

Dr John-Mary Kauzya, Professor Extraordinary, School of Public Leadership, Stellenbosch University (CV, February 2022)

Dr. John-Mary Kauzya (PhD) is a renowned Ugandan expert in public governance, administration and management who has just retired from the United Nations after a successful career in the international public service that stretched for 22 years at the UN Secretariat in New York. He served as Chief of Public Service Innovation Branch (PSIB) of the Division for Public Institutions and Digital Government (DPIDG) in the Department of Economic and Social Affairs (UNDESA) at the United Nations Headquarters in New York where he worked from July 1999 to January 2022. Before taking on the management job of Chief of Branch in 2002, he had served as Inter-Regional Adviser in Governance Institutions and Systems in the same Division. Prior to joining the International Public Service at the United Nations, he taught at Makerere University in Uganda and served as the Deputy Director of the Uganda Management Institute where he had previously worked as Assistant lecturer, lecturer, consultant and Head of the General Management Division. He has provided expert services as an International Consultant and Adviser to Governments in various fields of governance, Public Administration and Management including public administration and management training and consultancy, Governance systems design and strategic planning as well as high-level public-sector leadership capacity development. He has advised governments of Uganda, Rwanda, Ethiopia, Mozambique, Angola, Benin, Cote d'Ivoire, Somalia, South Africa, Tanzania, Namibia, Liberia, Kenya, the Comoros, Kosovo, Togo, Guinea Conakry, Niger and Brazil on governance, public administration and management including: public Service reform, local governance, decentralisation and management of local governments, capacity development for conflict management, parliamentary restructuring, strategic development planning, public policy design, programming and evaluation, leadership capacity development, strengthening institutes and schools of public administration, public sector institutional transformation, innovation in public service delivery and human resource management.

He has been instrumental in driving forward, since 2003 when it was first launched, the United Nations Public Service Awards program through which the UN promotes the development of capacities for innovation in governance, public administration and public service all over the world. Since the launching of the implementation of the 2030 Agenda for Sustainable Development and the Sustainable Development Goals in January 2016, he has dedicated much of his work on developing capacities for public sector transformational leadership and changing public servants' mindset and competences in the Public Service to align them with the values and principles enshrined in the 2030 Agenda, 2063 Africa Strategy and the SDGs. A strong believer in Pan-Africanism, his work has always aimed at bringing Africa's Public Service Leadership into one strategic thinking bracket.

Academic qualifications

He holds a PhD in Law (Doctorat en Droit) specialising in Public Administration and Management from the University of Paris 1 Pantheon Sorbonne where he wrote his thesis on "Governance, Leadership, Accountability and the Performance of Public Enterprises in Uganda" which earned him a "felicitation du Jurie" the highest honour

a PhD thesis at the university could earn at the time (1994). After his Bachelors' degree obtained from Makerere University in Uganda, he undertook post-graduate studies at the University of Grenoble III in France where he obtained his Diploma in education specialising in teaching French as a foreign language, the Liverpool Institute of Public Administration and Management in UK where he obtained his Master's degree in Public Administration, the International Institute of Public Administration of Paris in France (IIAP) where he obtained his International Diploma in Public Administration, University of Paris 1 Pantheon Sorbonne where he obtained the "Diplome 'Etudes Superieure Specialisee", and the Administrative Staff College of Nigeria where he trained in enterprises consultancy.

Linguistic competence

He speaks English and French fluently as well as a number of East African languages including Runyakitara, Luganda, Swahili and Kinyarwanda.

Affiliation to professional associations

Dr. Kauzya is a member of the International Commission of Accreditation in Public Administration Education and Training Programs (ICAPA), he served as a member of the International Taskforce on Internationalization of the International Public Management Association for Human Resources (IPMA-HR). He also served as a Member of the UNDESA/IASIA International Taskforce on Standards of Excellence in Public Administration Education and training and was the Rapporteur General of the 2008 IASIA Annual Conference held in Kampala Uganda. He is currently involved with the Africa Public Sector Human Resource Managers' Network (APS-HRMnet) and the African Association for public Administration and Management (AAPAM) in the efforts of professionalising the management of human resources in the public service in Africa. He is a Member of the Advisory Board of "Public Money and Management: Integrating Theory and Practice in Public Finance and Management" (an Independent international review of finance, management and policy in the Public Service of the Chartered Institute of Public Finance and Accounting (CIPFA). He is also a Member of the Editorial Board of the Journal of Uganda Management, a Member of the Board of African Local Governments Academy (ALGA). He is a member of the American Society for Public Administration (ASPA). He is a founder of the Action for Reproductive Health (ARH), a non-profit organisation that aims at improving reproductive and maternal health in Uganda by actively involving men in addressing reproductive and maternal health issues <https://arhtgether.org/>

