



CURRICULUM VITAE.

CPA DR Eunice Ngina Wandiga (PhD).

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P.O Box 1190-00618, Nairobi

Dedicated and passionate Lecturer with over 17 years of experience in Lecturing (Post / Under Graduates), Academic Research, Strategic planning, Administration, Accounting & Financial Management in Institutions of Higher learning.

Skills Highlight.

- × Expertise in developing learning materials, preparing schemes of work, moderation and course content development.
- × Experience in Lecturing and conducting research in the areas of; Strategic Management, Financial Management, Accounting, Auditing and Taxation while embracing interactive dialogue-based teaching.
- × In-depth knowledge in delivering Lectures to groups of Students, using advanced teaching techniques to inspire and motivate them for higher level qualifications and transferable skills and knowledge.
- × Ability to plan, develop and implement academic programs and develop strategic institutional linkages.
- × Excellent knowledge of finance and accounting procedures i.e preparing and analyzing Financial & Management reports while ensuring compliance to IAS, IFRS, GAAP's and Internal Controls.
- × Strong writing and editing skills with ability to convey information in a clear, concise and conversational manner
- × Fluent in English and Swahili languages with excellent presentation, communication, training / facilitation skills, constructive and effective teaching methods that promote a stimulating learning environment.
- × Team player with excellent time management skills, ability to perform multiple tasks and meet critical deadlines while maintaining accuracy and quality.

Work Experience.

LECTURER

Daystar University- Kenya | January 2024- To Date.

Contributing to the scholarship and intellectual life of the University by teaching, developing quality research papers and mentoring students in line with the institution's guidelines in Academic Affairs to achieve overall objectives. Others tasks includes;

- × Teaching (Leadership and Strategic Management Units) and facilitating learning at both undergraduate and postgraduate levels through lecturers, tutorials and other learning situations as assigned by the HOD from time to time.
- × Developing learning materials, preparing schemes of work and course content development.

- × Participating in development, administration and marking of exams, assignments and continuous assessments tests and maintaining records as per University policy.
- × Maintaining proper records of students' examination, assignments and continuous assessments tests and ensuring that they are keyed in examination records management system in good time.
- × Contributing to the development, planning and implementation of high-quality curriculum.
- × Conducting research to enhance the scholarship, visibility and intellectual contribution of the University.
- × Implementing best practices in teaching, training and research in the School of Business and Economics.
- × Student Project and Thesis supervision at undergraduate and Post graduate level.
- × Assisting the department and Post Graduate Office in examining student dissertations and facilitating in student defenses both at MBA and PHD level.
- × Providing pastoral care to students through academic advising and counseling.

PART-LECTURER

St. Paul's University-Limuru, Kenya | May 2012- To Date.

Contributing to the scholarship and intellectual life of the University by teaching, developing quality research papers and mentoring students' performance in line with the institution's guidelines in Academic Affairs to achieve overall objectives. Others tasks includes;

- × Teaching (Leadership and Strategic Management Units) and facilitating learning at both undergraduate and postgraduate levels through lecturers, tutorials and other learning situations as assigned by the HOD from time to time.
- × Developing learning materials, preparing schemes of work and course content development.
- × Participating in development, administration and marking of exams, assignments and continuous assessments tests and maintaining records as per University policy.
- × Maintaining proper records of students' examination, assignments and continuous assessments tests and ensuring that they are keyed in examination records management system in good time.
- × Contributing to the development, planning and implementation of high-quality curriculum.
- × Conducting research to enhance the scholarship, visibility and intellectual contribution of the University.
- × Implementing best practices in teaching, training and research in the Faculty of Business.
- × Student Project and Thesis supervision at undergraduate and Post graduate level.
- × Assisting the department and Post Graduate Office in examining student dissertations and facilitating in student defenses both at MBA and PHD level.
- × Providing pastoral care to students through academic advising and counseling.

PART TIME LECTURER.

KCA University, Kenya | September 2021- December 2023.

Contributing to the scholarship and intellectual life of the University by teaching, developing quality research papers and mentoring students' performance in line with the institution's guidelines in Academic Affairs to achieve overall objectives. Others tasks includes;

- × Teaching (Taxation and Accounting) and facilitating learning at both undergraduate and postgraduate levels through lecturers, seminars, workshops, tutorials and other learning situations as assigned by the HOD from time to time.

