

Theresia Dominic

Curriculum Vitae

Lecturer/Researcher/Consultant • University of Dar es Salaam (UDSM), P.O. Box 35046,
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- 1 Full Name** Theresia Rosemary Dominic (PhD.)
Gender: Female
DoB: 8th April 1978
Marital Status: Married (two children)
- 2 Current Position** **Lecturer, Researcher and Consultant** – University of Dar es Salaam (UDSM), Tanzania
- 3 Academic Background** 2012 – 2015 Georg-August University Göttingen, Germany
International PhD Program in Agricultural Sciences (IPAG)

2002 – 2004 University of Dar es Salaam, Tanzania
Master of Business Administration (MBA)

1999 – 2002 Sokoine University of Agriculture, Morogoro, Tanzania
BSc. Agricultural Economics and Agribusiness
- 4 Work experience** 2015 – to date: **Lecturer, Researcher and Consultant** – University of Dar es Salaam (UDSM), Tanzania www.udsm.ac.tz
2015 – to date: **Coordinator** Marketing unit –UDSM Business School
2014 – to date: **Associate Consultant**, Centre for policy research and advocacy (CPRA), UDSM
2019 – to date, **Board member** - Academic Board, College of Business Education (CBE)
2012 - 2015 **Research Associate**, GlobalFood A1 Project, Göttingen, Germany, <https://www.uni-goettingen.de/de/358321.html>
2004 – 2015: **Assistant Lecturer**, University of Dar es Salaam, Tanzania
2002 – 2011: **Associate**, Entrepreneurship Centre, UDEC, Tanzania
2002 - **Intern** – Credit officer Head Office, CRDB Bank, Tanzania
- 5 Skills highlights** Reviews programme curriculums (NACTE), journals (BMR, ORSEA, IFM), Internal examiner (UDSM), Exam moderator (Zanzibar University, Tanzania) and part time lecturer (University of Zambia - UNZA).

Coordinates the marketing unit for UDBS programs, conferences, exhibitions, material development for advertising academic programmes.

Coordinates a technical team of six data managers to develop contents for an information portal for Centre for policy research and advocacy (CPRA) UDSM. The task requires a person with skills in knowledge management and project coordination.

Consulted in various short term assignments provided by public and private institutions; which required my skills in research, data

analysis, strategic planning, training needs assessment, educational program review and implementation.

Have over 5 years' experience in mentoring and supervision of students who are developing research projects. I have supervised (and still supervising) postgraduate students at Master and PhD levels in the areas of organization behaviour, strategic management and human resource management.

Have developed a reputation for being an effective communicator and being patient with new learners (due to working in a mentoring program for developing students' employability skills).

Have more than 12 years of training in the areas of public policy advocacy, strategic planning, HR planning, performance management, strategic management and organization development.

Presented a number of research works in International conferences in Uganda, South Africa, Germany, Ethiopia and the USA.

Possess data analysis skills tools/software such as Microsoft Excel, SPSS, AMOS, and SMART PLS for summarizing research data, report writing and presentation.

Have worked for 11 years as a team member in organizing public events and International conferences for the University of Dar es Salaam Business School (UDBS).

6 Consultancy & Research Interests Contemporary issues in human resources and agribusiness management, Organization Development, Strategic planning.

7 Short Term Consulting Assignments Consulting for the Ministry of Industry and Trade Tanzania to review the Small and medium enterprises (SME) policy –Ongoing assignment from 2018 –todate.

Collaborated with BEST-Dialogue to initiate the development of an information portal named as “Business Insightz (BITZ)” to enhance accessibility of information for the improvement of Business Environment and Private sector development (2015 –2019). Coordinated a team for content development for the Information portal – contracted by **BEST-D**.

Consulting for the Mkombozi Bank (MKCB). Aim; To conduct a job audit and workload analysis. Report submitted in March, 2019.

Consulting for the Tanzania Institute of Education (TIE). Aim; To conduct an institutional assessment of the capability and skills sets within the TIE. Report submitted in July 2018.

