

**Dr. Rotich Kipkorir Richard**

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Bomet, Kenya.

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**Personal Details**

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Nationality:	Kenyan
Date of Birth:	December 31, 1969
Place of Birth:	Kericho, Kenya
Marital status:	Married
Languages:	English, Kiswahili (fluent in written and spoken)

**Career Objective**

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To utilize my skills and management knowledge acquired during my academic and professional training to further teaching, Research and development in Kenya and Globally.

**Education**

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2016	Doctor of philosophy in Business Management (Strategic Management), Moi University, Kenya
2008	Master of Business Administration, Kenyatta University, Kenya
2000	Post Graduate Diploma in Education, Egerton University (kisii college campus) Kenya.
1995	Bachelor of Science in Agriculture, University of Nairobi, Kenya
1989	Kenya Certificate of Secondary Education, Poiywek Secondary School, Kenya C+
1985	Kenya Certificate of Primary Education, Ketitui Primary School, Kenya. 47points

## Working and Professional Experience

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Nov 2018 to Date	<p>Bomet University College (<i>constituent college of Moi university</i>)</p> <p>Head of Department – Management Science and Entrepreneurship</p> <p>Teaching courses: Human Resource Management, conflict Management and Negotiation in HRM, Maintenance of HR, Negotiation in procurement, Global business Management, Cross-Cultural Management, Trade unions and collective bargaining, Strategic Management, Corporate Leadership, Global Strategic Management, Organizational Change Management, Organizational Theory and Behaviour.</p>
Aug 2010 to 2017	<p>Part-Time Lecturer (Kericho Town and west campuses)</p> <p>School of Business and Economics in the Department of Marketing and Management Science</p> <p>Courses Taught: Total Quality Management, Human Resource Management, Services Marketing, Health Systems management, Business Policy and strategy, Entrepreneurship theory and practice, Quality of work life, Strategic human resource management.</p>
August 2010 to 2015	<p>Part time lecturer (Rongo University College)</p> <p>School of Business and human resource management</p> <p>courses Taught: Total Quality Management, Organizational theory and behavior, Industrial Psychology, Introduction to Business, Entrepreneurship theory and concept, Business policy and strategy</p> <p>Postgraduate: Theory and practice of management, Global strategic Management, Project Management, Business strategy analysis.</p> <p>Successfully supervised a master of Human Resource student at Rongo University College 2013/2014</p>
Dec 2013 - October 2018	<p>County Government of Kericho (Sub-County Administrator)</p> <ul style="list-style-type: none"><li>• Develop policies and plans</li><li>• Ensure effective service delivery</li><li>• Coordinate developmental activities to empower the community</li><li>• Provide and maintain infrastructure and facilities of public services and the county public service.</li></ul>
August 2001- Nov 2011:	<p>Production Assistant (Finlay Flowers - Kericho)</p> <ul style="list-style-type: none"><li>• Employee Relations</li><li>• Propagation management</li></ul>

- Human Resource Management practices
- Crop management practices
- Health and safety policy implementation and procedure development
- Annual Budgeting and Budget control
- policy implementation and procedure development

## Publication Work

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1. **Rotich, K R (2021)** Impact of Covid-19 on Companies' Work Arrangements. In the Impact of COVID-19 on Human Resource Management DOI: 10.51432/978-1-8381524-4-4\_8 Edited By: Prof. Bhavna Mehta
2. **Rotich, K R (2020)** Influence of competency management on employee retention in service provider organizations in Kenya. *EJHRMS Vol 4, issue 2/2020: ISSN -L 2601-1972*
3. **Rotich, K R (2020)** Effect of reward management practices on employee retention in telecommunication firms in Kenya. *IJCEM' Vol. VIII, Issue 2, February 2020*
4. **Rotich, K R and Kazera, O. M (2018)** Relationship between Strategic Objectives and Human Resource Performance in Commercial Banks in Migori County. *IJBM' Journal Volume 6, Issue 9, September, 2018; BM 1809- 003*
5. **Rotich, K. R (2017)** Moderating Effect of Work Arrangements on the Relationship between Human Resource Capabilities and Sustainable Organizational Competitiveness of mobile phone service Provider Firms in Kenya. *IJBM' Journal Volume V, Issue IX, September, 2017; BM 1709- 016*
6. **Rotich, K. R (2017)** Influence of Human Resource Management Practices on Sustainable Organizational Competitiveness of mobile Phone Service Provider Firms in Kenya *IJBM' Journal Volume V, Issue IX, September, 2017; BM 1709- 017.*
7. **Rotich, K R and Betty C B (2013)** Employee Factors on Implementation of ISO 9001:2008 Certification in University of Kabianga. Kericho County. *ZENITH international journal of interdisciplinary Research: ISSN 2231-5780 Vol.3 (11), November (2013).*
8. **Rotich, K. R, Tanui, E, and Owino, E (2013)** Effect of devolved fund disbursement on project implementation within the Kenyan constituencies. *Journal of Project Management. ELIXIR: ISSN: 2229-712X. 61, 17118-17122, August (2013).*
9. **Rotich, K. R and Kimutai, G (2013)** The Perennial Subject for Debate in Human Resource Management. Lambert Publication (February 2013). *ISBN: 978-3-659-33254-8*

