

**EMERGING
PUBLIC
LEADERS**

MALAWI



EMERGING PUBLIC LEADERS OF MALAWI

SEPTEMBER - NOVEMBER 2024

PROGRESS REPORT



ACKNOWLEDGEMENTS

We extend our sincerest gratitude to the Emerging Public Leaders (EPL) of Malawi Board Chairperson, Commissioner Arthur Chibwana, and the entire EPL Malawi Board Members; Mr. Ian Chingwalu, the Principal Secretary for Human Resource Management, Mr. Dickens Thunde, the Leadership and Governance expert and former Country Director for World Vision Ghana, Mr. Henry Mphwanthe, the Chief of Staff for the Cassava Technologies, Mrs. Irene Chikapa, the Principal Secretary for the Civil Service Commission and Mr. Emmanuel Lubembe, the EPL Global Board Representative for their profound guidance and unwavering support which led to the successful implementation of the initial programme interventions such as the Initial Fellows Training, Supervisors Training and the Fellows Placement in different Ministries, Departments and Agencies (MDAs)

Appreciation also goes to the entire Fellows Placement and EPL Malawi Launch Planning Committee, under the leadership of Commissioner Patricia Nkanda, for working tirelessly to align the fellow's educational background and experience and place them in different MDAs.

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EXECUTIVE SUMMARY

After finalising office set up and recruitment of key programme positions in August 2024, the Emerging Public Leaders of Malawi (EPL Malawi) in collaboration with the Government focused on commencing the implementation of the Public Service Fellowship Programme.

The Programme conducted the fellow's placement in different MDAs, developed provisional curriculum, conducted initial training for the fellows, oriented the supervisors on the programme and their mentorship role, and facilitated fellow's participation in the first ever National Youth Summit as part of their networking and immersion excursion exercise. This report provides key progress made from these activities, the challenges encountered and proposed mitigation measures.

The Public Service Fellowship Placement Committee placed all the 35 (20 females and 15 males) fellows in 24 Ministries, Departments and Agencies. The placement of the fellows was informed by fellow's educational background, experience and their skills set.

EPL Malawi developed the Public Service Fellowship Provisional Curriculum which focused on preparing fellows for work in the public service and preparing them to solve diverse challenges that they can potentially encounter in their work places. The training also focussed on providing a comprehensive and structured learning experience to equip fellows with the necessary skills and knowledge to excel in their roles in various Ministries, Departments and Agencies while fostering leadership, effective governance, and sustainable development.

The Initial fellows training, marked the first

engagement with the Cohort 1 Public Service Fellows and various stakeholders. As a way of celebrating this milestone, a small opening ceremony was held, this was graced by the EPL Malawi board chairperson as the guest of honour, stakeholders from different MDAs, EPL, the civil society and prospective fellows. The ceremony was characterised by key note speeches marking the official opening of the Fellows orientation training.

The programme also conducted an orientation training for the supervisors/mentors drawn from the 24 Ministries Departments and Agencies to enhance their understanding of the Public Service Fellowship Programme, fellow's performance management and their role as mentors.

As one way of fostering networking, programme visibility and facilitating an immersion excursion exercise for the fellows, 10 fellows participated in the first ever National Youth Summit which was jointly organised by National Youth Council of Malawi and other stakeholders including EPL Malawi under the theme; "A renewed Commitment to Youth Development Towards Malawi 2063"

Key challenges encountered in the reporting period include, information gaps among other mentors on the differences between the Government Internship Programme and the Public Service Fellowship Programme compromising the deliberate mentorship and professional development support of the latter. High cost of living, making fellows struggle to survive on a stipend they get. Failure by some fellows to relocate to Lilongwe for the fellowship Programme. EPL Malawi is working together with the Public Service Fellowship placement committee to mitigate some of these challenges using different measures.