Regular reviewer for the Curriculum for a Higher Learning Institution: contracted by National Council for Technical Education (NACTE), from 2015 – To date.

Oversaw research tools design: for Tanzania Credit Market Diagnosis, assigned by Financial Sector Deepening trust (FSDT), August, 2017 to Dec 2017.

Assessed an Audit Report on Skills Enhancement in Natural Gas Sub

Sector (Ministry of Education Science and Technology), February 2017 - contracted by the National Audit Office

Created a program, Trained and Mentored Graduate Students: Subject was on Enhancing Employability of Students within Higher Education Institutions (June 2017) tasked by TOTAL Corporate Foundation.

Conducted New Hire Recruitment Assignment: partnered with HR directors from various institutions such as Fair Competition Commission (FCC) and Tanzania Investment Centre (TIC) to mention a few, as an Interview Panellist to fill up vacant managerial positions.

Collaborated with a technical team in the development of an Organization Structure in the Preparation of Cashewnut board business plan for Mtwara, Ruvuma and Pwani in 2015. Contracted by Cashewnuts Development Trust Fund (CITDF).

Provision of training services on performance management and appraisal for the Zanzibar House of Representatives staff 2016.

Analysed and processed Data for Mapping Agribusiness Firms: for the Agribusiness Mapping project (Belinda and Gates Foundation), from 2016 - 2017.

8 Research Publications

Dominic, T., & Fulgence, K. (2020). Gender Differences in Enhancing Students' Employability Skills. *ORSEA JOURNAL*, 9(1).

Nkolimwa, D., Jani, D., & Dominic, T. (2020). Management Practices on Occupational Health and Safety in the Tanzanian's Small Scale Mining Firms: Does Compliance Cost Matter? *Business Management Review*, 22(2), 155-170.

Nkolimwa, D., & Theresia Dominic, Dev J. Management Practices on Occupational Health and Safety in Tanzanian's Small Scale Mining Firms. Effect of Social And Human Capital On Access To Financial Capital For Smes: A Comparative, 53.

Dominic, T., & Theuvsen, L. (2015). Agribusiness firm resources and performance: The mediating role of strategic management practices (No. 64). *GlobalFood Discussion Papers..* L10, L25, M10, M31

Dominic, T. and Theuvsen, L. (2015) "The Impact of External and Internal Factors on Strategic Management Practices of Agribusiness Firms in Tanzania". *GlobalFood Discussion Paper Series* ISSN: 2192-3248 No. 55 <http://www.uni-goettingen.de/de/globalfood-discussion-paper-series/213486.html> L10, L25, M10, M31

Dominic, T., Theuvsen, L., Mvungi, M. and Ufunguo, R. (2014) "HomeVeg Tanzania Managing a New Strategy Amidst GLIMPSE Challenges". *International Food and Agribusiness Management Review*, Vol. 17 Special Issue B.

Dominic, T. and Theuvsen, L. (2014), "Strategic Management Practices of Agribusiness Firms: The Role of Firm Attributes and Firm Resources". Paper presented at the 2nd Global Food Symposium, Göttingen, Germany, 25-26th April 2014 L10, L25, M10, M31.

GlobalFood Project: "RTG 1666: Transformation of Global Agri-Food

Systems” 2012-2015, Göttingen, Germany.

9 Conference Papers

Mukandara, L., Kessy, S., & Dominic, T. (2019), Conceptual paper on work environment and job satisfaction: The moderating role of perceived organisation support, Proceeding of the 19th International Conference on African Entrepreneurship & Small Business (ICAESB, 2019), page 152-164. https://udsm.ac.tz/upload/20200623_080854_icaesb_2019.pdf.

Dominic N., Dev J. & Theresia D. (2019), The Influence of Employees’ Communication on The Practices of Occupational Health and Safety in Small Scale Mining Firms in Tanzania, Proceeding of the 19th International Conference on African Entrepreneurship & Small Business (ICAESB, 2019), page 104-114. https://udsm.ac.tz/upload/20200623_080854_icaesb_2019.pdf.

