



Mamoritiphangoa (Ms)

ADVISOR: FINANCE AND RESEARCH

mamoritiphangoa@gmail.com | +266 56250680 |

EDUCATION		
Name of Institution	Degree/Certificate Obtained	Date Completed
Centre for Accounting Studies	Chartered Accounting, ACCA	2024
Centre for Accounting Studies	General Accounting, ACCA	2014
Centre for Accounting Studies	Certified Accounting Technician, ACCA	2013

PROFESSIONAL CERTIFICATES	
Name of Institution	Certificate Obtained
Institute for Economic Development and Planning (IDEP)	Domestic Resource Mobilization in Africa
The Association of Chartered Certified Accountants	Ethics and Professional Skills Module
The Young African Leaders Initiative (YALI) Regional Center Southern Africa	Business and Entrepreneurship Development
XERO Global	XERO Advisor
LinkedIn Learning	Excel for Accountants
Sage Pastel Accounting Training	Sage Partner Intermediate Ver.14
She Leads Africa	Digital Marketing
US Embassy and Image Evolution	Work Readiness Workshop
Lesotho National Commission for UNESCO and LEUPHANA University	Student Training for Entrepreneurial Promotion

Nationality: Lesotho

Membership of Professional Associations

- 1) **April 2025 – Current:** Association of Certified Chartered Accountants (ACCA) Registered Member
- 2) **June 2024 – Current:** Lesotho Institute of Accountants (LIA) Registered Member – General Accountant/ Chartered Accountant Membership (Application in progress)
- 3) **July 2021 – Current:** The Young African Leaders Initiative (YALI) Business and Entrepreneurship Development Track Panellist and Alumni Member.

Professional Skills	Soft Skills	Professional Interests
Project Management	Analytical and Problem-Solving	Business Sustainability
Financial and Data Analysis	Stakeholder Management	Financial Technology (FinTech)
Budgeting and Planning	Interpersonal Communication	External Auditing
Risk Management	Adaptability	Financial Engineering

Competency

- ❖ Over 9 years of experience undertaking Finance, Procurement, Operations, Project and Grant Management, Performance Management, Research and Administration Management as a Medium Level Manager. Also Provided Financial Advisor Expertise for successful Projects Management and Coordination.

CLIENT PORTFOLIO	
Lesotho Highlands Water Project (LHWP) Phase II	The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
Petroleum Fund (PF)	Ministry of Development Planning
Lesotho Electricity Company (LEC)	International Organization for Migration (IOM)
Paris21 (OECD)	Scenery Guest Lodge Holdings
Econet Telecom Lesotho (ETL)	M.V. Khesuoe Chambers
Moipone Fleet Lesotho	Standard Lesotho Bank
Relationships Inspiring Social Enterprise	Mon-Foods
United Nations Development Program (UNDP)	E-Legal Solutions
The Entrepreneurs Network	New Dawn Chartered Accountants
Lesotho Institute of Accountants	The Hub Morija
Directorate on Corruption and Economic Offences (DCEO)/ European Union	Regeneration of Landscapes and Livelihoods (ROLL)/ IFAD
The Basotho Enterprises Development Corporation (BEDCO)	Ministry of Agriculture, Food Security and Nutrition (SADPII)
Afri Expo Textiles	Business Angels
TEQ Solutions	Motz Cleaning Services
Trucha Restaurant	Bongolu Occupational Health Services
Proverb Design	Maboiketlo Dressmaking

EMPLOYMENT RECORD

From:	February 2022 – December 2024
Employer:	Analytica Research Hub
Position Held:	Manager: Finance and Operations
Responsibility:	Provide Oversight and Guidance on Finance, Accounting, Tax, Pricing Strategies, Operations, Project Management and Administration matters.
Summary:	<p>Developing responsive internal financial management and driving improvements in finance functions, including operational accounting, statutory reporting, management reporting, budgeting, and forecasting and project management.</p> <p>Leading the financial and operational aspects of the tender management process for over 95 external regional and global business proposals, submitted in response to open bids for the consultancy department. This role involves identifying suitable partners through a thorough risk assessment process, structuring deals by devising competitive pricing, and negotiating contracts with potential clients to ensure increased revenue and profitability for the company, while also offering appropriate value-added services for the proposed consultancy work.</p>
From:	October 2020 - January 2022
Employer:	Inspire Innovation Business Consultants
Position Held:	Finance and Operations Lead
Responsibilities:	Served as a contact point for all issues related to Finance, Operations, Procurement, Project Management and Administration
Summary:	<p>Tasked with the internal project coordination and administration of the LWHP II Social Development Master Plan valued at over M10 million. This is achieved through constant liaison and collaboration with other global and pan–African consultancies on the project.</p> <p>Maintains and creates various financial, human resource and operational processes and policies. These have resulted in increased operational efficiency and improved monitoring of over 10 staff members. Maintains the procurement system of the organization to ensure timely delivery of procurement activities and liaise with</p>