BACKGROUND

1.1 Introduction

This report provides key strategic updates, challenges and mitigation measures on the progress made on the implementation of the Public Service Fellowship Programme, by the Emerging Public Leaders (EPL) of Malawi in partnership with the Government of Malawi with support from the Mastercard Foundation.

1.2 Brief about Public Service Fellowship Programme (PSPF)

Started in 2024, the Public Service Fellowship Programme, creates pathways for young and talented university graduates and public service professionals aged 18 to 35, offering them the tools and support to develop into future leaders within the public sector.

This is a one-year fellowship programme implemented by the Emerging Public Leaders - Malawi in partnership with the Government of Malawi through the Department of Human Resource, Management and Development (DHRMD), Office of the President and Cabinet (OPC), Civil Service Commission (CSC) and the Malawi School of Government (MSG).

1.3 Programme Goal:

The goal of the Public Service Fellowship Programme is to contribute towards enhanced youth leadership, employment and build effective institutions (Formal and informal) driven by young leaders committed to social impact.



1.4 Vision, Mission, Values

Our Vision

A prosperous and equitable Africa, fostered by good governance

Our Mission

We partner with local organizations to identify public service professionals committed to practising and promoting good governance throughout Africa. Through our Country Partners, we will support these professionals throughout their career journeys so that they may become a diverse network of leaders who strengthen their country's institutions for delivering government services with care, excellence, innovation, and integrity.

Our Values

Integrity: We keep our word and act ethically.

Excellence: We uphold high-quality standards.

Partnership: We develop strategic relationships/partnerships responsive to country and citizen needs.

Citizen-Centric Leadership: We promote effective and inclusive leadership as we help develop public servants who put citizens at the centre of their work.

Accountability: We strive to exceed expectations and communicate our impact to our stakeholders honestly and transparently.

SUMMARY OF ACHIEVEMENTS

2.1 Fellows Placement

34 (19 females and 15 males) Cohort 1 Public Service Fellows have been placed in 24 Ministries, Departments and Agencies with support from the Fellows Placement Committee. The decision to place them in all these MDAs was informed by their educational backgrounds, their professional experience and their career interests.

Fellows are settling in well in their various MDAs, as others have already developed their Personal Development Plans (PDP) and have started participating in different activities in their departments. However, some fellows are experiencing some delays as they have not had a fruitful discussion with their supervisors to inform them on their scope of work, due to busy schedules of their supervisors. The EPL secretariat together with the Department of Human Resource, Management and Development is working on this to make the fellowship experience meaningful and impactful.

2.2 Development of Public Service Fellowship Programme Provisional Curriculum

The programme developed a provisional curriculum to be used for the Cohort 1 Public Service Fellows Training. The curriculum development process was highly consultative as it used the input from the stakeholders meeting which brainstormed on the key areas to be considered in the curriculum. It also brought together officers from the Presidents Young Professionals Programme (PYPP) in Liberia, The Emerging Public Leaders (EPL) Global- Director of Programmes and Learning, and representatives from the Malawi School of Government and EPL Malawi Secretariat who consolidated all the input and drafted the curriculum. The curriculum primarily focused on five thematic areas of; Good Governance, Leadership, Regulations and Office Procedures, Communication, and Self-Management.

The first draft was shared with Professor Asiyati Chiweza, the Managing Director of the Malawi School of Government and the Fellows Placement Committee for their input which was incorporated and then the provisional curriculum was adopted for use.

2.3 Orientation Training for Cohort 1 Public Service Fellows

The programme conducted 5 days Initial orientation training for the fellows from 14th - 19th October 2024, at the Malawi School of Government (MSG) Kanengo campus. This event marked the formal start of the Public Service

2.3.1 Aim of the Training

The main aim of the orientation training was to equip Cohort 1 Public Service Fellows with the knowledge and skills required to make them ready for work in the Public Service Sector.