Acclaimed facilitator and resource person of capacity development

Dr. Kauzya has been an acclaimed facilitator and resource person for high level leadership capacity development expert meetings and conferences all over the world including: the Conference of African Ministers of Public Service, the Biennial Commonwealth Public Service Ministers Forum, the Pan-Commonwealth Heads of Public Service/Cabinet Secretaries, the African Association for Public Administration and Management Roundtable Conferences, the Congress of the International Institute of Administrative Sciences, the Conferences of the International Association of Schools and Institutes of Administration, the Conferences of the American Society for

Public Administration, the annual conferences the Latin American Centre for Public Administration and Development (CLAD), the Annual conferences of the Network of Institutes and Schools of Public Administration in Eastern and Central Europe (NISPACEE), the Africities Summit, the Round table Discussion of the Open Society Foundation and the Blavatnik School of Government at University of Oxford, the Governance Institutes Forum for Training in the Middle East and North Africa (GIFT-MENA) and the International conference on Public Policy and Administration, Nagpur University, India

Internationally recognised

In recognition of his work in Public Administration and Public Policy, he was awarded with the O.P DWIVEDI AWARD 2014 by the International Association of Schools and Institutes of Administration (IASIA) for Outstanding Contribution to Public Administration and Public Policy in the World. He has also been in August 2020 included in Marquis Who's Who ([Dr. John-Mary Kauzya Celebrated for Dedication to Public Service and Public Sector Leadership Capacity Development \(24-7 pressrelease.com\)](#))

Experience in University teaching, research supervision and assessment

Besides the experience of teaching French (undergraduate level) and Public policy (post graduate level) at Makerere University and organisation theory, public policy, administrative communication, human resource management, decentralization at the Uganda management institute before joining the international Civil Service, Dr. Kauzya has sustained working with Universities and Institutes of Public Administration and Management while working at the United Nations. This experience is highlighted by the following:

- (i): In 2001: Worked with the Government of Rwanda to establish the Rwanda Institute of Administration and management (RIAM) now the Rwanda Management Institute (RMI).
- (ii): 2014 - 2020: Worked with University of Southern California Master of Public Policy Practicum: Supervision and guidance of the students in conceptualising, researching, writing reports and presenting the reports in Seminars at the United Nations. In collaboration with UNDESA the Master of Public Policy Practicum was based on the innovations that won the United Nations Public Service Awards (UNPSA)
- (iii): March 2017: Gave a lecture during the international conference on Policy and Concern. at Rashtrasant Tukadoji Maharaj Nagpur University, India:
- (iv): January 2018: Presented a Public lecture at the KU Leuven University in Brussels and served as a Member of the Panel for assessing PhD thesis
- (v): 2019 Collaborated with Kotebe Metropolitan University in Ethiopia to establish the Addis Center for Sustainable Development.
- (vi): 2019 October: Gave a lecture during the Symposium on “Strengthening Capacities of Public Institutions for Transformation, Innovation and Ethical Leadership to Realize the 2030 Agenda for Sustainable Development and Agenda 2063 in East Africa” at the Kenya School of Government,

(vii): 2020: I worked with the School of Management & Public Administration, Somalia National University to train Public Sector leadership in the country in transformational leadership

(viii): 25 February 2021: Gave the Spring 2020 PhD Colloquium Lecture at Florida International University: Steven J. Green School of International Public Affairs

Publications

He has widely published in various areas of governance, public administration and management including the following:

