

LGT Impact Fellowship

Impact reports of the 2025 cohort




24 June, 2026



LGT Impact Fellows of the 2025 cohort:

1



Blessings Lihasi
5 years experience
LGT VP Associate Fellow
LGT Venture Philanthropy, Africa

5




Eric Gaitho Macharia
5 years experience
Projects Accounts Fellow
KWCA, Kenya

9




Kunal Dongre
10 years experience
Financial Planning and
Analysis Manager
Educate Girls, India

2




Brian Owuor
7 years experience
Fundraising Fellow
MMWCA, Kenya

6




Gbenga Oyedele
8 years experience
Budget and Reporting Manager
Atreos Retail Platform, Nigeria

10



Senthil Balasubramanian
15+ years experience
Resource Mobilisation Officer
KWCA, USA

3



Chinedu George Nnawetanma
10+ years experience
Project Manager – Fiscal
Sponsorship Program
FAH, Nigeria

7



Joyce Makau
15 years experience
Monitoring & Evaluation Fellow
MMWCA, Kenya

11



Teboho Moleko
5 years experience
Research Specialist
Harambee, South Africa

4



Enock Musaana
10+ years experience
Senior Fellow – MERL
FAH, Zambia

8



Kiana Sinclair
13 years experience
Senior Fellow – Partnerships
and Grants Management
FAH, USA



Blessings Lihasi

Host organization: LGT Venture Philanthropy

Fellow position: Investment Associate

Fellowship duration: August 2025 – August 2026

Degree: Bachelor in Financial Economics

Professional experience: 6 years



Venture Philanthropy



Summary

As an Investment Associate Impact Fellow, I worked with LGT VP's Environment team to help shape Ahadi, its East Africa environment portfolio. I supported multiple workstreams across the investment process from screening to completion as well as portfolio reporting.

The problem LGT VP aims to tackle

- LGT VP aims to address the barriers that prevent local communities in conservation landscapes from living healthy, secure, and prosperous lives while protecting the ecosystems they depend on.

The solution LGT VP provides...

- LGT VP deploys provides flexible, multi-year philanthropic capital paired with hands-on strategic support to help proven, community-led organizations scale lasting impact.

... contributing to the SDGs:



Opportunity for a Fellow

- LGT VP is developing Ahadi, a new solutions portfolio for community-led conservation in East Africa. As a Fellow, I had the opportunity to support its structuring as well as contribute to various parts of the full investment lifecycle from screening opportunities for Ahadi to developing the investment documentation and support reporting for Ahadi and the broader environment portfolio.

"My experience as a Fellow..."

... has been a rewarding learning curve. Over the past year I've grown to understand how a fund is structured, how investment decisions are made, and what it takes to support organizations as they grow. What has been most meaningful is getting to interact directly with the communities Ahadi works with and seeing first-hand the impact of the work we do. It helped reinforced that this is the kind of work I want to continue doing."

- Blessings Lihasi



Blessings' achievements...

- Supported the full investment cycle for a new Ahadi opportunity; from due diligence and stakeholder interviews through to investment memo development, grant agreement, and onboarding of the organization to Ahadi's portfolio
- Contributed to two follow-on grant agreements from diligence through to completion
- Took on expanded reporting responsibility across Ahadi and the broader LGT VP environment portfolio
- Supported two key strategic projects for Ahadi on Women, Girls, and Youth Empowerment in conservation landscapes and biodiversity impact measurement and data
- Supported development of the Ahadi impact report
- Contributed to shaping the Ahadi pitch deck, including developing Theories of Change for the landscapes Ahadi works in

... contributing to LGT Venture Philanthropy

- 1 New Ahadi investment supported from screening to onboarding
- 2 Follow-on agreements supported from diligence through to completion
- 2 Strategic projects on women and youth empowerment, and impact measurement and data, supported

Blessings' next challenge

Continue building on the work at Ahadi and deepening my expertise in community-led conservation and venture philanthropy



Brian Otieno Owuor

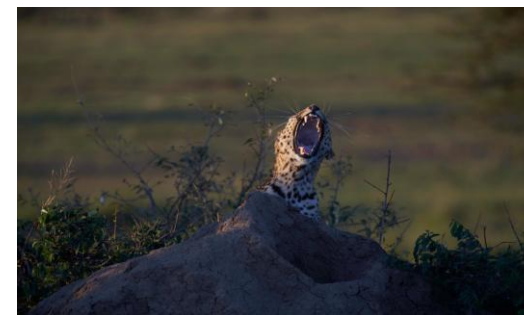
Host organization: Maasai Mara Wildlife Conservancies Association (MMWCA)

Fellow position: Fundraising Fellow

Fellowship duration: May 2025 – May 2026

Degree: MSc Environmental Science and an MBA

Professional experience: 7yrs



Summary

I support in diversification of the current donor base and stewardship of existing donors to drive fundraising efforts. I also assist in cultivating donor relationships, developing targeted campaigns, and contributing to the creation of proposals and concept notes.

