



**ORCHID ID:** <https://orcid.org/0000-0001-9317-4904>

**Position:** *Senior Research Officer*

## 1. PERSONAL INFORMATION

- i. **NAME:** JOSEPHINE KAMENE MUSYOKI
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[josephinemusyoki@yahoo.com](mailto:josephinemusyoki@yahoo.com)
- v. **NATIONALITY:** KENYAN
- vi. **GENDER:** FEMALE

## 2. QUALIFICATIONS

### 2.1 Academic Qualifications

**May 2016 to date:** Undertaking Doctor of Philosophy (Environmental Studies & Community Development) in Kenyatta University

**2008- 2012:** Masters in Environmental studies and Community Development in Kenyatta University by Course work and Thesis

**1991-1995:** Moi University, B.Sc. Degree in Forestry, Second Class Honors Upper division

**1986-1989:** Kenya Certificate of Secondary Education, Mutonguni Secondary School, Grade B.

### 2.2 Key Competencies

- i. Socio-economic studies related to indigenous use and distribution of various forest products
- ii. Forestry extension/information dissemination and training: This includes practical community training on propagation of bamboo, *Melia volkensii* and other tree species
- iii. Participatory Forest management research
- iv. Use of SPSS for data analysis
- v. Establishment and management of research trials

## 2.3 Other Courses

- i. **Jan to Feb 2020:** Senior Management Course (Kenya School of Government, Kabete)
- ii. **November 2014:** Performance Management Training organized by KEFRI and Career Route
- iii. **September 2014** Training workshop for professionals on Rapid carbon Stock appraisal organized by African Forest Forum (AFF), KEFRI, Kitui, Kenya.
- iv. **June 2013** Breeding Theory Training, Japan
- v. **May 2013** Resource Use Conflict Management Course, CETRAD, Nanyuki, Kenya
- vi. **April to June 2012** Training on Bamboo Propagation, utilization and management, China.
- vii. **Mar 2012** Training on Marketing Analysis and Market Development Supported by Miti Mingi Maisha Bora Programme, Machakos-Kenya
- viii. **Feb 2012** Extension material Preparation, Muguga, Nairobi.
- ix. **Sept 2009** International Forestry Resources and Institutions Regional Training, Muguga, Kenya.
- x. **Dec. 2002** Plant improvement (grafting) held at Kibwezi, Kenya.
- xi. **Nov-Dec. 2000** Use of Photo shop and Page maker for Publication organized by Winrock International held at Kitui KEFRI Centre, Kenya.
- xii. **Aug.–Oct. 2000** Joint training course on social forestry in Japan organized by Japan International Cooperation Agency (JICA).
- xiii. **Sept. 2000** Basic computer training course (Microsoft windows and Microsoft office) organized by Tsukuba International Academy in Conjunction with JICA, Japan.
- xiv. **July 1999** Computer training Course on Microsoft word 97, Microsoft Excel 97 and Windows 98 Disk operating System.
- xv. **Feb. 1998** Socio-economic survey training held at Kitui Regional research Centre.
- xvi. **July 1997** Training of Trainers course conducted by Kenya/Japan Social Forestry Training Project, Muguga, Kenya.
- xvii. **Feb. - Mar 1997** First regional refresher course for Alumni of IAC- International course on the design of community forestry held at Muguga, Kenya.
- xviii. **17- 27 Nov. 1996** Training workshop on how to grow and use *Azadirachta indica* (A. Juss) held at ICIPE's Mbita point field station (Kenya).

## 3 EMPLOYMENT HISTORY

**October 2020 up to date:** Appointed as Deputy Regional Director for Dry Land Eco-region Research Programme charged with the responsibility of supervising implementation of research in dry land forestry in the region.

### Responsibilities as DRD

- Develop and implement research programmes in the eco-region;
- Plan and coordinate all research and development activities in the eco-region;

- Undertake research capacity building among community-based organizations and student groups;
- Planning and management of resources (human, financial, equipment and other assets) at the eco-region;
- Ensures the smooth and efficient day-to-day operation of research and data collection activities;
- Coordinate the day-to-day activities of any technical support staff specifically engaged in the carrying out of research;
- Plan and coordinate the staffing of research programmes;
- Monitor and evaluate the progress of research activities in the eco-region;
- Provide guidance to less experienced research scientists;
- Plan and coordinate regular advisory and steering committee meetings.
- Implement quality control process throughout the conduct of the research trials and pilot studies;
- Negotiate and sign performance contract with the Regional Director and cascade to staff;
- Plan, monitor and evaluate the staff performance against targets;
- Compile quarterly and annual eco-regional reports;
- Meet and timely report all performance criteria and targets of the eco-region.