- × Developing learning materials, preparing schemes of work, moderation and course content development.
- × Participating in development, administration and marking of exams, assignments and continuous assessments tests and maintaining records as per University policy.
- × Maintaining proper records of students' examination, assignments and continuous assessments tests and ensuring that they are keyed in examination records management system in good time.
- × Conducting research to enhance the scholarship, visibility and intellectual contribution of the University.
- × Implementing best practices in teaching, training and research in the Faculty of Business.

PART TIME POST GRADUATE SUPERVISOR AND EXAMINER.

Pan Africa Christian (PAC) University, Kenya | January 2020- To Date.

Contributing to the scholarship and intellectual life of the University by teaching, developing quality research papers and mentoring students' performance in line with the institution's guidelines in Academic Affairs to achieve overall objectives. Others tasks includes;

- × Student Project and Thesis supervision at undergraduate and Post graduate level.
- × Assisting the department and Post Graduate Office in examining student dissertations and facilitating in student defenses both at MBA and PHD level.
- × Conducting research to enhance the scholarship, visibility and intellectual contribution of the University.
- × Participating in planning, development, implementation and evaluation of curricula in the Department.

MEMBER- AUDIT COMMITTEE.

Office of the Auditor - General, Kenya | December 2021- To Date.

Supporting the Accounting Officer with regard to his / her responsibilities on issues of risk, control and governance and associated assurance and following up on the implementation of the recommendations of internal and external audit. Other tasks include:

- × Evaluate whether processes are in place to address key roles and responsibilities in relation to risk management
- × Evaluate the adequacy of the control environment to provide reasonable assurance that the systems of internal control are of a high standard and functioning as intended.
- × Perform an independent review of the financial statements to ensure the integrity and transparency of the financial reporting processes.
- × Monitor the effectiveness of the organization's performance information and compliance with the performance management framework and performance reporting requirements.
- × Evaluate the quality of the internal audit function particularly in the areas of planning, monitoring and reporting.
- × Engage with external audit and assess the adequacy of management response to issues identified by audit.
- × Review the effectiveness of how the Office monitors compliance with relevant legislative and regulatory requirements and promotes a culture committed to lawful and ethical behavior.

LECTURER & ADMINISTRATION MANAGER.
Royal Business School, Nairobi Kenya | 2009- 2020.

Lecturing in Taxation, Auditing and Strategic Management besides participation in research and other administrative & financial management duties in the College. Other tasks includes;

- × Facilitating quality learning through teaching, administration and academic advisory work and ensure an outstanding student learning experience.
- × Assisting Board of Directors in strategic planning, monitoring and implementation.
- × Overseeing and managing all financial and administrative aspects of Royal Business School
- × Coordinating the development and implementation of the academic and administrative policies of the College in accordance with the College master plan and the strategic plan.
- × Managing the Finance and Accounting functions of the company which includes Budgeting and Variance reporting, Financial planning, analysis and reporting, Internal controls receivables & payables management, Treasury/Cash management and taxation management while ensuring high levels of compliance.
- × Implementing operational best practices and ensuring that all financial transactions are conducted as per the GAAPs (Generally accepted accounting standards).
- × Evaluating existing Accounting system and recommend improvements if required, assist with preparation of Board papers on finance policies.
- × Managing the acquisition of capital assets and ensure that assets are properly recorded, amortized, and disposed of as appropriate.
- × Mentoring, coaching and mobilizing assigned staff to achieve planned performance results and overseeing training of new staff in the department on work procedures and organizations core values and policies to ensure effective client service.
- × Improving my research and communication skills through lecturing and preparing notes for accounting students. I consistently achieved good results by conducting rigorous revisions with students.

Other significant work experience.

- × Appointed by **Kianyaga High School** as Board of Management Member from February 2025.
- × Appointed by **Daystar University** as member of Institutional Scientific and Ethics Review Committee (DU-ISERC) in September 2024
- × **Appointed by North West University-** South Africa in November 2021 to date as a post graduate external examiner.
- × **Appointed by Pan Africa Christian (PAC) University-** Kenya in November 2020 to date as a post graduate internal examiner.
- × **Appointed by KASNEB** in October 2020 – September 2021 as a subject matter expert to develop syllabus content for KASNEB Examinations.
- × **Appointed by St Pauls University** in May 2020 to date as a post graduate internal examiner.
- × **Developed Competence Framework for Accountants** through appointment by KASNEB in January 2020.
- × **Trainer and Consultant in Taxation and strategic management,**
- × **Examiner, KASNEB.** Responsible for setting and marking final CPA Examinations, participating in

syllabus review in Taxation and Auditing. 2008-To Date.