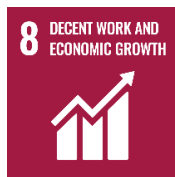
The problem MMWCA aims to tackle

- The Greater Maasai Mara faces growing threats from land fragmentation, habitat loss, weak governance, limited livelihoods, and climate change, undermining conservation and community benefits. These challenges risk the long-term coexistence of wildlife and local communities.

The solution MMWCA provides...

- MMWCA exists to strengthen conservancies, secure critical conservation landscapes, improve community livelihoods, and create an enabling policy environment that ensures both people and wildlife thrive.

... contributing to the SDGs:



Opportunity for a Fellow

- Strengthen fundraising capacity by training SMT and staff on sustainable resource mobilization and donor engagement.
- Develop compelling fundraising materials aligned to the strategic plan, leveraging existing media (e.g., website videos) to enhance visibility and storytelling.
- Expand funding streams by tapping into tourism partners and local funding organizations for long-term sustainability.

“My experience as a Fellow...

... transformed fundraising from theory into purpose, as I helped unlock opportunities while witnessing the real impact of conservation in the Mara. Being on the ground within the conservancies sharpened my perspective, showing me that every proposal is more than funding; it's a pathway to sustaining communities and ecosystems.”

- Brian Owuor



Brian's achievements...

- Successfully submitted 11 proposals to various donors, with 3 declined. 5 progressed to advanced review stages (including IKI, WWF, and TUI Care), while the remaining are still under review.
- Supported the approved proposal to Tourism Partners to raise \$ 300,000 per year
- Developed donor mapping database including foundations, corporates, and philanthropies, strengthening pipeline development.
- Maintained structured proposal tracker and donor engagement plan ensuring alignment and accountability across funding pipeline
- Strengthened donor engagement systems and improved communication tools including pitch deck development.
- Presented fundraising updates to the Fundraising Committee and coordinated effectively with CEO and SMT.

... contributing to MMWCA

\$3.9m

Worth of proposals submitted

42

Foundations, philanthropic organizations and donors mapped

1

Proposal tracker developed and operationalized

Brian's next challenge

Continue working with MMCA as a fundraising consultant



Chinedu Nnawetanma

Host organization: Financing Alliance for Health (FAH)

Fellow position: Fiscal Sponsorship Program Manager

Fellowship duration: 12 months

Degree: B.Sc. (Psychology); MBA (Mgt.)

Professional experience: 12+ years

**Financing Alliance
for Health**



Summary

I lead the execution and expansion of the fiscal sponsorship program at the Financing Alliance for Health (FAH). I oversee the end-to-end delivery of the initiative, which encompasses internal systems strengthening, relationship management, and partnership development.

The problem FAH aims to tackle

- Donors are increasingly eager to fund local nonprofit projects in Africa that are close to the problems they're solving but are sometimes unable to do so because some of those initiatives and organizations lack the structure and capacity for direct funding.

The solution FAH provides...

- Through our Fiscal Sponsorship Program, it bridges the gap between global funders and high-impact African NGOs and projects. It provide the systems and back-office structure that enable them to receive funds from donors and foundations, while also helping to drive the funders' localization mandates .

... contributing to the SDGs:



Opportunity for a Fellow

- Lead the management and expansion of the program
- Strengthen program delivery
- Broaden the program's scope beyond the health sector into sectors like education, climate, environment, and livelihoods
- Refine internal processes and workflows for optimized efficiency
- Serve as the primary point of contact for sponsored organizations, ensuring the necessary program support

"My experience as a Fellow...

... has been rewarding and impactful. Over the past 12 months, I have spearheaded various initiatives that have positioned the Financing Alliance for Health as the leading fiscal sponsor in Africa. I have led the expansion of the program's framework from health into other sectors. Most importantly, I have enabled the flow of capital from global funders to local and grassroots African initiatives that are implementing innovative social impact programs across the continent."

- Chinedu George Nnawetanma



Chinedu's achievements...