**July 2014 to September 2020:** Appointed officially as Assistant Regional Director for Kibwezi Sub Centre (Kenya Forestry Research Institute) and working as a Senior Research Officer under the Dry land Eco-region Programme, KEFRI.

#### **Duties and Responsibilities as ARD**

- Research proposal development and implementation in Bamboo propagation, Participatory Forest Management, Gender analysis and socio-economic research activities.
- Coordinating Dry land Eco-region project on promoting establishment of bamboo in the dry lands in Kibwezi Sub Centre and Kitui Regional Centre.
- Disseminating *Melia volkensii*, bamboo and other tree research findings through training, field days, radio talks, Open days, Agricultural Shows among other methods.
- Development of extension materials for various dry land species establishment and management in the dry lands.
- Establishing field trials and demonstration plots and facilitating their management - Melia seed orchard and progeny trials in Kibwezi Sub Centre (Makueni County) and Kasigau (Taita Taveta County).
- Implementing development and Research Activities and achieving targets as stipulated in Performance Contracts signed with the Regional Director (DERP) and facilitating and supervising staff to attain given targets.

**February 2014 to July 2014:** Senior Research Officer Acting as Officer In-charge –Kibwezi KEFRI Sub Centre

**November 2012 to February 2014:** Research Officer Acting as Officer In-charge –Kibwezi KEFRI Sub Centre

**April 2004 up to October 2012:** Research Officer, Kitui Regional Research Centre, Kenya Forestry Research Institute. Undertaking research on indigenous knowledge on species used as sources of dyes and Tannins in Kitui and Garissa District and Socio-economic studies under Miti Mingi Maisha Bora Project

**November 2002 to March 2004:** Assistant Research Officer, Kitui Regional Research Centre, Kenya Forestry Research Institute involved in establishing and managing mulching trials of the INRMU (Integrated Natural Resource Management in Ukambani) Project in Machakos and Kitui Counties.

**Nov. 1997-Oct. 2002:** Forestry Extension and Information officer in Social Forestry extension Model Development Project implemented collaboratively by KEFRI, Forest Department (currently Kenya Forest Service) and JICA.

**March 1996 to Nov. 1997:** Joined KEFRI on 1<sup>st</sup> March 1996: Assistant Research Officer, KEFRI working as a Training officer in Social Forestry Project Training Project Phase II funded by JICA involved in actual planning and implementing training for farmers, extension agents and other grass root level stakeholders on forest tree planting and management.

**August 1995 -March 1996:** Technical Assistant to JICA team leader-vegetative propagation and establishment of tree species trials.

#### **4 ADMINISTRATIVE RESPONSIBILITY**

**October 2012 to September 2020:** Officer In-charge/Assistant Regional Director in Kibwezi Sub Centre

**October 2020 up to date:** Deputy Regional Director, Dry land Ecoregion Research Programme, Kitui.

#### **5 PUBLICATIONS**

##### **5.1 Journal papers**

- i. Mbuvi, M. T. E., **Musyoki, J. K.**, & Ndalilo, L. A. (2020). Forest Management Teams, a Citizenship Paradigm Analysis through Influence and Importance Factors; Experience from Arabuko Sokoke Forest, Kenya. *Open Journal of Forestry*, 2020, 10, 81-109 <https://www.scirp.org/journal/ojf> ISSN Online: 2163-0437 ISSN Print: 2163-0429.
- ii. **Musyoki, J.K.**, Wachira, N., Mwitari, P.C., Tolo, F.M., Kuria, J.M., Adipo, N., Mutuku, C.N. and Mutunga, J.N. (2017). Use of *Maerua Decumbens* as a Natural Coagulant for Water Purification in the Dry Lands of Kenya. *International Journal of Sciences*, Volume 6, pp1-6