Education (Academic / Professional training & membership).

- × **Doctor of Philosophy (Ph.D) in Business Administration (Strategic Management)**, Kenyatta University. 2016 -2019.
- × **Master in Business Administration (Strategic Management)**, Kenyatta University. 2013-2015.
- × **Bachelor of Commerce (Accounting option)**, 1st Class Honours. KCA University. 2007 – 2009.
- × Member - Institute of Certified Public Accountants of Kenya (ICPAK), 21367
- × Member- Association of Women Accountants of Kenya, AWAK/1704
- × Certified Information Systems Auditor (CISA), Vision Institute of Professionals. 2006.
- × Certified Public Accountant, Pass in CPA Part 1-3. Vision Institute of Professionals. 1999 -2000.
- × Kenya Certificate of Secondary Education, Gatanga Girls High School. 1993-1996.

Trainings, Seminars and Conferences

- × Currently undertaking Competence Based Education (CBE) and problem Based Learning(PBL) Training conducted by JAMK University of Applied Science, Finland through nomination by Daystar University in June 2025.
- × Entrepreneurship Leadership Training Program (ELTP Start up School by Kenia completed in June 2025 through nomination by Daystar University.
- × Risk Management Integration Sensitization for Audit and Risk Management Members from the Auditor General's Office, which took place at Lake Naivasha Resort in Nakuru County from 24th to 28th June 2024.
- × Grand Academic Writing Workshop by Daystar University from 29th April- 5th May 2024
- × Audit committee sensitization workshop by PSASB from 11th -15th March 2024
- × Internal Audit, Risk and Forensic Conference conducted by ICPAK from 27th November -1st December 2023.
- × St Paul's University Annual conference from 25th-27th October 2023 on Innovation and Digital Technology Approaches: A Response to 21st Century Challenges of Climate Change and Sustainable Development.
- × Board Audit Committee Master class conducted by ICPAK from 21-25th February 2022 in Mombasa.
- × Supervisors Training Workshop conducted by St Paul's University from October 2020 to February 2021.
- × Kenyatta University Post graduate seminar conducted on 12th July 2019 where I presented my PhD Research thesis.
- × Budget Review and Emerging Tax Issues Seminar by ICPAK Held in Nakuru and Kericho on 25th to 28th June 2019 where I was the lead facilitator.
- × Blue Economy Conference Business Forum on 27th November 2018 through nomination by Kenyatta University.

- × Training of Trainers Workshop for ICPAK on basis of training, methodologies, preparations, public speaking and presentation on 24th January 2018.
- × Tax and Economics Panel Workshop for ICPAK Trainers on Tax and Economics at ICPAK Towers on 13th February 2018.
- × Stakeholders Workshop organized by International Federation of Accountants Council (IFAK) and International Accounting Education Standards Board (IAESB) on 17th April 2018.
- × Consultative workshop on major review of the KASNEB syllabus held at Hilton Hotel, Nairobi on 9th November 2014.

Awards.

- × Honoured by Vision Institute of Professionals for producing best candidates on both Tax and Auditing in CPA Examinations in the year 2018.
- × Honoured by Royal Business School for producing best candidates on both Tax and Auditing in CPA Examinations in the year 2017.

Student Supervision (Ph. D & MBA Level Supervision).

	Student Name	University and Level	Research Title	Student Progress
1.	Josphat Kariuki	PhD - PAC University.	Transformational Leadership and Staff Retention in Microfinance Institutions, Nairobi City County, Kenya	Graduated in 2022
2.	Stephen W. Karanja	PhD - St Paul's University	Strategic Alignment and Performance of Microfinance Banks in Kenya	Graduated in November 2023
3.	Nancy Munyoki	MBA - St Paul's University	Strategy Implementation and Organizational Effectiveness of Commercial Banks in Makueni County, Kenya	Graduated in 2022
4.	Millicent Okwiri	MBA - St Paul's University	Restructuring Strategies and On Performance of Air Travel Agencies in Kenya	Graduated in November 2023
5.	Davies M. Ndonge	PhD - PAC University	Leadership Process and Organizational Effectiveness in The Kenya Freight Forwarding Sector	Graduated in July 2024
6.	Joseph Namutala	MBA - PAC University.	Adaptive Leadership and performance of Deposit Taking Microfinance Institutions in Nairobi County, Kenya.	Graduated in July 2024