- Created standardized operational templates that transformed complex internal processes into clear workflows and scaled efficiency
- Developed and implemented a communications and publicity strategy that has positioned FAH as the leading fiscal sponsor in Africa
- Authored newsletters and strategic thought leadership articles that have increased awareness for FAH's fiscal sponsorship program
- Created a centralized online application portal that has automated initial project screening and inquiry tracking
- Secured strategic partnerships with key networks, industry associations, and enablers across Africa and globally
- Provided fractional global operations and strategy execution support to fiscally sponsored projects
- Supported fundraising efforts by co-developing pitch decks and proposals, participating in conferences across Europe and Africa, and holding one-on-one engagements with potential funders

... contributing to the Financing Alliance for Health

- \$9m

In funding enabled for sponsored projects so far in FY 2025 and 2026
- 25+

Major fiscal sponsorship applications received via the newly launched online portal
- 5+

Key fiscally sponsored projects supported

Chinedu's next challenge

Staying on at FAH to consolidate and build on successes recorded so far to expand the program's footprint globally



Enock Musaana

Host organization: Financing Alliance for Health (FAH)

Fellow position: Senior Fellow-MERL

Fellowship duration: July 2025- June 2026

Degree: BSc, MSc (Project Management)

Professional experience: 13 years

**Financing Alliance
for Health**



Summary

As Senior Fellow – MERL, I worked to advance FAH’s use of evidence for learning, decision-making, donor accountability, and strategic growth, contributing through organizational learning systems, country-specific MERL design, reporting, grant frameworks, data cockpits, facilitation, and advisory support.

The problem FAH aims to tackle

- Primary health care and community health remain underfunded, fragmented, and vulnerable to cuts; even approved budgets often fail to reach the frontline, while reliance on external aid leaves progress towards universal health coverage fragile.

The solution FAH provides...

- Help to governments to unlock and protect financing for primary health care and community health. Then strengthens how money is allocated, managed, and used so resources reach frontline systems more effectively. And through embedded technical support, evidence, and advocacy, FAH helps countries build stronger, more resilient, and country-led health systems.

... contributing to the SDGs:



Opportunity for a Fellow

- The fellowship created an opportunity to strengthen FAH’s MERL systems at organizational and country levels.
- It supported stronger donor reporting, impact communication, evidence-based proposal development, and a culture of learning and adaptation.
- It also created space to link internal systems strengthening with embedded government-facing advisory support in Zambia.

“My experience as a Fellow...

...has reinforced my belief that strong health systems are built not only through funding and strategy, but through trust, learning, transparency, and the consistent use of evidence to support better decisions. The fellowship allowed me to strengthen systems from within, work more closely with government counterparts, and help position MERL as a strategic function for organizational growth and donor accountability.”

- Enock Musaana



Enock’s achievements...

- Built and advanced FAH’s learning agenda and MERL architecture from the ground up, embedding evidence use, accountability, and a lasting culture of learning into everyday practice.
- Led and refined the M&E frameworks behind major funding bids, sharpening their competitiveness, including the successful Judith Nelson Foundation program.
- Facilitated cross-country learning and alignment, expanding MERL influence with embedded advisory support to Zambia’s Ministry of Health.
- Designed country-specific MERL systems tailored to Zambia’s and Sierra Leone’s health-financing contexts, including customized MEL frameworks.
- Improved donor reporting and strategic evidence use through quarterly and annual reports and data cockpits for adaptive management.

... contributing to FAH

\$1.6m

Raised for a grant advancing primary health care across Zambia, Sierra Leone and Senegal.

7

Countries reached via impact sprints that accelerated shared learning and evidence use. Built the 1st organization-wide Learning Agenda for FAH

4

Built two MERL systems and developed two core reporting processes to strengthen monitoring, accountability, and impact reporting..

Enock’s next challenge

Staying on at FAH to embed the MERL systems, learning structures, and data tools developed during the fellowship and strengthen data use, learning, and evidence for decision-making.



Eric Gaitho Macharia

Host organization: Kenya Wildlife Conservancies Association (KWCA)

Fellow position: Project Accounts Fellow

Fellowship duration: 1 year

Degree: MBA

Professional experience: 5 years



Summary

Through my role, I supported the financial management and operationalization of key donor-funded initiatives working closely partner conservancies to strengthen budgeting, compliance, financial reporting, and grant management systems in line with organizational and donor requirements.

The problem KWCA aims to tackle

- The issue of achieving sustainable human wildlife coexistence through community-led conservation in Kenya.

The solution KWCA provides...