Nkolimwa, D., Dominic, T. and Jan, D. (2018). Analysis of the Influence of Management Practices on occupational Health and Safety in Tanzania’s Small Scale mining Firms” proceedings of the 18th International Conference on African entrepreneurship (ICAESB), August, 2019, University of Dar es Salaam, Tanzania.

Mkwizu, K H and Dominic, T (2018) Regional Trade in Promoting Sustainable Industrialization in East Africa: Comparisons of Manufacturing and Services Sectors. In: "14th ORSEA 2018 Conference", 8-9 November 2018, University of Dar es Salaam Business School. 9-10.

Emmanuel, N., Jan, D. & Dominic, T. (2018). Relationship Marketing and Customer Loyalty: Evidence from Tanzanian Pharmaceutical Supply Chain, ACSCOM Conference paper 25-26th October, 2018, JKNCC, Dar es Salaam.

Mkwizu, K., Mhache, P., Mtae, G. & Dominic, T. (2018). Tourism and Logistics of Tourist Destination: Do TV programs matter? ACSCOM Conference paper 25-26th October, 2018, JKNCC, Dar es Salaam.

10 Skills Training

Training of Trainers, “Sustaining Competitive and Responsible Enterprises (SCORE)” by International Labour Organization (ILO) and Association of Tanzanian Employers (ATE), July to September, 2019.

“International Supply Chain Techniques” in the International Supply Chain Conference (DLK) in Berlin, Germany from October 16th to 19th 2018. Supported by the Kuehne Foundation and hosted by the German Logistics Association (BVL) in Berlin.

Using SmartPLS for Quantitative data analysis – Dec 2018 – February 2019 in Tanzania. Trainers; Prof. Joseph Hair (USA) and Prof. Christian Ringle (Germany).

‘Teaching and Research Supervision’ by the Swedish University of Agr Sciences (SLU) and UDSM, in Dar es Salaam, Tanzania from 14 – 17th May 2017.

‘Public Policy Advocacy” Centre for Policy Research and Advocacy – University of Dar es Salaam Business School 2016, Morogoro.

'Smart PLS Data Analysis Course' Hamburg Germany 2013.

'Social Science Research Methodology' OSSREA, Ethiopia 2010

'Teaching the Practice of Management 6', South Africa 2010

The 7th International Conference on *Knowledge Management*, 22-23rd October, 2010, Pittsburgh, Pennsylvania-USA

The African Youth Panel on Youth and Employment organized by Danish Africa Commission. Ethiopia November, 16-19th 2008.

Microfinance organized by the Bank of Tanzania for Stakeholders, 2008.

'Project & Research Proposal Writing Skills' FCM, UDSM, 2007.

Workshop on Entrepreneurship conducted by Friends of Internationals (USA) in collaboration with the University of DSM Entrepreneurship Centre (UDEC) held in Dar-es-Salaam – Tanzania, 2007

'Policy Research for Small Business Enterprise Development', organized by UDSM Entrepreneurship Centre, August, 2005

Training on ToT for Facilitators of Postgraduate Diploma in Microfinance, organized by UDSM Entrepreneurship Centre and Swiss Contact. August, 2005

'Higher Education Teaching Methodology', Centre of Continuing Education, UDSM, January 2004.

11 Awards

DAAD & MoEVT Full Scholarship for PhD 2011.

Best Paper Award in the 10th International Academy of African Business and Development (IAABD) Conference, May 19-23, 2009, Makerere. University Business School - Kampala, Uganda.

SIDA SAREC Full Scholarship award to pursue a two year MBA programme at the University of Dar es Salaam (2002 – 2004).

12 Languages / Hobbies

Swahili (fluent), English (fluent) and German (Intermediate)
Travelling, Cooking and Gardening