	Procurement Committee. Handle all tendering processes in order to ensure major projects are secured through submission of the tender and adhering to the tendering processes.
From:	August 2019 – May 2020
Employer:	Bohlokoa Enterprises Group
Position Held:	Group Accountant
Responsibilities:	Build and implement accounting policies for both parent company and its subsidiaries
Summary:	<p>Spearheaded the creation and maintenance of multiple finance policies and processes within the different group companies including regular update of the Group fixed asset register with acquisitions and disposals.</p> <p>Part of a team of 3 tasked with conception of pricing strategies, logistics, routing and operational activities and methods for the launch of Mohahlaula Airlines, a subsidiary of the Group.</p> <p>Engaged in varying tasks and functions outside of the accounting department. This greatly assisted in improving group synergy and improving response time during periods of crisis. Assisted in the facilitation and coordination of various CSI initiatives and new organizational products in collaboration with a range of public and private sector entities.</p>
From:	February 2018 – August 2019
Employer:	Supply Chain Solutions Lesotho
Position Held:	Senior Accountant
Responsibilities:	
Summary:	<p>Coordinated various B2B and B2C supplier relationships. This included monitoring processes, issuing monthly stock control reports for tracking ordering levels and monitor stock items which perform well in order to maximize its levels and contract negotiation.</p> <p>Part of a team facilitating the launch of Premium Lubes, a subsidiary of the organization. Individually tasked with extensive stakeholder market research. These efforts resulted in 25+ clients nationwide.</p>
From:	October 2016 – January 2018
Employer:	Public Eye Newspaper

Position Held:	Accountant
Summary:	<p>Continuously maintained the monitoring and evaluation processes and annual budgets. This was inclusive of periodically conducting financial analysis practices and reporting.</p> <p>Temporarily headed the Finance team in the absence of a Head of Finance for a period of 3 months and provided operational support to staff and management.</p> <p>Part of a team that continuously monitored operational activities and provided strategic insights aimed at improving operational efficiency in line with the broader organizational strategy.</p>

CONSULTANCY EXPERIENCE	
Name of Project 1:	Development of Lesotho's National Youth Strategy 2024/2028
Dates:	June 2024 – August 2024
Client:	United Nations Development Program (UNDP)
Main Project Features:	Lesotho National Youth Strategy encompasses the development and implementation of a comprehensive plan aimed at addressing the needs, challenges, and aspirations of the youth in Lesotho. The strategy is designed to empower young people, promote their development, and ensure their active participation in the socio-economic and political spheres of the country.
Position Held:	Finance and Operations Expert
Activities Performed:	<p>Develop and manage the budget for the National Youth Strategy, ensuring adequate funding allocation to address the needs and aspirations of the youth. Track and analyze expenditures against the budget to ensure financial efficiency and effective use of resources across all youth programs and initiatives.</p> <p>Prepare financial reports for internal and external stakeholders, detailing the financial performance of the strategy and compliance with financial policies. Identify financial risks related to youth programs and propose strategies to mitigate these risks, ensuring sustainable financial management. Provide financial insights and data analysis to support strategic decisions related to the implementation of the National Youth Strategy and its various initiatives.</p>
Name of Project 2:	Smallholder Agriculture Development Project (SADP) - Lesotho
Dates:	June 2024 – December 2024

