOS - United Nations Political Office for Somalia
Position held:	Legal Consultant
Description of duties:	<p>This was a short service assignment with the UN political office for Somalia. Trained Somali Parliamentarians on Constitution and Federal Affairs in Baidoa, Somalia. I was a member of a technical team to train the parliamentarians under the leadership of Professor David Ijalaye of Ille Ife University, Nigeria. I also advised the team on legal matters during the training.</p> <p>I trained the Somali parliamentarians on standing orders, parliamentary procedures, constitution and federal affairs. I divided them into a group to discuss different thematic areas and I was the rapporteur on the committee on citizenship. I prepared and submitted a report to Ambassador Fall, the then Special Representative of the Secretary-General (SRSG).</p>

Date:	Jul 2004 - Mar 2011
Employer:	Garissa High School
Position held:	Member
Description of duties:	I provided oversight to the management of the school and general supervision of the affairs of the school. This was voluntary with no pay.

Date:	01 Feb 2004 - May 2009
Employer:	Ibrahim, Issack & Company Advocates
Position held:	Managing Partner
Description of duties:	<p>I was a managing partner of the law firm representing banks, insurance companies, real estate developers, and landowners on a wide variety of real estate transactions including drafting of agreements, transfers, charges, and leases. Represented banks and financial institutions in preparing legal instruments for lending and subsequent recovery proceedings in the event of default. Acted for insurance companies in defending insurance claims. I offered leadership and direction to the firm's lawyers and staff. I was responsible for the day-to-day management of the firm. Allocated duties to the advocates in the firm. Settled targets and monitored performance. Managed incentives for the staff through bonuses and training. Interviewed and recruited new staff for the firm and oversaw the general workflow of the law firm. In addition to being the managing partner, I also took up my docket in the practice of Law, Notary Public, and Commissioner for Oaths and Certified Public Secretary.</p> <p>I oversaw HR, staff welfare, and discipline as well as Audits and Compliance. I ensured the Law firm's books of account were audited and complied with the Law. I handled the marketing and external relations of the law firm. Chaired meetings of partners, advocates, management, and other staff meetings. Handled major conveyancing and other high-profile cases such as acting as the general legal counsel for the Somali government in the matter of the dispute of the sale of the Somali Embassy land in Nairobi and as a special legal advisor to the President. Established a professional and profitable law firm with a solid clientele. Trained legal staff in the firm. Assisted clients 11 grow their business and comply with the law. Established the law firm as a premier firm for commercial and conveyancing transactions.</p> <p>Established the firm into a successful middle-sized law firm with extensive clientele in government and the private sector. I supervised all the advocates and staff of the law firm. I handled all the HR and staff welfare issues. I handled major conveyancing and real estate transactions. I handled the legal matters of the Somali government and the Somali embassy in Kenya. I specialized in commercial and constitutional law practice.</p> <p>N/B: More of this information at www.braissac.com</p>

Date:	Nov 2000 - Jan 2006
Employer:	Constitution of Kenya Review Commission
Position held:	Commissioner
Description of duties:	<p>The Mandate of the Constitution of Kenya Review Commission (CKRC) was to review the laws of Kenya and the constitution and after public consultation, prepare a draft new constitution for adoption by the people of Kenya. I was a member of the commission executive, steering committee, and the research and drafting team. I researched and prepared working papers on thematic areas such as kadhi's courts, refugees in North Eastern Province Kenya, and the rights of marginalized communities. I was the Commissioner responsible for North Eastern Province. I went around the country collecting public views on the new constitution. I took part in the drafting of the new constitution. I also conducted civic education on the draft new constitution. I was the rapporteur of the judiciary committee of the National Constitution Conference. I was a member of the steering committee of the National Constitutional Conference and at the same time a delegate of the conference (Delegate number 566). When the kadhi's courts became controversial pitting the evangelical churches against the Muslims, the chair of the conference appointed a mediation committee. I was a member and contributed to the resolution of the kadhi court issue.</p> <p>The final report of the CKRC is available at www.constitutionnet.org/www.CKRC.org.ke</p>

Date:	Jan 1998 - Jan 2004
Employer:	Ibrahim, Issack & Company Advocates
Position held:	Partner and Head of Litigation Department
Description of duties:	I prepared court documents in civil and commercial litigation. I supervised the lawyer and the paralegal staff in the department. I Prepared legal opinions for clients and prepared status reports on their court cases. Reviewed legal documents and offered advice to both corporate and individual clients. I entered out-of-court negotiations to facilitate an amicable settlement of disputes involving my clients. I prepared oral and written submissions for court purposes. I reviewed the legal instruments and documents like commercial contracts, negotiated and drafted commercial contracts. I engaged in extensive research issues of law on behalf of clients. I engaged in internal investigations on fraud issues on behalf of local and international clients. I also provided pro-bono legal services and advice to poor clients and in public interest litigation.