The orientation training was officially opened by the Guest of Honour, Commissioner Arthur Chibwana, Chairperson of the EPL Malawi Board who is also the Chairperson of the Civil Service Commission, who emphasized on the importance of dedication and purpose driven service. In his opening address, he encouraged fellows to be patient, resilient, creative, and collaborate to work as a team to find solutions to challenges that lie ahead. He also urged the fellows to work hard and stay focussed to grow in their career pursuits and to be relevant in the public service where they believe in service above self.

Other speakers included Mr. Ian Chingwalu, the Principal Secretary for Human Resource Management, who explained how the programme aligns with Malawi's Strategic Goals (Malawi 2063), urging the fellows to engage thoughtfully with policy and public service delivery and be open to learn from their fellowship experience.

Professor Asiyatu Chiweza, Director General of the Malawi School of Government, highlighted the core values of Malawi School of Government, their role in the programme and she also confirmed their commitment to supporting the Public Service Fellowship Programme.

Representing EPL Global was Mr. Richard Okai, Director of Programmes and Learning, who commended the good working relationship between EPL and the Malawi Government throughout the inception phase of the programme. He also encouraged the fellows to approach their roles with resilience, dedication and integrity.



The Guest of honor, guests, and all participants at the PSFP Fellows Orientation Training opening ceremony.



From left Mr A. Chibwana - Guest of honor, Mr. I Chingwalu and Prof. A. Chiweza making speeches during the opening ceremony.

Other distinguished guests included Mr. Dickens Thunde, former Country Director of Word Vision Ghana, PSFP Placement Committee members, representatives from Civil Society Organizations (CSOs), aspirant fellows, and PSFP Cohort – 1 Fellows. A total of 59 people participated **(29 Males and 30 Females)**.

Figure 1: Participants Segregated by cadre and sex

CADRE	MALE	FEMALE	TOTAL
EPL staff	2	4	6
Government	7	2	9
CSOs	4	0	4
Volunteers	1	2	3
MSG	2	1	3
Fellows	15	19	34

2.3.2 The Actual Training

Guided by the Public Service Fellowship Provisional Curriculum, the orientation training was structured around five thematic areas namely Good Governance, Communication, Leadership, Self-Management, and Regulations and Office Procedures.

Specifically, the orientation training was planned to achieve the following objectives;

Introduce Cohort 1 Public Service Fellows to the Emerging Public Leaders and the Public Service Fellowship Programme (PSFP)

Equip fellows with knowledge on Malawi's public service structures, policies, and governance frameworks,

Impart knowledge and skills in communication, leadership, and professional ethics.

Set clear expectations regarding fellow's roles and responsibilities in their placements.

The sessions on Good Governance themes began with an introduction to EPL, facilitated by Richard Okai, EPL's Programmes and Learning Director. Using a detailed presentation, Mr. Okai discussed EPL's mission, vision, and global impact, setting a strong context for the fellow's roles within the organization and in public service.

The session also included a briefing on Malawi2063, facilitated by Mr. Austin Chingwegwe, the Monitoring and Evaluation Manager at the National Planning Commission. This component expounded on the Malawi's long-term development vision, underscoring the importance of good governance and a commitment to deliver on all enablers of Mindset Change, Effective Governance Systems and Institutions, Enhanced Public Sector Performance, Human Capital Development, Private Sector Dynamism and Environmental Sustainability as a drive to the achievement of the Malawi 2063.



Ms. Jane Kambalame, Director for Europe in the Ministry of Foreign Affairs delivering Government Correspondence.

The sessions on communication themes, discussed the fundamentals of effective communication in public service. Mr. Davie Botomani, a lecturer at MSG, facilitated an interactive session on effective communication skills, highlighting essential characteristics of clear, correct, complete, concise, coherent and respectful communication. He used role plays, group discussions, and lecturing to deliver the content.

Ms. Jane Kambalame, Director for Europe in the Ministry of Foreign Affairs, led sessions on Government Correspondence

and Report Writing. Her approach was so engaging and practical throughout, imparting crucial skills for documenting formal communication and maintaining organized, accessible records. These sessions prepared fellows to undertake any assignment which requires writing skills in their respective MDAs.