Client:	Ministry of Agriculture, Food Security and Nutrition / WBG / IFAD
Main Project Features:	The Smallholder Agriculture Development Project (SADP) II in Lesotho aims to support the increased adoption of climate-smart agricultural technologies, enhance commercialization, and improve dietary diversity among targeted beneficiaries in all 10 districts of Lesotho.
Position Held:	Finance and Operations Lead
Activities Performed:	Develop and manage the project budget, ensuring adequate allocation of resources to support climate-smart agricultural technologies, commercialization, and dietary diversity initiatives. Track and analyze project expenses against the budget to ensure financial efficiency and proper utilization of funds across all project activities. Prepare detailed financial reports for internal stakeholders and donors, reflecting the financial health of the project and adherence to financial policies. Provide financial insights and data analysis to support decision-making processes.
Name of Project 3:	Review and Development of DCEO Strategic Plan 2024/25 – 2028/29
Dates:	January 2024 – December 2024
Client:	Directorate on Corruption and Economic Offences (DCEO)
Main Project Features:	Conducting a review of the DCEO's previous 2014/15 – 2018/19 Strategic Plan to assess the strategic achievements and short-falls. Developing the 2024/25-2028/29 Strategic Plan
Position Held:	Financial and Cost Controller Expert
Activities Performed:	Analyse budgets, and financial data from the previous strategic plan period (2014/15 – 2018/19) including assessing revenue streams, cost structures, profitability, and financial health indicators. Evaluate the strategic goals and objectives outlined in the previous strategic plan (2014/15 – 2018/19) to assess the extent to which they were achieved. Evaluate potential risks and uncertainties that could affect the achievement of strategic objectives in the new planning period (2024/25-2028/29) by identifying internal and external risks, assessing their potential impact, and developing strategies to mitigate or manage these risks effectively.
Name of Project 4:	Extended Second National Strategic Development Plan (NSDP II)
Dates:	November 2023 – April 2024
Client:	United Nations Development Program (UNDP)
Main Project Features:	The Extended Second National Strategic Development Plan (NSDP II 2023/24-2027/28) addresses the shortfalls and build upon the progress of the NSDP II. This entails a strategy review of the NSDP II (2018/19 – 2022/23) and reshaping the strategic objective and interventions in an attainable manner.
Position Held:	Financial and Cost Controller Expert

Activities Performed:	<p>Provide insights into the financial feasibility of strategic objectives and interventions proposed in the NSDP II. Collaborate with other stakeholders to ensure alignment between financial resources and strategic priorities.</p> <p>Develop and implement cost control mechanisms to ensure efficient utilisation of financial resources allocated to NSDP II projects and programs. Implement cost-saving initiatives without compromising the quality or effectiveness of projects outlined in the NSDP II.</p> <p>Collaboratively created the Extended NSDP II Strategic Plan and implementation framework through engagement with different stakeholders to prioritise the initiatives proffered in the NSDP II.</p>
Name of Project 5:	Regeneration of Landscapes and Livelihoods – Baseline Survey
Dates:	November 2023 – April 2024
Client:	Ministry of Environment and Forestry/ IFAD
Main Project Features:	<p>To generate baseline data that will help in assessing the situation at the start of the project, set benchmarks/indicators to inform the M&E function of the project and form a platform for assessing the outcomes and impact of the project. The planned study will consist of quantitative and qualitative information on households and landscapes.</p> <p>The focus will be on acquiring baseline information on these thematic areas; Land degradation, Agricultural (livestock, crops, fisheries, and beekeeping) production, Nutrition, Rural enterprises, and Climate resilience.</p>
Position Held:	Project Coordinator and Finance Expert
Activities Performed:	<p>Allocating resources such as budget, personnel, and time for conducting baseline studies. Ensuring that sufficient resources are allocated for both quantitative and qualitative data collection and ensuring the quality and accuracy of the baseline data.</p> <p>Adhering to ethical principles and guidelines in conducting research, ensuring data confidentiality. Further involved in the compilation of client reports including Inception, Fieldwork and Final Reports</p>
Name of Project 6:	Lesotho SDG Investor Map: Finalisation of Lesotho’s SDG Investor Map
Dates:	August 2023 – October 2023
Client:	United Nations Development Program (UNDP)
Main Project Features:	<p>The overarching objective of the project is to ensure SDG-aligned integrated planning and financial management processes and policies. In this effort, the Government of Lesotho has launched the SDG Investor Map process to complement other government efforts to identify opportunities and mobilise private sector investments for development.</p>
Position Held:	Project Coordinator and Finance Expert