Date:	1997 - 1997
Employer:	Electoral Commission of Kenya (ECK)
Position held:	Deputy Returning Officer
Description of duties:	Deputy Returning Officer of the Electoral Commission of Kenya for Ijara Constituency in Garissa District of North Eastern Province in the 1997 General Elections.

Date:	Jan 1995 - Dec 1997
Employer:	Mohammed Ibrahim & Associates
Position held:	Associate Legal Practitioner
Description of duties:	I consulted with clients to ascertain the details and merits of each case. Conducted research using legislation, case law, and other legal texts sources to decide on the best course of action. I drafted legal texts such as leases, licenses, contracts of sale, hire purchase agreements and conveyancing transactions. I appeared for clients in court in civil and criminal trials either as defense counsel or petitioner. I took part in the registration of companies and conducted due diligence for companies and clients.

Date:	1992 - 1992
Employer:	Electoral Commission of Kenya (ECK)
Position held:	Presiding Officer
Description of duties:	Shimbirey Polling Station, Dujis Constituency in Garissa District of North Eastern Province in the 1992 General Elections. Organized the layout of the polling station taking all voter needs into account. Being responsible for the health and safety at the polling station for all staff and visitors. Instruct and supervise the work of the poll clerks. Accounted for, and be responsible for, all ballot papers issued and un-issued.

12. Other training

Training title	Start date	End date	Description
Other training	27-Jan-2020	31-Jan-2020	Five-Day Corporate Governance Training – Mombasa, Kenya.
	18-Aug-2015	21-Aug-2015	Role and challenges of Electoral Bodies to guarantee the Integrity of Elections - AWEB2nd General Assembly – Punta Cana, Dominican Republic.
	27-May-2015	29-May-2015	Leadership, Governance & Integrity – Kigali,Rwanda.
	18-Mar-2014	21-Mar-2014	Building Resources in Democracy, Governance and Elections – Mwanza, Tanzania.
	Sep 2013	Sep 2013	Certificate in Electoral Processes - Public Administration International (Pai),London.
	25-Nov-2010	26-Nov-2010	Building Resources in Democracy, Governance, and Elections – Johannesburg, South Africa.
	18-Nov-2008	19-Nov-2008	Corporate Governance Training for Directors & Senior managers – ICPSK – Nairobi, Kenya.
	08-Aug-2007	10-Aug-2010	Leadership & role of professionals in Economic & Political Affairs in the 21 st century – Mombasa, Kenya
	06-Nov-2000	10-Nov-2000	International Organizations Seminar in cooperation with the Ministry of Justice and the Austrian Development - Kenya
	10-Apr-2014	11-Apr-2014	Leadership & Governance – Entebbe, Uganda.

13. UN Training

UN Training	Course Date
Preparing and Responding to Active Shooter Incidents	20-Oct-2019
BSafe	26-Jan-2019
United Nations Integrated Security Afghanistan/ Afghanistan Specific Training (AST)	29-Nov-2018
Safe and Secure Approaches in the Field Environment (SSAFE)	13-Jun-2018
Advanced Security in the Field	18-Dec-2017
Basic Security in the Field II	14-Dec-2017

14. Languages and degree of proficiency: (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	1	1	1
Kiswahili	1	1	1
Somali (Mother tongue)	1	1	1
Arabic	5	5	5

15. Membership in professional societies:

1. Law Society of Kenya (LSK).
2. East African Law Society (EALS).
3. International Commission of Jurists (ICJ) (Kenya Chapter).
4. Institute of Certified Public Secretaries of Kenya (CPS) (K).
5. Association of Professional Societies of East Africa (APSEA).
6. Pan African Lawyers Union (PALU).
7. Commonwealth Lawyers Forum (CLF).
8. International Bar Association (IBA).
9. Commonwealth Electoral Network (CEN).
10. Electoral Stakeholders Network (ESN).
11. Cambridge Conference on Electoral Democracy in the Commonwealth.
12. Member of ACE (Administration and Cost of Elections) Network.