Modules on supervisory skills, problem-solving, decision-making, and time management were facilitated by Mr. Mwenecho



Mr. Vincent Kumwenda, Facilitating a Digital Communication session.

Swira, the Director of Finance at Malawi School of Government. These provided fellows with technical know how and attributes of informed problem solving and decision-making skills.

Additionally, Mr. Vincent Kumwenda from the Tony Blair Institute for Global Change facilitated sessions on Digital communication, teaching fellows on critical issues of data protection, online behaviour, and utilising online platforms for business and operations in the public service.

Fellows were also introduced to some skills on personal branding facilitated by Linda Harawa, the EPL Malawi Country Director. The session focussed on how the fellows can position themselves as a brand in their professional and personal development pursuits. In addition, fellows were introduced to positioning and the need to choose a niche in their professional journey.

The Self-Management theme focused on developing fellow's organizational and financial skills to support effective public service delivery. The sessions included topics on performance management and personal financial management, led by the Deputy Director of Programs from EPL Liberia. Fellows learned how to set performance goals, use management tools, create budgets, and practice financial prudence.

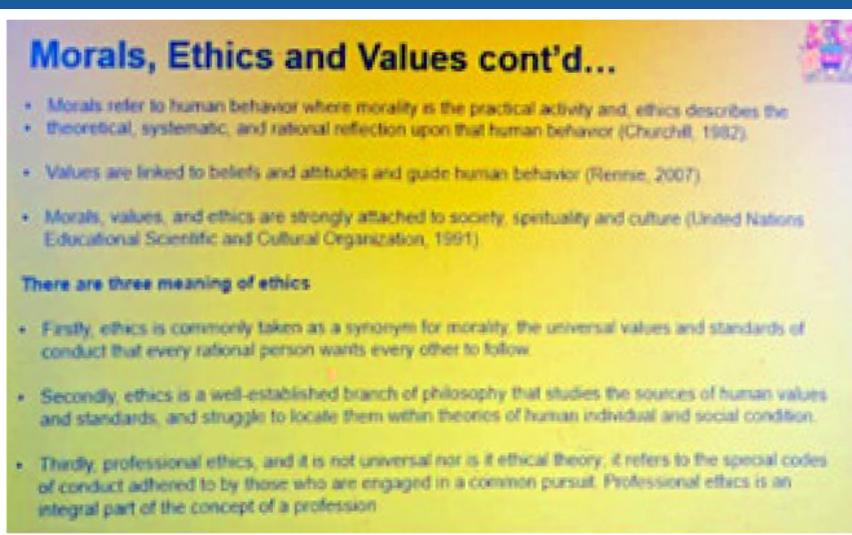
This component aimed to strengthen fellow's abilities to balance personal finances and professional responsibilities, promoting accountability and self-sufficiency in their public service roles.

The Regulations and Office Procedures theme addressed Malawi's Public Service Regulations (MPSR), Ethical Conduct, and Professional Behaviour. This was facilitated by Mr. Gideon Mbanga, the Deputy Director of Human Resource Management.

Fellows gained an understanding of the Malawi Public Service Regulations and Professional Conduct. The sessions emphasized on creating a respectful, inclusive work environment and provided practical guidance on preventing workplace misconduct and promoting Prevention Sexual Harassment Exploitation Abuse (PSHEA). These sessions reinforced EPL's commitment to ethical public service, preparing fellows to model integrity and excellence in their placements.