Activities Performed:	<p>Manage the project budget efficiently, ensuring that funds are allocated appropriately and expenditures are tracked accurately. Moreover, ensured that all project activities and outcomes are aligned with the Sustainable Development Goals (SDGs) and contribute to the overarching objective of SDG-aligned integrated planning and financial management.</p> <p>Reviewed and updated the reports of the undertaken steps of the SDG Investor Map methodology (sector analysis; subsector analysis; subregional analysis) and contribute to the finalisation of the Investment Opportunity Area (IOA) long list in close partnership with the Lesotho National Development Strategy (LNDC) and other private sector actors to assess market viability and feasibility. Designed workshop data collection instruments as necessary to include process and context-specific elements to facilitate stakeholder consultations. In addition, contributed to the writing of research reports, synthesizing findings from the literature review and data analysis to provide a comprehensive understanding of the financial Sector.</p>
Name of Project 7:	Market Research: Brand Health Tracker Survey
Dates:	March 2023 – June 2023
Client:	Econet Telecom Lesotho (ETL)
Main Project Features:	Assessment of Lesotho’s telecommunications industry and the tracking of ETL’s brand health through a nationwide tracker survey, using a set of key indicators under the themes of brand positioning, awareness of usage; and brand delivery.
Position Held:	Project Coordinator and Assistant Researcher
Activities Performed:	Ensures the smooth execution of the project by ensuring that all tasks are completed on time and within budget. Supports the research process by assisting in survey design, data collection, analysis, and reporting for assessing Lesotho's telecommunications industry and tracking ETL's brand health effectively.
Name of Project 8:	Assessment of Microfinance Institutions in Lesotho
Dates:	January 2023 – March 2023
Client:	MV Khesuoe Chambers
Main Project Features:	The study sought to clarify the legal framework under which microfinance institutions operate, highlighting specific challenges from the consumers’ perspective.
Position Held:	Cost Controller and Finance Expert
Activities Performed:	Identify financial risks associated with the research project and propose mitigation strategies to minimize cost overruns or budgetary issues. Monitor expenses related to the research activities, ensuring that costs are within the allocated budget and identifying any variances.

	Collaborate with other researchers, including the lead researcher and fellow assistants, to ensure a cohesive approach to the research project and maximize its impact.
Name of Project 9:	Feasibility Study for Recycling of Used Oil in Lesotho
Dates:	August 2022 - February 2023
Client:	Petroleum Fund
Main Project Features:	To evaluate the economic, legal, and technical feasibility of recycling waste/used lubricant oil from industrial and non-industrial entities as a commodity.
Positions Held:	Cost and Financial Analyst – Group II
Activities Performed:	To investigate the impact of used oil disposal in Lesotho. Investigate the feasibility of re-refining of used oil in terms of financial viability and resources Assessment of site and resources technology, analysis and optimization of used oil recovery. Propose optimal methods for recovery. Review of regulations, laws, and permits pertaining to the collection and sale of oil Development of a preliminary project design basis Development of optimized, site-specific land requirements and plot plans Development of total project cost estimates. Evaluation of options for financing of processing of used oil.
Name of Project 10:	External Assessment Consultancy and the development of 2022-23 Financial year – Second Quarter Report
Dates:	October 2022 - December 2022
Client:	Lesotho Electricity Company - LEC
Main Project Features:	Assessment of LEC's Performance, based on the set company strategic objectives and targets for the 2022-23 Financial Year and second quarter report.
Positions Held:	Financial Advisor
Activities Performed:	Conducting Performance Assessments consultancy work by reviewing Strategic initiatives planned against the actual results achieved for second quarter of the financial year. Performance evaluations included analysis of key cost drivers and their impact on revenue and profitability including the overall company sustainability. A detailed quarterly report was then distributed to management to highlight areas of concern in order to better allocate resources for income generating assets and developing a financing strategy for key strategic initiatives.

