

## CURRICULUM VITAE (CV)

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**NAME:** Dereje Biru Kitila

**ADDRESS:** Ethiopian Institution of the Ombudsman Ormia Branch , Addis Ababa

**MOBILE +251 917803665**

**EMAIL:** nekodimosi@gmail.com

**DATE OF BIRTH:** February 21/1964 EC

**PLACE OF BIRTH:** Jimma Zone

**GENDER:** Male

**MARITAL STATUS:** Married with 4 children (age: 22, 17, 8 and 5 years)

**RELIGION:** Orthodox

### LANGUAGES

<i>Language</i>	<i>Reading</i>	<i>Speaking</i>	<i>Writing</i>	
Afan Oromo	excellent	excellent	excellent	Mother tongue
Amharic	excellent	excellent	excellent	Nation language
English	excellent	Very Good	excellent	International

### EDUCATIONAL BACKGROUND

	School Attended	Years	Field of Specialization	Professional Qualifications
University	Lead star Christian University	2018 EC	PhD in Management	Candidate
University	Refit Valley University	2007-2008EC	Business Administration	MBA
University	Jimmaa University	1996-2000EC	Business Management	BA degree
College	Jimma Agricultural College	1986-1988EC	General Agriculture	Diploma
TTI	Gambella Teachers Training Institute	1982EC	Primers school Teacher	Certificate
High school	Jimmaa Comprehensive Secondary School	1978-1981EC	Productive Technology	Certificate
Junior secondary	Herimata Junior secondary	1976-1977 EC		
Elementary	Manader Primary school	1970-1975 EC		

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## EMPLOYMENT HISTORY

- 01/03/2016 EC up to now Head of the Disability and Elderly Issues Implementation Desk at Institution of the Ombudsman Oromia Branch ,
- 06/06/2012 EC.....30/02/2016 EC Branch Office Manager in Institution of the Ombudsman Oromia Branch ,
- 11/07/2011 EC .....05/06/2012 EC Director of Finance & Administration in Institution of the Ombudsman Oromia Branch,
- 01/03/2008 EC ..... 10/07/2011 EC Director of Supervision and Research in Institution of the Ombudsman Oromia Branch,
- 21/05/2006 - 30/02/2008 EC Expert of budget preparation, follow-up, Evaluator and feedback at Oromia Education Bureau,
- 04/04/2005 EC- 20/05/2006 EC Expert of Procurement Marketing at Oromia Education Bureau
- 18/01/2004-03/04/2005 EC Team leader of Procurement planner at Oromia Education Bureau
- 26/06/2001-17/01/2004 EC Educational supervision at Oromia Education Bureau
- 28/01/97-25/06/2001 EC Secondary School Teacher,
- 19/02/90-27/01/97 EC Secondary school principal,
- 21/02/89-18/01/90 EC Secondary school Vice principal,
- 01/11/82-20/02/89 EC Primer school Teacher

## TRAINING AND WORKSHOP

- ☞ Certificates training on ICT for **use of social media, Effective use of PPT, Excel and data analysis and Efficient use of word processing APP**, conducted by Institute of the Ombudsman and UNDP June 9 to 11/2022,
- ☞ Certificates of training for **IFMIS FINANCE** comprising of **General Ledger, Accounts Receivable, Accounts Payable and Cash Management Modules**, conducted by Ministry of Finance From 26/08/21 to 06/09/2021,
- ☞ Certificates of training for **IFMIS SELEF SERVICE USER** comprising of **Purchasing and Inventory Modules** conducted by Ministry of Finance From 15/09/2021 to 17/09/2021,
- ☞ Certificates of training for **IFMIS TOP MANAGEMENT** comprising of **PSB, CM, AP, AR, Payroll, PO, Inventory, FA and GL** Modules conducted by Ministry of Finance From 12/10/2021 to 22/10/2021,
- ☞ Certificates of training for **Result Based Planning, Reporting and performance Evolution**

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conducted by IOE and UNDP From 01/12/2021 to 04/12/2021

- ☞ Certificates of Capacity building training on **project management, regular, BSC and strategic planning** conducted by IOE and UNDP From May 22 to 26/2020
- ☞ Training of trainer (TOT) June 2010
- ☞ Training on identifying and controlling on coffee disease from December 13 - 15/2005
- ☞ Red Cross Club strengthening Workshop from April 5-12/2000 GC
- ☞ Training of Grade 9-12 Afan Oromo Curriculum from October 24/1999-November 2/1999GC
- ☞ Environmental Education Workshop from April 21-23/1997GC
- ☞ Organized for local newsletter producers and educational material developers from June 19-23/1995 GC
- ☞ Laboratory technician from November 21-30/1994GC

### RESEARCH

#### A) RESEARCH PUBLISHED INTERNATIONAL ON “ACADEMIA.EDU”

1. A Comparative Study Of Private And Government Hotel Employee Engagement: A Case Of Some Selected Hotels In Addis Ababa
2. Analyzing the Effectiveness of Internal Auditing Performance: A Case Study Of Selected Construction Co. In Ethiopia, Addis Ababa
3. Assessment Of Public Expenditure Management Practices: The Case Of FDRE Ministry of Education
4. Challenges And Prospects Of Electronic Banking: The Case Of Commercial Bank Of Ethiopia
5. Change Management And Organization Performance In Malka Nono Sub City Construction Office, In Shager City Administration
6. Determinants Of Customer Satisfaction On Motor Claims Service In Case Of Ethiopian Insurance Corporation
7. Determinants Of Tax Evasion In Addis Ababa No. 1 Medium Category “A” Taxpayers
8. Effect Of Customer Relationship Management On Bank Performance: The Case Of Berhan Bank
9. Effects Of Motivation On Employees’ Performance In Berhan Bank West Addis District
10. Effects Of Organizational Citizenship Behavior On Employee Performance In Hibret Bank: The Case Of Addis Ababa City Branches
11. Factors Affecting The Practices Of Tax Collection System: The Case Of Small And Medium Enterprises Kirkos Sub City, Addis Ababa