Mr. Gideon Mbanga, Deputy Director HRM facilitating Malawi's Public Service Regulations (MPSR), to the right part of the slides



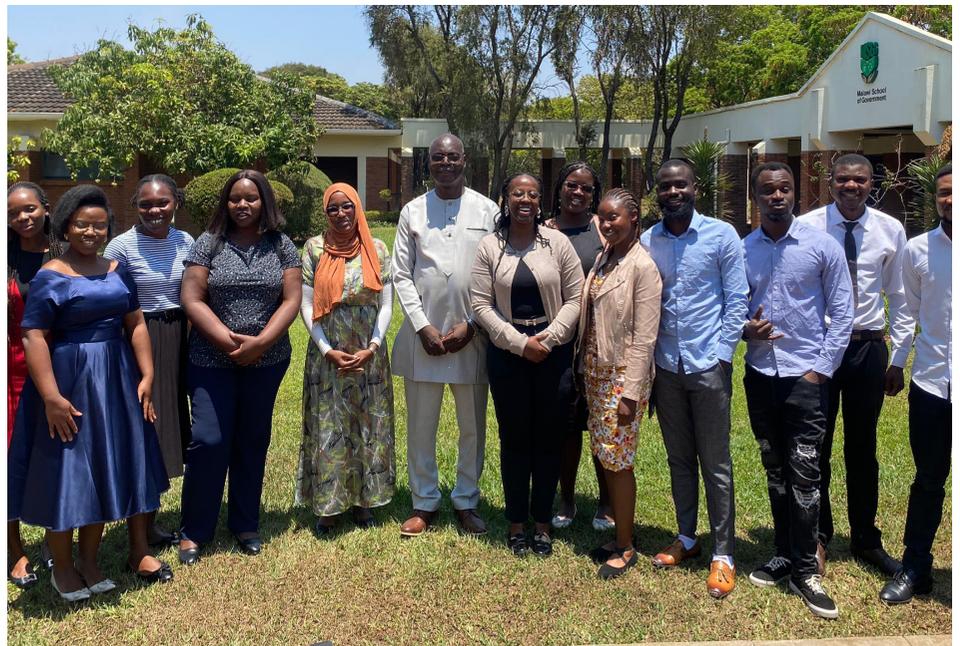
Fellows participating in team-building activities



Director Dickens Thunde, the Leadership and Governance expert and former Country Director for World Vision Ghana facilitating an Effective Leadership session.

The orientation also featured team building exercises designed to foster a strong sense of coordination, collaboration, communication, problem-solving skills, and team work among the fellows. After the exercise, there were some reflections applying experiences in the personal and professional lives. In summary the reflections focused on how traits of competitiveness, deliberate up skilling and personal choices determine one's growth in professional life.

The final session of the orientation was on Effective Leadership facilitated by Mr. Dickens Thunde, who focused on leadership principles and drew on his extensive real-world experience as a leader in a development organization. He highlighted the "3 Cs" of effective leadership which fellows need to consider in their



Director Dickens Thunde, the Leadership and Governance expert with Cohort 1 Fellows

leadership journey and these are; Competence – leaders must be deliberate in upskilling themselves to remain relevant with the industry demands Character- leaders have to take care of their character and have

to conform to laws, regulations and general standards governing their environment including work places. Credibility- which is a very crucial component for leaders if they are to be trusted.

2.4 Orientation Training for the Fellows Supervisors

The programme conducted a one-day orientation training for the PSFP fellow's supervisors and mentors on 28th October and on 7th November 2024 at Malawi School of Government and Civil Service Commission respectively. The training was aimed at orienting the supervisors on the Public Service Fellowship Programme to enable them acquire knowledge and skills necessary for Fellows management.



Supervisor / mentors during the orientation training

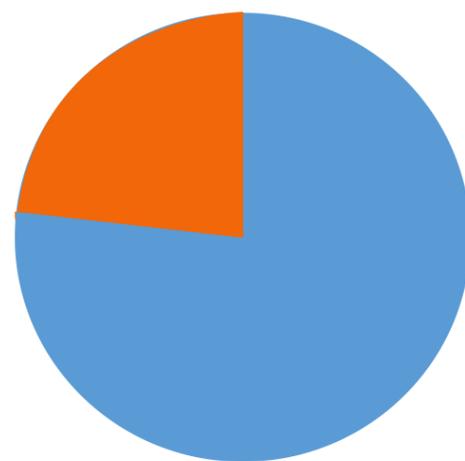
The orientation was officially opened by the Guest of Honour Commissioner Arthur Chibwana, the Chairperson of the EPL Malawi Board and Chairperson of the Civil Service Commission, who talked about building the new generation of Public Service professionals. Mr. Chibwana encouraged the supervisors to accommodate the fellows and train them to be transformative leaders and contribute to the vision of this nation.