- iii. Maluki, J.M., Kimiti, J.M., Nguluu, S. and **Musyoki, J.K.** (2016). Adoption levels of agroforestry tree types and practices by small holders in the semi-arid areas of Kenya: A case of Makueni County. *Journal of Agricultural Extension and Rural Development* Vol 8(9) pp187-196 September 2016. <http://www.academicjournals.org/JAERD>
- iv. **Musyoki, J. K.**, Mugwe, J., Mutundu, K. and Muchiri, M. (2016). Factors influencing level of participation of Community Forest Associations in management of forests in Kenya. *Journal of Sustainable Forestry* Volume 35, 2016 Issue 3 pp 205-216, March 2016. <http://dx.doi.org/10.1080/10549811.2016.1142454>
- v. Mbuvi, M.T.E., **J.K. Musyoki**, Ayiemba, W.O. and J.W Gichuki (2015). Determining the potential for introducing and sustaining Participatory Forest Management: A case study of South Nandi Forest of Western Kenya. *International Journal of Biodiversity and Conservation* Vol.7 (3), pp190-201, March 2015 ISSN 2141-243x©2015 academic Journals. <http://www.academicjournals.org/IJBC>
- vi. Musingo, T.E Mbuvi, **Josephine K. Musyoki** and Paul O. Ongugo (March, 2015). Equity mechanisms in Traditional Forest Management Systems: A case study of Loita Forest in Kenya. *Journal of Sustainable Forestry*, 34:380–405, 2015. Copyright © Taylor & Francis Group, LLC. ISSN: 1054-9811 print/1540-756X. <http://dx.doi.org/10.1080/10549811.2015.1010092>
- vii. **Musyoki, J. K.**, Mugwe, J., Mutundu, K. and Muchiri, M. (2013). Determinants of household decision to join Community Forest Associations: A case study of Kenya. *ISRN Forestry*, Volume 2013, Article ID 902325, 10 pp. <http://dx.dorg/10.1155/2013/90325>
- viii. Mbuvi, M.T.E. and **Musyoki, J.K.** (2013). Impacts of Participatory Forest Management on community livelihoods: A case study of Dida community adjacent to Arabuko-Sokoke Forest in Kilifi County, Kenya. *World Journal of agricultural Sciences* Vol. 1 (2), pp 044-055. ISSN 2329-9312©2013 Wor4ld Science Research Journals. <http://wsrjournals.org/journals/Wjas>
- ix. **Musyoki, J.K.**, Luvanda A.K. and Kitheka, E. M. (2012). Sources of natural dyes and tannins among the Somali Community living in Garissa County, Kenya. *International Journal of Biodiversity and Conservation* Vol. 4(12), pp400-410, September 2012. ISSN 2141-243x©2012 academic Journals. <http://www.academicjournals.org/IJBC>

## 5.2 Books

- i. Luvanda A.M., **Musyoki J.**, Wekesa L. and Ozawa M. (2015). An assessment of the socio-economic importance of *Melia volkensii* based enterprises in Kenya. A book published by KEFRI/JICA Project, Nairobi, Kenya
- ii. Musingo, T. Mbuvi, **Josephine K. Musyoki** and Paul. O. Ongugo (2014). The Impact of Participatory Forest Management on Forest Management and Community Livelihoods under Traditional Community Based Forest Management: The case of Loita (Naimina-Enkiyio) Forests, Narok County, Kenya. a book published by Lambert Academic Publishing.

### 5.3 Technical Notes /Protocols/Guidelines

- i. An Extension guideline for farmers on Establishment, management and utilization of *Moringa oleifera*. (Review of the guideline underway).
- ii. Mwamburi A. and **Musyoki, J.K.** (2010). A guideline for increasing tree survival in the dry lands.

## 6 RESEARCH

**6.1 Completed:** Various research activities funded under the GoK have been accomplished and journal papers and extension materials published.

- i. Introduction of bamboo propagation and establishment in the dry land eco-region
- ii. Toxicity studies on *Maerua decumbens* (Done in partnership with KEMRI)
- iii. Market studies on *Melia volkensii*
- iv. Participatory forest management studies in Ontulili and Ngare Ndare Forests
- v. Documentation on plant sources of dyes in Kitui and Garissa Counties
- vi. The effect of mulching on cow peas production in Kitui County (Integrated Natural Resource Management in Ukambani) Belgium funded project.

### 6.2 Ongoing research

- i. Participatory Forest Management and sharing of benefits in Upper Imenti Forest, Meru County, Kenya
- ii. Resource assessment and mapping of *Adansonia digitata* (L.) (baobab) trees in Makueni county in eastern Kenya. Report preparation in good progress

**6.3 Mentorship and supervision:** I have mentored more than 5 University students, three of whom are working with the County government of Kitui and two are working with SEKU. Others are working various organizations. Mentorship is also in progress for scientists and technical staff working in the region under my supervision.