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12. Issues That Need To Be Addressed To Achieve Peace In Ethiopia: The Case Of Oromia National Regional State
13. Medical device And Equipment procurement Practices And Challenges The Case Of St. Peters Hospital
14. The Adoption of FINTECH In Ethiopian Financial Institutions: The Case Of Selected Banks In Addis Ababa
15. The Effect of Financial Risk on Performance of Insurance Companies Operating in Bishoftu City Administration
16. The Effect of Management Information System in Improving Organizational Performance: A Case of Shager City Guje Sub-City Administration
17. The Effect Of Safety Management On Job Performance: The Case Of East Africa Bottling S.C Addis Ababa Plant
18. The Influence Of Awareness On Tax Compliance The Case Of Ejere Woreda
19. The Role Of Regional States In Maintaining Peace And Security In Ethiopia: The Case Of Oromia National Regional State
20. Trust Management: The Case Of The Institute Of The Ombudsman, Ethiopia and on other topics

### **B) ARTICLES IN REPUTABLE INTERNATIONAL JOURNALS:**

- *Assessment of Employees' Performance Appraisal Practice: The Case of Bank of Abyssinia*, published on American Journal of Management Science and Engineering (Volume 10, Issue 6) the **Article Number:** 1011775, **DOI:** 10.11648/j.ajmse.20251006.11  
**Publication Link:** <http://www.sciencepg.com/article/10.11648/j.ajmse.20251006.11>
- Practice and Challenge of Human Resource Development in Ethiopian Public Sectors: The Case of Selected Public Sectors in Oromia, published on International Journal of Academic Multidisciplinary Research (IJAMR) ISSN: 2643-9670 Vol. 6 Issue 5, May - 2022, Pages: 279-291

### **C) ARTICLES**

- 1) Business intelligence: the case of Awash bank in Addis Ababa
- 2) Decentralized Trust Management
- 3) Effectiveness of Problem Solving
- 4) Ethics In Computer Security
- 5) Fairness, accountability, transparency, ethics: the case of Ethiopian Institution of Ombudsman, Oromia Branch
- 6) Key Management, The Case of Applied Cryptography And Information Security In Ethiopia
- 7) The Transformative Power of Deep Learning In Computer Science And IT

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### AWARDS

- ☞ I have been received more than 15 peer-review certificate for manuscript internationally from different journals, from year 2024-25 GC.
- ☞ Certificate of Publication from American Journal of Management Science and Engineering (Volume 10, Issue 6, December 2025) ISSN Online: 2575-1379; ISSN Print: 2575-193X for article titled recognition of the publication of your paper titled “Assessment of Employees’ Performance Appraisal Practice: the Case of Bank of Abyssinia”
- ☞ Certificate of Publication from International Journal of Academic Multidisciplinary Research (IJAMR), for the topic Practice and Challenge of Human Resource Development in Ethiopian Public Sectors: The Case of Selected Public Sectors in Oromia, Published in Vol. 6 Issue: 5 May 2022
- ☞ Certificates for Participation for Preparing Afan Oromo Books , Editor 2010/11 from CODE Ethiopia
- ☞ Certificates for Participation for Editor of Afan Oromo Books , 2009/10 from CODE Ethiopia
- ☞ Letter of Recognition from Jimma University Department of Management ,July 15/2000EC
- ☞ Letter of Recognition from Jimma University Faculty of Business & Economies Dean ,July 21/2008GC
- ☞ Supportive letter for char person on technical Advisory Board for Health for All Ethiopia,
- ☞ Jimma, Ref No. HEAE 6/ 078/95 Dated 25/3/95 EC
- ☞ Supportive letter from Yebu town Municipality (kebele Office),Ref.No. 760/95 Dated 24/3/95 EC
- ☞ Letter of Recognition from Red Cross society Jimmaa Zone Administration Branch Office, Ref No. ትቀጠ-230-20/95 Dated 13/2/95 EC
- ☞ Certificates for Successes of teaching –learning process at Yebu Secondary School October 20/1991 EC
- ☞ Certificates for Participation on teaching Afan Oromo April 5/1993-July 7/1993 GC & July 12/1993-October 15/1993GC
- ☞ Letter of Recognition from Mana woreda Administration for Preparing Afan Oromo Teaching Manual Ref No. BAM/B-12/1046/87 Dated 07/9/87 EC
- ☞ Different certificates from Jimma and Firew AIDS prevention youth club

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## TECHNICAL SKILLS AND COMPETENCIES

- ☞ MS Word; MS Excel, MS Works
- ☞ Power Point
- ☞ Good leadership coordinating and analyzing ability
- ☞ Strong interpersonal and commitment skill,
- ☞ Ability to work with interpersonal group,
- ☞ In profession and Ethical,
- ☞ Ability to work in stressful condition, respect culture, custom, belief and tradition.

## PERSONAL INTERESTS

- ☞ Research writing, article evaluating,
- ☞ Reading (Project Monitoring and Evaluation, Management Psychology, Marketing Communication, & lifestyle)
- ☞ Environment protection (Planting ,caring)

## REFERENCES

1. Ato Dereje Tekel	+251911386497
2. Dr.Hailemikael Alamu	+251911747007
3. Ato Kebede Tabor	+251 913489217