## Post graduate supervision

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### MHRM 2014/2015- Rongo University

Maurice Ochieng Kazera: Effects of Strategic planning on Human Resource Performance in Commercial Banks in Migori County, Kenya. *Kemboi, A / Rotich, R.*

## Community Service, Outreach and Motivational speaking

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19/11/2021- Bureti Technical Institute (BTI): 2021 NOV/DEC Exam prayer Day - Guest speaker to 2000 participants themed “Wholistic Growth”.

12/09/2021- Iraa Girls high school - Motivational talk to the students on exploiting one’s potential and to the prefect’s body on “Balancing leadership and studies-school life”.

5/6/2021- Ndaraweta PAG church: Bomet Central youth rally (2020 Form four and class eight leavers) talk themed “The next Step”. Over 200 youths attended.

26/02/2020 - Toror Girls’ high school- F2 academic day- A Talk to the parents: Theme- Hard Task of actualizing your vision to secure the future (Hebrews 11:10)

14/02/2020 - Kisabei primary school (Ainamoi) - KCPE 2019 performance thanksgiving service: Guest speaker on the Theme- “Exceed Your Vision”. Also donated a multicolored printer to the school.

30/12/2019- “Light Bearers” youth Rally at keongo primary school Kericho- Lead organizer and Patron: Theme: Focus and Resilience- participants =600 youths and sponsored by the county Government of Kericho.

28/12/2019- Light Bearers Youth Rally- Chepseon Chapter- Guest speaker on the Theme: “Unleashing Your potential”

09/07/2019- Kericho Water and Sanitation Company (KEWASCO). Motivational Talk to Joint staff following a merger with TILWASCO. The needs to work as a Team towards organizational goals.

05/07/2019- Chebonei Girls High School (Bomet) - Thanksgiving/prize giving day: Guest Speaker

04/07/2019- Kericho west Teachers College (Sigowet/soin)- Thanksgiving Service: Guest Speaker

20/02/2019- Bureti Technical Institute (BTI): Mentorship Programme- Guest speaker to 1800 participants themed “The power of positive thinking”.

### **Professional Seminars / Workshops and Expertise**

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Senior Leadership development programme (SLDP 120)	Kenya School of Government (Baringo)
Training of Trainers:	Professional Trainers Association of Kenya (PTAK)
Health and Safety at workplace:	Work Health and safety consultants
Time management skills	Liam consultant services ltd
Supervisory skills development:	Mayaka management Consultants ltd

The above Trainings have enabled me to have knowledge and skills on:

- Leadership
- Transiting from management to leadership
- Environmental management and conservation
- Agribusiness management
- Managerial and supervisory development and management.
- Administration and General management
- Skills on training facilitation

## **Extra Curriculum activities and affiliations**

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2020-	PA Class Representative (Kipsigis girls' high school)
2018- 2020	PA class-rep Njiiri School-Muranga (Form 1- Form 4 2020)
2015 – 2019	B.O.M Chairperson Kericho Township Secondary School
2012-2014	B.O.M Member Kipsigis Girls High School
2014- 2018	Board of Directors TILWASCO (Member Audit Committee)
2014	Steering Committee member: Kericho County Investment Conference (KECICO) 2014
2011- 2015	B.O.M Member Kipsigis Girls' High School- Kericho (academic committee vice chair)
2010- 2014	B.O.M Member Kericho Township Secondary school.
2009-2011	B.O.M Member Ketitui Secondary school and Chairman Academic subcommittee
2007- Date	Church Elder Full Gospel Churches of Kenya (Ketitui LCA and kapsoit LCA)
2010- Date	Associate member, Kenya Institute of Management- South Rift.

## **Referees**

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