16. Related Experience on Elections

Related experience on Elections
<ol style="list-style-type: none">1. Observed Elections as a member of the Observer Missions of the African Union (AU), Commonwealth, IGAD and COMESA and independently to the following countries: France, India, Namibia, Ethiopia, Sweden, USA, Brazil, Guyana, Nigeria, Ghana, Tunisia, South Africa, South Korea, Canada, Australia, Djibouti, Angola, Malawi and Solomon Islands.2. Member, National Democratic Institute/ International Republican Institute (NDI/IRI) virtual Pre-Election Assessment Mission in Ethiopia, April 2021.3. Election Observer for the Commonwealth in Nigeria in the 2014 general elections, Guyana in 2014 and the Solomon Islands in 2019.4. Member of the AU Delegation to the AU/EU Exchange Seminar on International Election Observation in Brussels, Belgium, August 2010 and member of AU/EU Observer Group to the Sweden General Elections for the Parliamentary, Municipal and County Council Assemblies, September 2010.5. Participant in the International Foundation for Electoral Systems (IFES) 2010 US Election Program and observer of the US Presidential and Parliamentary Elections in WashingtonDC, in November 2010, 2012, 2014 and 2016.6. Election observer for the United States of America November 6th Presidential Elections 2012.7. Participant at the Cambridge Conference on Electoral Democracy in the Commonwealth at Trinity College, Cambridge University, England

2011/2012/2013/2014/2015/2016 and 2017.

8. Participant at the Biennial Conference of the Association of World Election Bodies (A-WEB) in Seoul, South Korea in November 2012 and Dominican Republic, August 2015
9. Chairperson, East Africa Community – Electoral Commissions Forum (EAC-ECF) 2010 - 2012, based in Arusha, Tanzania.
10. Member, Executive Committee of the COMESA EMB's Forum, based in Lusaka, Zambia (2016).
11. Chairperson, Executive Committee of the Association of African Electoral Authorities (AAEA) June 2015 to Jan 2017, based in Accra, Ghana.
12. Member, Steering Committee and Chairperson, Commonwealth Electoral Network Steering Committee (CEN) based in London, 2012 to 2017.
13. Member of the Executive Board and Chair of the Audit and Oversight Committee of the Association of World Electoral Bodies (AWEB) based in Seoul, South Korea- November 2012 -2017.
15. Head of the AU Observer Mission to Nigeria's Parliamentary and Presidential Elections in Abuja, Feb –March 2011.
16. Head of the EISA Observer Mission to the Ghana General Elections in December 2012.
17. Head of the IGAD Election Observer Mission to the Djibouti Presidential Elections in April 2016.
18. Member, AU Pre-Election Assessment Mission in Ethiopia (2011) and Malawi (2019).
19. Member, Roster of Election Experts with the AU, and the Resource Person for the UN, UNDP, International IDEA and IIIDEM.

17. Research Papers

Research papers and reports written on Election Administration and the Constitution Making process of Kenya and Somalia. They are uploaded and available at ("www.ahmedissackhassan.com ")

1. [Independence of Electoral Commissions and Electoral Commissioners: former Elections](#)– 26 September 2017, DRC Congo.
2. [Training on Electoral System and Electoral Boundaries Delimitation for Somalia: AU](#) -August 2018.
3. [Criteria for Electoral System Design](#) - August 2018.
4. [Training on Electoral System and Electoral Boundaries Delimitation - Somalia](#)- August 2018.
5. [Leveraging Technology for Transparent and Credible Elections in India](#) - February 2016.
6. [Preparations for the Next Elections and the 12th Parliament: Assessing the Institutional Arrangements](#)-February 2016.
7. [Reflections on the Electoral Management best practices and Electoral Integrity](#) - May 2016.
8. [Preparation for the 2017 General Elections in Kenya](#) - October 2015.
9. [Challenges Faced by Minorities and other Disadvantaged Groups in the Commonwealth](#)- July 2015.
10. [Promoting Transparency and public Confidence through Open Election Data](#) - in South Africa, June 2015.
11. [Election Related Violence](#)-Presented at the Addis Group for Peace and Security -Collingham Gardens in Nairobi, March 2015.
12. [Organizing a Referendum as a means to adopt a New Constitution - Lessons from the Kenyan Experience](#) - Nairobi, March 2015.
13. [Gender Mainstreaming in the Electoral Administration - The Kenyan Experience](#) -Egypt, December 2014.
14. [Mitigating Election Related Disputes](#) - South Africa August 2014.