7.	Irene Amenya	Daystar University	Artificial Intelligence Adoption and Organizational Performance of Fintechs Sector in Kenya. A Case of Mpesa Africa	Graduated in November 2024
8.	Getrude Gatwiri Murithi	Daystar University	Blue Ocean Strategy and Organizational Performance of Jomo Kenyatta International Airport Freight Management Companies in Kenya	Graduated in November 2024
9.	Charles T. Ng'ang'a	PhD - St Paul's University	Determinants of Implementation of Performance Management System in Public Secondary Schools in Nairobi, Kenya	Graduated in November 2024
10.	Priscillah Wairimu Kimiti	MBA - St Paul's University	Strategic Talent Management and Performance of Real Estate Firms in Nairobi County, Kenya	Graduated in November 2024
11.	Mary Malua	MBA - St Paul's University	Strategic Innovation and Sustainability of Mission Hospitals in Kiambu County in Kenya	Graduated in November 2024
12.	Lazarus Kimang'a	Daystar University	Workplace Diversity Management Practices, Innovation Capability and Organizational Performance of Publicly Quoted Companies in Kenya	Proposal Development stage
13.	Anna Muchungu	Daystar University	Strategic Agility, Technology Adoption, And Performance of Construction Companies in Nairobi County, Kenya	Proposal Development stage
14.	Kibet Korir Dancun	Daystar University	Direct Export Strategies, Regulatory Framework and Competitive Advantage of Fresh Produce Companies In Kenya	Proposal Development stage
15.	Nancy Gatuku	PhD - PAC University	Collaborative Leadership, Strategic Thinking, Institutional Environment and Sustainability of Public Pensions in Nairobi, Kenya	Proposal Development stage
16.	Namulanda Musingo Pamela Situma	PhD - PAC University	Self-Leadership Strategies, Innovative Work Behavior and Performance of County Governments in Nyanza Region, Kenya.	Proposal Defense stage

17.	Joyce Kamau	PhD - PAC University.	Strategic Leadership and Performance of Agribusiness companies in Kenya	<i>Graduating in July 2025</i>
18.	Abigael Wanjiru Karanja	PhD - St Paul's University	Strategic Decision Making and Service Delivery in County Governments In The Central Region Kenya	Data collection stage
19.	Mary Wambui	PhD - St Paul's University	Knowledge Management Strategy and Performance of the Energy Sector in Kenya	Data collection stage
20.	Edna Wekesa	MBA - St Paul's University	Strategic Capabilities and Performance of Kenya Seed Company Limited	<i>Data Collection stage</i>
21.	Emily Koskei	Daystar University	Strategic Change Management Practices and Performance of Fintech Firms in Kenya	<i>Data Collection stage</i>
22.	Angela Moraa Nyauncho,	Daystar University	Strategic Decision-Making Practices and Performance of Real Estate Firms in Nairobi City County, Kenya	Proposal Development stage
23.	Mercy Waraka	Daystar University	Artificial Intelligence technologies and project performance of Safaricom foundation in Kenya.	Proposal Development stage
24.	BRISTOL MIRITI	Daystar University	Competitive Strategies and Customer Satisfaction in Automotive Industry in Kenya. A Case of Motor Vehicle Dealers in Nairobi County.	Proposal Development stage
25.	JOELLE ASSUMI RILEY	Daystar University	Project Management Practices and Performance of Non-Government Organizations In Goma, Democratic Republic Of Congo	Proposal Development stage
26.	Allan Njeru	Daystar University	Business Model Innovation and Organizational Performance of Insurance Firms in Kenya	Awaiting Graduation
27.	William Saitoti Ntimeri	Daystar University	Strategic Resilience and Organizational Performance of Deposit Taking Microfinance Institutions in Nairobi City County, Kenya	Proposal Development Stage
28.	Elijah Yulu	Daystar University	Strategic Intelligence Practices and Performance of Faith-Based Hospitals in Kiambu County, Kenya	<i>Data Collection Stage</i>

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Publications.