- i. Rwanda after 1994: From Post-conflict to Development: Transforming Governance and Public Administration of Rwanda (The International Institute of Administrative Sciences, Brussels, 2021, IIAS Public Governance Series, Vol.3 1st Edition)
- ii. “Comprehensive Public Service Transformation in Africa for Effective Integrated Implementation of the 2030 Agenda for Sustainable Development: Lessons from Experiences Elsewhere” in George K. Scott, Malcolm Wallis (Eds): Transformation of Public Administration in Africa (African Association for Public Administration and Management, Nairobi, Kenya, 2020)
- iii. “African Local Governments and Cities in the Implementation of the 2030 Agenda to Achieve Sustainable Development Goals” in Purshottama Sivanarain Reddy et al; Reflections on African Cities in Transition: Selected Continental Experiences (Springer Nature Switzerland, 2020)
- iv. “Reflections on the COVID-19 Pandemic and Impact on the Implementation of the 2030 Agenda for Sustainable Development and SDGs” in Paul Joyce et al (eds): Good Public Governance in a Global Pandemic (IIAS Brussels, 2020)
 - i. “COVID-19: Reaffirming State-People Governance Relationships” (UN/DESA Policy Brief # 75, 15 May 2020,
 - ii. “The role of Public Service and Public Servants in the COVID-19 Pandemic” (UN/DESA Policy Brief June 2020
 - iii. “Developing Quality Public Service Leadership Capacities for Rapid Transformation and Sustainable Development in Africa: Challenges Confronting Africa’s Public Service Leadership in the 21st Century” in George Scott and Malcom Wallis, Quality Leadership for Efficient and Effective Management of Public Service in Africa, (AAPAM, Nairobi, 2017)
- iv. Transforming Public Service for Effective Integrated Implementation of the 2030 Agenda for Sustainable Development (A Policy Paper), IIAS, e-Journal, Developments in Administration Vo 1 # 1, Brussels, 2016
- v. “Strengthening Capacities for Professionalism in African Public Sector: Some Reflections” in Gelase Mutahaba (Ed): Human Resource Management in African Public Sector: Current State and Future Directions (Africa Public Sector Human Resource Managers’ Network- APS-HRMnet, Mkuki na Nyota Publishers LTD Dar Es Salaam, 2015)
- vi. Attracting and Retaining the best Talent in the African Public Services: Challenges and Strategies” in Gelase Mutahaba (Ed): Human Resource Management in African Public Sector: Current State and Future Directions (Africa Public Sector Human Resource Managers’ Network- APS-HRMnet, Mkuki na Nyota Publishers LTD Dar Es Salaam, 2015)

- vii. “Governance and Institutional Capacities for Sustainable Development: A Global Perspective” in Andrew Robertson, Rupert Jones-Perry & Anne Wolf: Governance for Development: Towards Excellence in Global Public Service (Nexus Strategic Partnership, London, 2014- specially produced for the United Nations Public Service Forum, Day and Awards, Ceremony 2014)
- viii. “Towards Professionalism in Africa’s Public Service: Professionalising Human Resources Management in the Public Sector” in Demetrio’s Argyriades & Gerard Timsit (Eds): Moving Beyond the Crisis: Reclaiming and reaffirming our common administrative space (Bruylant, IIAS, Bruxelles, 2013)
- ix. “Facing the Challenges of Public Policy Leadership in Developing Countries during Turbulent Times” in Michiel S.de Vries & Geert Bouckaert: Training for Leadership, (Bruylant, IIAS, Bruxelles, 2013,
- x. “Enhancing Public Administration Effectiveness in Africa by Strengthening Local Public Administration Leadership Capacity”, in Michiel S.de Vries & Geert Bouckaert: Training for Leadership, (Bruylant, IIAS, Bruxelles, 2013,
- xi. “Reflection on Strengthening Public Administration in Local Governments in Africa” in George Scott & Malcolm Wallis: Citizen Engagement: Decentralization and Service Delivery in Africa, (Africa Public Administration and Management, Nairobi, 2013)
- xii. “Strengthening Human Resources in the Public Service”: Chapter iv of the World Public Sector Report 2010, on Reconstructing Public Administration after Conflict (UNDESA, ST/ESA/PAD/SER.E/135, New York, April 2010)
- xiii. “Comparative Perspectives of the challenges and prospects of Civil Service Reforms in Kenya, Tanzania and Uganda” in Andrew Massey (ed): International Handbook on Civil Service Systems (Edward Elgar Publishing 2010)
- xiv. “Attracting and Retaining High Quality Staff in the Public Service in Africa” in AAPAM; Africa Journal of Public Administration and management Vol XX, # 1 January 2009
- xv. “Leadership Capacity Development Perspectives in Africa”, in Ignacio Pichardo Pagaza & Demetrios Argyriades (Eds): Winning the Needed Change: Saving our Planet Earth: A Global Public Service (IIAS, IOS Press, Amsterdam, 2009)
- xvi. “The Question of the Public Enterprise and Africa’s Development Challenge: A Governance and leadership Perspective” in UNDESA: Public Enterprises: Unresolved Challenges and New Opportunities, (United Nations, New York, 2008)
- xvii. “Notes from the Field - Comparative Technology Transfer and Society” in Comparative Technology Transfer and Society Volume 5, Number 2, pp. 156-177: (The Johns Hopkins University Press, August 2007)
- xviii. “Political Decentralization in Africa: Experiences of Uganda, Rwanda, and South Africa” in G. Shabbir Cheema and Dennis A. Rondinelli (Editors): Decentralizing Governance: Emerging Concepts and Practices (ASH Institute for Democratic Governance and Innovation, John. F. Kennedy School of Government, Harvard University, Brookings Institution Press, Washington, DC 2007)
- xix. “The Role of Political Leadership in Public Service Reconstruction and Recovery” in UNDESA, Building Capacities for Public Service in Post-Conflict Countries (United Nations, New York 2007)