Ms Linda Harawa, the Country Director for EPL Malawi facilitating on PSFP and EPL session, to the left the fellows supervisors

The approach of two training sessions was done to accommodate the busy schedules of the supervisor hence those that missed the first orientation participated in the second one. A cumulative total of 26 supervisors attended the training sessions.

Ms. Linda Harawa, the EPL Malawi Country Director made the presentation on the overview of Emerging Public Leaders Malawi, Public Service Fellowship Program and the Roles of the supervisors in the program. Her presentation included the theory of change that the Public Service Fellowship Program is using. During the presentation, she also explained the six key components of programmes which are Meritocratic and transparent fellow's recruitment, Continuous



Participation of supervisors segregated by gender, in numbers and percentage

responsive training, Mentorship and supervisory support, Community service, Fellow's performance management,

and alumni engagement and career development. This was followed by the plenary, where mentors asked questions and there were all thoroughly addressed.

There was another presentation by Khwima Kondowe, the Senior Programme and Learning Associate which focused on Fellows Performance Management aimed at enhancing fellows learning experiences and contributions within the MDAs. During the discussions participants wanted to know how supervisors were selected, it was explained that the supervisors were nominated by the MDAs based on the criteria set for a supervisor/ mentor.

2.5 Participation in the National Youth Summit (NYS)

10 Cohort 1 Public Service Fellows participated in the National Youth Summit (NYS) as a way of fostering networking, programme visibility and facilitating an immersion excursion exercise. The Summit was jointly organised by National Youth Council of Malawi (NYCOM) and other stakeholders including EPL Malawi under the theme; “A renewed Commitment to Youth Development Towards Malawi 2063”.

During the summit, the fellows interacted with the high-level delegation which was led by Honorable Uchizi Mkandawire, the Minister of Youth and Sports who toured the Public Service Fellowship Programme pavilion during the event.



Mira German Corhot 1 Fellow, briefing Hon Uchizi Mkandawire- Minister of Youth Sports on the Public Service Fellowship Programme

The fellows also listened to Ministers of Agriculture, Tourism and Mining who had a Ministerial High-Level dialogue on Youth Engagement in ATM Strategy that the government is implementing, which also expounded on the available opportunities for young people in Agriculture, Tourism and Mining sectors.

The fellows also attended several break away sessions on Engagement on the Summit of the Future Pact,

Youth Economic Empowerment – Entrepreneurship, Financial Inclusion, Youth Engagement and Leadership in Development and Governance, Education – Access, Quality, and Relevance of Curriculum, Climate Action and Youth Involvement: Engaging Youth in Climate Resilience and Environmental Sustainability, Youth Health and Well-Being: Effectiveness of Policies and Programmes on SRH and Mental Health, Leadership and

Advocacy for Youth Development: Role of Youth in Shaping National Policies, Digital Transformation for Youth Empowerment and Peace, Security and Democratic Governance

The National Youth Summit created an impactful and an experiential learning experience that has the potential to improve the fellows understanding of the youth development agenda in the country and the opportunities that exists around them.