15. [Electoral Violence-Understanding Electoral Violence and Security. How to the Electoral-](#) October 2013
16. [Review of Approaches to Counter Ethnically Divisive Electoral politics](#) – December 2012
17. [Politics of Boundaries, Elections and Representation under the constitution of Kenya 2010-Realities,Challenges and Opportunities](#) - Nairobi Safari Club November 2011
18. [The Diaspora. Voting Rights and the Role of Kenyan Missions in Voter Registration](#) - Kwale County, Kenya August 2011
19. [Fast Tracking Election Petitions-The Kenyan Perspective](#) - Tanzania April 2011
20. [The Role of Technology in Election Management in Kenya presented & held in - India](#)January 2011
21. [Electoral Process in Kenya held in](#) - Kisumu December 2010
22. [The Role of Technology in Raising standards-Technology in Context, Case in Voter](#) - November 2010
23. [Security Challenges in Election Management Towards Nigeria's 2011 Elections-Security challenges](#) - October 2010
24. [Electoral Reforms-Kenya's Recent Experiences organized by African Research & Resource Forum](#) -May 2010.
25. [Elections Management in Kenya-Challenges and opportunities](#) - December 2009
26. [Kenya's Electoral System and the Process in Context-Lessons Learnt for the Future in Kenya](#) - August2009.
27. [Forms of Federal and other Systems of Government](#) – Safari Park hotel, Nairobi, Kenya November2008.
28. [The Legal Impediments to Development in Northern Kenya](#) – Naivasha Kenya August 2008.
29. [The Constitutional Management of Religious Diversity in Kenya](#) – KICC Nairobi Kenya August 2008.
30. [International Terrorism-A Comparative Analysis of Regional Response](#) – Nairobi, Kenya June 2004.
31. [Refugees in Kenya and the Constitutional Review Process -The way forward](#) - September 2002.
32. [Working document for the Constitution of Kenya Review Commission on the Kadhi's Courts,Chief Kadhi and kadhis](#) - August 2002
33. [North Eastern Province and the Constitutional Review Process-Lessons Learnt fromHistory](#) - July 2001
34. [Draft Constitution for a Federal Republic of Somalia](#) - June 1994

18. Hobbies

1. Reading and writing of books on leadership and management.
2. Working in a diverse environment where I can utilize my experience in Election and Government.
3. Playing table tennis and volleyball.
4. Traveling and meeting new people.

19. Referees

	Referees	Details
1	Name: occupation: Organization/company: Contact: Email:	Hon. Justice Mohammed K. Ibrahim Judge Supreme Court of Kenya +254 724264410 m.k.ibrahim.mi@gmail.com
2	Name: occupation: Organization/company: Contact: Email:	Ed Killestey PSM Former Chief Election Commissioner Australia Electoral Commission (AEC) +61 419026946 kingacs@ozemail.com.au
3	Name: occupation: Organization/company: Contact: Email:	Amb. Mohammed Abdi Affey Special Envoy, UNHCR Tel: +254 996299990 Email: affeya@unhcr.org
4	Name: occupation: Organization/company: Contact: Email:	Prof. Wanjiku Nyokabi Kabira Professor of Literature & Convener of African Women Studies Centre University of Nairobi +254 728907978 wkabira@yahoo.com , wkabira1@gmail.com
5	Name: occupation: Organization/company: Contact: Email:	Mike Yard Senior Adviser on Elections and Technology The International Foundation for Electoral Systems +1 571 6450335 myard@ifes.org
6	Name: occupation: Organization/company: Contact: Email:	Prof. Githu Muigai Professor of Law Former Attorney General of Kenya +254722444555 githu.muigai@gmail.com
7	Name: occupation: Organization/company: Contact: Email:	Hon. Isaac Lenaola Judge Supreme court of Kenya +254 20 221 22221/+254 721 841 109 isaaclenaola@yahoo.co.uk / ilenaola@court.go.ke
8	Name: occupation: Organization/company: Contact: Email:	Eng. Mahboub Maalim Former Executive Secretary, Intergovernmental Authority on Development (IGAD) +254722711326 Mahboubmaalim14@gmail.com
9	Name: occupation: Organization/company: Contact: Email:	Bishop benard Kariuki Njoroge Bishop 0722754425 bpnjoroge@gmail.com