- × Kamau, J. W., **Wandiga, E.** (2025). An empirical survey on the effect of strategic resources on performance of agribusiness companies listed at the Nairobi Securities Exchange in Kenya. *International Academic Journal of Innovation, Leadership and Entrepreneurship*, 2(4), 382-403
- × Kamau, J. W., **Wandiga, E. N.** Kyule, A. (2025). An Empirical Survey On the Effect of Strategic Thinking On the Performance of Agribusiness Companies Listed at The Nairobi Securities Exchange In Kenya. *IOSR Journal of Business and Management*, 27(3), 35-45
- × Kamau, J. W., Kyule, A., **Wandiga, E. N.** (2025). The mediating role of organizational transformation on the relationship between strategic leadership and performance of agribusiness companies listed at Nairobi Securities Exchange, Kenya. *International Academic Journal of Innovation, Leadership and Entrepreneurship*, 2(4), 360-381
- × **Wandiga, E.N.,** & Ngila, C. (2024). The Mediating Role of Organizational Competences on The Relationship Between Operations Strategy and Performance of Management Consultancy Firms in Nairobi City County, Kenya. *IOSR Journal of Business and Management*.
- × Kimiti, P. W., **Wandiga, E.,** & Mwhiki, B. (2024). Assessment of The Effect of Talent Acquisition Strategy on Organizational Performance of Real Estate Firms in Nairobi County, Kenya. *African Journal of Emerging Issues*, 6(17), 60-78.
- × Nganga, C., Kahuthia, J & **Wandiga, E. N.** (2022). Management Commitment and Effectiveness of Performance Management System in Public Secondary Schools in Nairobi County, Kenya. *IOSR Journal of Business and Management (IOSR-JBM)*, 26(10), PP 16-23
- × Namutala, J. O. (2024). **Wandiga., EN** (2024). An empirical survey on the effect of adaptive leadership on performance of deposit taking microfinance institutions in Nairobi County, Kenya. *International Academic Journal of Innovation, Leadership and Entrepreneurship*, 2(4), 240-258.
- × Ndonge, D. M., **Wandiga, E. N.,** & Odiyo, W. J. O. (2024). An Empirical Analysis of the Moderating Effect of Organizational Context on the Relationship between Leadership Process and Effectiveness of Freight Forwarding Firms in Nairobi City County, Kenya. *Journal of Human Resource & Leadership*, 8(3), 59–82. <https://doi.org/10.53819/81018102t4260>
- × Ndonge, D. M., **Wandiga, E. N.,** Odiyo, W. J. O. (2024). An empirical survey on the relationship between tactical influence and organizational effectiveness of freight forwarding firms in Nairobi City County, Kenya. *International Academic Journal of Innovation, Leadership and Entrepreneurship*, 2(4), 106-127
- × Karanja, S., **Wandiga, E. N.,** & Kahuthia, J. (2023). An Empirical Survey on the Effect of Business Alignment on the Organizational Performance of Microfinance Banks in Kenya. *International Journal of Recent Research in Commerce Economics and Management*, 10(3), 178-186.
- × Karanja, S., Kahuthia, J., & **Wandiga, E. N.** (2023). Effect of Operational Alignment on the Organizational Performance of Microfinance Banks in Kenya. *The International Journal of Business & Management*, 11(9).
- × Okwiri, M., Kahuthia, J., & **Wandiga, E. N.** (2023). Restructuring Strategies and Performance of Air Travel Agencies in Kenya. *Global Scientific Journals*, 11(10).

- × Kariuki, J. K., **Wandiga, E. N.**, & Odiyo, W. O. (2022). The Mediating Effect of Psychological Empowerment on the Relationship between Transformational Leadership and Staff Retention in Microfinance Institutions in Kenya. *Economics and Business Quarterly Reviews*, 5(2), 105-123.
- × Kariuki, J. K., **Wandiga, E. N.**, & Odiyo, W. O. (2022). An Empirical Survey of the Relationship between Transformational Leadership and Staff Retention in the Context of Microfinance Institutions in Kenya. *Economics and Business Quarterly Reviews*, 5(2), 51-69.
- × Munyoki, N., Sang, W., & **Wandiga, E. N.** (2022). Strategy Implementation and Organizational Effectiveness of Commercial Banks in Makeni County. *Global Scientific Journals*, 10(9).
- × Wandiga, E., Kilika, J. M., & James, R. (2019). The Effect of Operations Strategy on Performance of Consultancy Firms. An Empirical Survey of Management Consultancy Firms in Nairobi, Kenya. *Journal of Economics and Business*, 2(2).
- × Wandiga, E. N., Kilika, J. M., & James, R. (2017). Firm Performance in the Context of Knowledge Based Intensive Sector: A Theoretical Review. *International Journal of Business and Management*, 12(8), 234.

<u>Publication Points Summary</u>		
<u>Rank</u>	<u>Total</u>	<u>Total points</u>
First author	3	12
Second author	9	24.03
Third author	5	6.65
Total Publication points		42.68

Referees.

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