2.6. Summary of key activities and outputs

ACTIVITIES	OUTPUTS
Develop Public Service Fellowship Provisional Curriculum	1 Public Service Fellowship Provisional Curriculum Developed and used during the training
Conduct the initial fellow's orientation training	34 (19F and 15M) Cohort 1 Public Service Fellows trained.
Place fellows in different Ministries, Departments and Agencies (MDAs)	34 (19F and 15M) fellows placed in 24 MDAs
Identify and assign 34 fellows to 34 mentors in all MDAs for mentorship and career development	34 (19F and 15M) paired with mentors
Conduct fellow's supervisors training	26 (20M and 6F) supervisors trained
Foster networking, programme visibility and learning experience for the fellows	10 (6F and 4M) participated in organising and the actual National Youth Summit

KEY CHALLENGES AND MITIGATION MEASURES

NO	CHALLENGE EXPERIENCED	MITIGATION MEASURE
1	<p>Poor reception of the fellows in some MDAs- Due to some knowledge gaps the Public Service Fellowship Programme, some supervisors have literally communicated to the fellows that they are just like interns and they will be engaged just as interns are. This has the potential to compromise the deliberate mentorship and professional development support component of the programme.</p>	<p>EPL Malawi secretariat with support from DHRMD will intensify engagements with supervisors and mentors to provide adequate information on how the supervisors/ mentors can support the fellows as is required and in line with the fellow's mentorship and professional development support component of the programme.</p>
2	<p>Some fellows failing to relocate where they have been placed due to personal reasons- Two fellows requested to be placed in cities where they were based because of personal reasons such as education and family obligations. This will compromise the close monitoring of the fellows by EPL Malawi.</p>	<p>EPL Secretariat engaged the placement committee which approved the fellows requests and letters of redeployment to their preferred location were written and sent.</p>
3	<p>Some fellows failing to relocate where they have been placed due to personal reasons- Two fellows requested to be placed in cities where they were based because of personal reasons such as education and family obligations. This will compromise the close monitoring of the fellows by EPL Malawi.</p> <p>High cost of living – high cost of living as prices of basic commodities keep increasing every day making the fellows struggle to survive on a stipend they get.</p>	<p>The programme will continue to engage the fellows on managing personal finances and living within their means.</p>
4	<p>The resignation of the Senior Accountant- at the onset of the key activities that required his office.</p>	<p>Management re-advertised the position and conducted the interviews with the support of EPL Global and Malawi School of Government representatives on 15th and 21st October 2024. The newly recruited Senior Accountant, Mr. Austin Mwiska reported for duties on 13th November, 2024.</p>

CONCLUSION

In conclusion, the implementation of the Public Service Fellowship Programme commenced on a high note, largely because of the support that different Ministries Departments and Agencies are providing.

The programme commends the commitment and willingness demonstrated by the different mentors to support the fellows throughout their fellowship programme. Further, the programme affirms that involving the fellows in different activities during their fellowship period, is a sure way of creating pathways for the fellows to learn, practice, access meaningful and impactful public service careers.

The availability of esteemed public service professionals from different structures such as the EPL Board, DHRMD, Malawi School of Government, The Public Service Fellowship Programme Placement Committee, and other MDAs as keynote speakers, facilitators, curriculum developers, and curriculum reviewers during the reporting period was another win for the programme. These played multiple roles of motivating, training, quality assurance as well as drumming support for the smooth programme implementation.

While the programme acknowledges that there have been some challenges in the reporting period as shared above, the EPL secretariat is working together with the Public Service Fellowship Placement Committee to mitigate these challenges using different measures and the secretariat is consolidating lessons to inform programme improvement efforts in the next Cohorts.