- xx. “Decentralization: Prospects for Peace, Democracy and Development”, in UNDESA, CARLE and Regional Assembly of Tuscany: Decentralized Governance for Democracy, Peace, Development and Effective Service Delivery (Florence, Italy 2005)
- xxi. “Administering Global Governance: Making it Work in Africa through Regional Integration” (authored with Geraldine Fraser-Moleketi) in Geraldine Fraser-Moleketi (Ed.): The World We Could Win: Administering Global Governance, (International Institute of Administrative Sciences, OIS Press, Amsterdam, 2005)
- xxii. “Managing Diversity in the Public Service: One of Africa’s Least Tackled Issues (Lessons from South Africa’s Experience)” in Sumati Reddy (Ed.): Workforce Diversity: Global Experiences: (ICFAI University Press Punjagutta, India, 2005)
- xxiii. “Cross-Border Local Government Cooperation for Poverty Reduction in Africa” in UNDESA, CARLE and Regional Assembly of Tuscany: Decentralized Governance for Democracy, Peace, Development and Effective Service Delivery (Florence, Italy 2005)
- xxiv. “Innovations for grass-roots Level Development: The case for a global compact of effective partnerships among government, civil society and private sector businesses”. In UNDESA: Searching for Innovations in Governance and Public Administration for Poverty reduction: Concepts, Experiences, and Lessons for the Future, (United Nations, New York, 2004)
- xxv. “Strengthening Local Governance Capacity for Participation” in Dennis A Rondinelli et al (Ed.): Reinventing Government for the Twenty-First Century: State Capacity in a Globalizing Society: (Kumarian Press, Inc. USA, 2003)
- xxvi. “Reconstructing Public Administration in Post-Conflict Countries: Leadership and Institutional Capacity Implications” in UNDESA: Leadership and Social Transformation in the Public sector: Moving from Challenges to Solutions: (United Nations, New York, 2003)
- xxvii. “Leadership Capacity Enhancement Initiative for the Implementation of NEPAD and other Intergovernmental Global and Regional Commitments at National Levels”, in The Development Policy Management Forum Bulletin, Development Management in Sub-Saharan Africa, (Special Issue Volume X Number 5, December 2003)
- xxviii. “Local Governance Capacity Building for Full Range Participation: Concepts, Frameworks, and experiences in Africa” in UNDESA and Government of the Kingdom of Morocco: Citizens, Business, and Governments: Dialogue and Partnerships for Development and Democracy, (United Nations New York, 2002)
- xxix. “A Holistic Model for Managing Ethnic Diversity in the Public Service in Africa”: in UNDESA – IIAS: Managing Diversity in the Civil Service (Oxford, 2001)
- xxx. “Action-Oriented Leadership for Africa’s Development” (in Administration and Management): Journal of the Uganda Management Institute – October 1997.
- xxxi. “Some Positive Effects of Corruption?” (in Administration and Management): Journal of the Uganda Management Institute – October 1997.
- xxxii. “Corporatization, Divestment, and the Public-Private Mix: Uganda” in Ian Thyne (Ed): Corporatization, Divestment and the Public-Private Mix, (AJP in collaboration with IASIA, Hong Kong, 1995)

- xxxiii. “Public Enterprises Boards in Uganda” (Published in Joan Corkery et al. (Eds). Public Enterprises Boards: What they are and what they do. (AJPA in collaboration with IASIA, Hong Kong 1994).
- xxxiv. “Vers une nouvelle Constitution en Ouganda”. Written jointly with Joel Bertrand and Published in *Afrique Contemporaine*: Trimestriel No. 171 juillet/septembre 1994 (La documentation Française, Paris, 1994)
- xxxv. “The Nature and Impact of a Corrupted Communication System on the Public Service of Uganda” (Published in *Administration and Management: The Journal of the Uganda Institute of Public administration*, Kampala, June 1988)