Name of Project 11:	Development of the National Strategy for Development of Statistics II (NSDS II) Financing Strategy
Dates:	June 2022 - November 2022
Client:	Organization for Economic Co-operation and Development (OECD)
Main Project Features:	To successfully explore ways of measuring financing needs in Lesotho and successfully implement the NSDSII in a holistic and participatory manner.
Positions Held:	Financial Advisor
Activities Performed:	Collect data on financing needs from BOS for NSDSII implementation. Pinpoint NSDSII financing gaps and develop a Financing Strategy for the NSDSII, creating a funding plan and identifying partners who can provide support. Understand NSOs and line ministries' priorities and budget planning processes relevant to statistics and data across the national statistical system. Review that financing mechanisms strategies adopted are in line with the global financial landscape to ensure their successful implementation.
Name of Project 12:	Preparation of a Social Development Master Plan (SDMP) for the LHWP Phase II
Dates:	November 2020 - October 2022
Client:	Lesotho Highlands Water Project (LHWP)
Main Project Features:	The project aims to promote and support broad-based socio-economic development in the LHWP II footprint area by developing a Social Development Master Plan.
Positions Held:	Finance, Operation & Admin Project Coordinator (Inspire Innovation Business Consultants)
Activities Performed:	Tasked with the internal project coordination and administration of the LHWP II Social Development Master Plan valued at over M10 million. This is achieved through constant liaison and collaboration with other global and pan-African consultancies on the project.
Name of Project 13:	Preparation and Management of the PIZA Citizen Participation Survey
Dates:	July 2022 - October 2022
Client:	GIZ Lesotho
Main Project Features:	The objective of the survey is to measure the success of the PISA Program under a set of quantifiable indicators, which measure changes in citizens' perception of democracy and their participation.
Positions Held:	Financial Advisor
Activities Performed:	Designing finance related policies to ensure the project is conducted within planned timelines through effective use of financial resources, optimal allocation of resources and implementing best control mechanisms in place.

	This led to further advising on the relevant cost-effective tools in the long term without compromising on data quality.
Name of Project 14:	Labour Migration Skills Assessment and Production of Occupation in Demand List (ODL) for Lesotho
Dates:	January 2022 - August 2022
Client:	International Organization for Migration (IOM)
Main Project Features:	<p>Labour Migration Skills Assessment: To comprehensively assist the Government of Lesotho in understanding labour market challenges better, propose solutions and mechanisms for managing them and ways to improve the positive effects of labour migration in the country.</p> <p>Occupation in Demand List (ODL): To provide a labour migration framework by developing the first ODL for Lesotho to identify priority areas which lack qualified nationals to address the skills gap; hence upon identifying these areas, the study will propose the best mechanisms to address these gaps using skilled foreign labour while contributing to economic and social development in Lesotho.</p>
Positions Held:	Financial Advisor and Assistant Researcher
Activities Performed:	<p>Acted as a Financial technical advisor during the project duration and ensuring project deliverables are met through consistent project resource allocation techniques which includes all the administrative, financial and project monitoring techniques in order to stay with allocated project budgets.</p> <p>Assisted the technical team with research documents to easily assess labour migration gaps in Lesotho.</p>
Name of Project 15:	Lesotho Enterprise Development Technical Assistance Project
Dates:	January 2020 - September 2021
Client:	African Development Bank (AFDB) and the Lesotho Chamber of Commerce and Industry (LCCI)
Main Project Features:	The project's objective was to build an interdependent ecosystem of SMME Associations that would contribute toward creating a diversified and competitive economy. The specific aim of the Project was to improve the institutional capacities and effectiveness of business associations in Lesotho by improving partnerships, entrepreneurship, skills development and access to finance and markets
Positions Held:	Financial Advisor: Public-Private Dialogue Specialist
Activities Performed:	Strengthening Private Sector growth through the development and implementation of an Inclusive and Gender-Informed Public-Private Dialogue (PPD) for increased effectiveness and accountability of policy planning and coordination in Lesotho – Working together with the Public and Private Sectors, Civil Society, Development Partners, Women, Youth, and Disadvantaged groups, the component targets all participating Business Associations and aims at developing and implementing the

	National and Sectoral Dialogue Frameworks and Guidelines for the Business Associations and strengthening their advocacy skills.
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Other relevant information:

- i. **Honours and Awards:** Awarded for best written article titled “Customer Service/Service Delivery in Lesotho” under the Inspire Mentorship Program in 2020 and further awarded a certificate for best participation and engagement.

Certification

I, 'Mamoriti Phangoa, certify that this CV correctly describes my qualifications and experience to the best of my knowledge and belief. Furthermore, I understand that any will full misstatement described herein may lead to my disqualification or dismissal if engaged.



'Mamoriti Phangoa

31/12/2024

Name of Expert

Signature

Date