List of Cohort 1 Fellows, their MDAs and Names of their Supervisors

NO	NAME	GENDER	SUPERVISOR NAME	POSITION	MDAs
1.	Chifuniro Matope	Female	Mr. Antonio Kamanga	Chief Hospital Administrator	Kamuzu Central Hospital
2.	Eshanie Alfred Office	Male	Ms. Funny Bwanali	Chief Human Resource Officer	Zomba Central Hospital
3.	Mayamiko Kenamu	Female	Mr. Sydney Paul	Chief Public Health Officer	Ministry of Health
4.	Clifton Nyangulu	Male	Mr. McDonald Chikhawo	Chief Agribusiness Officer	Ministry of Information and Digitalization
5.	Ellie Ng`oma	Female	Mr. Emanuel Kamanga	Deputy Director	Department of E- Government
6.	Chikoko Banda	Male	Ms. Pemphero Magaba	Principle Rural Development Officer	Ministry of Local Government , Unity and Culture
7.	Nellie Ziyenda	Female	Mr. George Nkhoma	Clerk to the Commission	Civil Service Commission
8.	Eunice Kalitera	Female	Mr. Anastazio Matewere	Chief Social Welfare Officer	Ministry of Gender, Community Development and Social welfare
9.	Malango Kayira	Female	Mr. Fred Simwaka	Deputy Director	Ministry of Gender, Community Development and Social welfare
10.	Samatha Kasonda	Female	Ms. Mphatso Mangombo	Chief Community Development Officer	Ministry of Gender, Community Development and Social welfare
11.	Winnie Mponela	Female	Ms. Lusungu Sinda	Chief Irrigation Officer	Department of Irrigation
12.	Ellen Sesani	Female	Ms. Suzgo Khunga	Director of information, Edu & Communication	Department of Public Sector Reforms Management
13.	Doris Msungama	Female	Mr. Titus Nkhoma	Chief Statistician	NSO Regional Office (Center) Lilongwe
14.	Reiwell Patrics	Male	Mr. Felix Khayako	ICT Officer	DHRMD

15.	Shabir Simbi	Male	Mr. Dalitso Mndinda	Community Development Officer	Mangochi District
16.	Linda Dulla	Female	Mr. Chrispin Mwale	Deputy Director Administration	Office of the President and Cabinet
17.	Yoweli Levison	Male	Mr. George J. Maneya	Chief Mining Engineer	Ministry of Mining
18.	Charity Phakati	Female	Mr. Zotu Liabunya	CIE	Ministry of Mining
19.	Francis Donasiyano	Male	Mr. Justice Msopera	Deputy Director of Sport	Ministry of Youth and Sports
20.	Periana Kalonga	Female	Mr. Deus Lupenga	Chief Youth Officer	Ministry of Youth and Sports
21.	Zahira Banda	Female	Ms. Jane Kambalame	Director of Europe	Ministry of Foreign Affairs
22.	Ibrahim Yassin	Male	Ms. Renata Chivundu	Principle FAO	Ministry of Foreign Affairs
23.	James Gwanda	Male	Mr. Mukuse Sagawa	Deputy Director of America	Ministry of Foreign Affairs
24.	Wisdom Moyo	Male	Ms. Omba Lwanda	Chief Nutrition Officer	Ministry of Agriculture
25.	Arnold Banda	Male	Ms. Prisca Kanjere	Chief Economist	Ministry of Agriculture
26.	Daniel Chibwe	Male	Mr. Blessings Susuwele	ACAEO	Department of Agriculture Extension Services
27.	Abigail Kalua	Female	Mr. Thomas Mhango	Deputy Director of Trade	Ministry of Trade and Industry
28.	Mira German	Female	Mr. Alexander Mtsendero	Chief SME Officer	Ministry of Trade and Industry
29.	Precious Maenje	Female	Ms. Mary Chisale	Chief Principle Forestry Officer	Department of forestry
30.	Fredrich Maluza	Male	Mr. Clement Tikiwa	CEO (I,E&O)	Department of Environmental affairs
31.	Charity Hara	Female	Mr. Biswick Mlaviwa	Chief Environmental Officer	Department of Environmental affairs
32.	Violet Padakwao	Female	Ms. Esnart Kapalasa Phiri	Chief Economist Officer	Department of Economic Planning and Development
33.	Prisca Dimu	Female	Mr. Geoffrey Ndevuzinayi	Chief Education Officer	Department of inclusive Education
34.	Oscar Kameta	Male			

APPENDIX 2

Gallery of Cohort 1 Public Services Fellows





OUR CONTACTS

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