## 7 CONFERENCES/SEMINARS/WORKSHOPS

### 8.1 Presentation of Papers at Academic and Professional Conferences

- i. Musingo, M.T.E., Ongugo, P, Wekesa, C. and Musyoki, J.K. (2015) Programmatic management versus business-as-usual: The need to institutionalize the paradigm shift in Kenya Forestry Sector. Conference Paper, September 2015. XIV World Forestry Congress, Durban, South Africa 7-11 September 2015.
- ii. Mbuvi, M.T.E., E.T. Nahama and **Josephine K. Musyoki.** (2014). PFM: The disconnect between law and Practice. Proceedings of the 2nd national PFM conference: Enhancing participatory forest management under the devolved governance structure. July 15-16 2014. Kenya Forestry Research Institute, Muguga, Kenya. Pp56-61.

- iii. **Musyoki, J.K.**, Luvanda, A.M. and Takeda, Y. (2015). A market survey for *Melia volkensii* enterprises in selected sites in the dry lands of Kenya. A paper presented in a Workshop held at Kitui Dry Land Eco-Regional Research Centre on 18<sup>th</sup> February 2015 for a Project on Development of drought tolerant trees on adaptation to climate change in the dry lands of Kenya
- iv. **Musyoki, J.K.** and M.T.E., Mbuvi (2014). PFM Implementation experiences. In Proceedings of the 2nd national PFM conference: Enhancing participatory forest management under the devolved governance structure. July 15-16 2014. Kenya Forestry Research Institute, Muguga, Kenya. Pp15-19.
- v. **Musyoki, J.K (2010)**. Farmer to Farmer extension strategy, a paper presented to the participants of 1<sup>st</sup> Regional Training Course on Mitigating Climate Change in Africa through Social Forestry on 15<sup>th</sup> February 2010, Kitui - Kenya.
- vi. **Musyoki, J. K**, Luvanda, A. M and Kitheka, E. M. (2008). Potential sources of dyes for handicraft industry in Kitui district, Kenya; a paper presented in a scientific conference held by KEFRI, Nairobi (Published in KEFRI scientific conference proceedings).

**8.2 Participation in Workshops/Conferences:** Participated in KEFRI/JICA conferences, Participatory Forest Management Conferences, Bamboo (INBAR) conferences among others.

## **8 PROFESSIONAL ENGAGEMENT**

**8.1 Training:** Has conducted various trainings for various KEFRI stakeholders including KWS staff, KFS foresters and nursery staff and African Sand Dam (NGO)

**8.2 Consultancies:** Market survey on *Melia volkensii* conducted for KEFRI/JICA project and preparation of Participatory Forest Management Plans for various Community Forest Associations in Kitui and akueni Counties.

### **8.3 Collaboration with external organizations:**

- i. Collaboration in implementation of SFTP project, SOFEM project, INRMU project, JIFRO project, KEFRI/JICA Drought species project, and CADEP-SFM project.
- ii. Collaborated with KEMRI while conducting a study on toxicity in *Maerua decumbens*.

## **9 EXTERNAL AND INTERNAL RESEARCH GRANTS:**

- i. Research grants received from the government of Kenya.
- ii. Involved in proposal development for various KSCAP and NRF projects.

**10 CONTRIBUTION TO KEFRIs ADVANCEMENT:** Contributed to KEFRI advancement through:

- i. Conducting research work in participatory forest management and forest products

- ii. Information dissemination through pushing research work in journal papers, development of extension materials and guidelines for farmers and extension officers
- iii. Promoting bamboo propagation and establishment in the dry lands
- iv. Implementation of given responsibilities and attainment of given performance contracts as a scientists, Assistant Regional director (Kibwezi) during the period October 2012 to September 2019 and currently as Deputy Regional Director In DERP (Kitui) as from October 2020 up to date
- v. Successful implementation of various projects including JICA funded Social Forestry Training Project Phase II as a Training Officer and Social Forestry Extension Model Project as an Extension and Information Dissemination Officer, INRMU (Belgium funded) as field research officer and KEFRI/JICA project on Drought tolerant species and CADEP-SFM as Field Manager of established *Melia volkensii* Orchard and Progeny and Sub Progeny trials and *Acacia tortilis* seed stands.

**11 MEMBERSHIP TO PROFESSIONAL BODIES :** Member of Forest Society of Kenya

**12 REFEREES:**

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