- KWCA serves as the national umbrella body for wildlife conservancies in Kenya, providing a unified voice for the sector and advocating for enabling policies and frameworks that support community led conservation and human wildlife coexistence.

... contributing to the SDGs:



Opportunity for a Fellow

- Exposure to national level conservation policy engagement
- Opportunity to support the strengthening of community led conservation systems that advance human wildlife coexistence
- Hands-on experience in grant and fund management

“My experience as a Fellow...

... has given me real responsibility within donor-funded systems. worked at the intersection of finance and implementation while engaging with different stakeholders to make sense of how decisions translate into actionable impact. It was a space that pushed me to think more critically, act with ownership and understand systems in a much more grounded way.”

- Eric Gaitho Macharia



Eric Gaitho's achievements...

- Supported end-to-end grant and sub-grant management processes, including financial reviews, compliance checks and documentation for donor-funded programs.
- Contributed to the setup and operationalization of structured conservation financing mechanisms, including the Kenya Conservancies Fund (KCF)
- Built practical experience in managing donor requirements, reporting frameworks, and coordination across multiple stakeholders in a complex funding environment.

... contributing to Kenya Wildlife Conservancies Association

12+

donor-funded projects supported through financial accounting, bookkeeping, and reporting

99%

reduction in recurring reconciliation variances over time

2

audit cycles with minimal queries on supported accounts.

Eric Gaitho's next challenge

Staying on at KWCA and the impact space, with a growing interest in how funding is structured, particularly keen to deepen my exposure to the funder perspective.



Gbenga Oyedele

Host organization: Atreos Retail Platform

Fellow position: FP&A & Business Intelligence

Fellowship duration: Sep 2025 – Aug 2026

Degree: Msc. Finance

Professional experience: 10 years



Summary

I partnered with the C-Suites on systematizing the process of gathering financial data and making a more informed decision based on the data – I built all the business intelligence dashboard in the firm from scratch. I also doubled as a technical assistant to the CEO and CFO

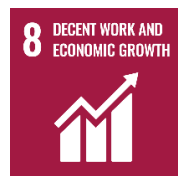
The problem Atreos aims to tackle

- The lack of organized, clean, and accessible "value-for-money" daily staple shopping environments for Nigerian and Africa by extension

The solution Atreos provides

- Cheapest price for all the products sold in the stores within the country
- Private Label Development and increasing the employment rate in the country
- Elimination of middleman markup cost through direct supply control through the Distribution Centre

Contributing to the SDGs:



Opportunity for a Fellow

- Led the implementation of automated daily sale report from all the stores and region – This was a pain point across the firm as this was done manually
- Modelled the construction financing option to help reduce the peak equity and optimize cashflow
- Led the analysis of cost reduction through solar and inverter option that the firm is currently exploring
- Provide technical support to the CEO and CFO

“My experience as a Fellow...

...has been both challenging and interesting at the same time – learning about the unique model that the business operates and me bringing some of the unique core skills that I have in business intelligence and data-driven decision making has been both beneficial to me and the firm. I lead several automation within the firm and systematized a lot of manual processes in reporting the results of the company. I became a go-to person for the CEO when it comes to data-driven decision which the business is heavily dependent on.”

- Gbenga Oyedele



Gbenga Oyedele's achievements

- Automation of daily sale report from all stores and regions that saved a combined average of 7 hours spent on getting this report ready and ensured more accurate data collected
- Expenses Analysis Automated Tracker – Built a live expenses tracker as the company operates on a small margin and expenses tracking is an important part of ensuring success of the project
- Rebate Calculation and Tracking – Carried out an analysis of the historical period and was able to help recover some rebates that were due but not captured. Average rebate in a quarter is roughly \$900k
- Built a model that was used in the analyze the options that was adopted to reduce peak equity and optimize free cash flow
- Developed a Sales Analytical Dashboard and collaborated with the CEO on the usage and created a mobile version to make it more accessible

... contributing to Atreos Retail Plaform

- Led the process of recovering over \$300k from rebate calculation and tracking of 2025 rebate
- Reduced the productive time spend in getting several report ready (Daily Sales Report, SBI Report, Expansion Map for Board Deck, etc)
- Partnered with IT to design a centralized database – This s was a major pain point in the firm before I joined as this was not available

Gbenga Oyedele's next challenge

I have some interesting options that I can explore ranging Fintechs in Africa, Private Equity firm or continue with Atreos to continue my partnership with the firm



Joyce Makau

Host organization: Maasai Mara Wildlife Conservancies Association (MMWCA)
Fellow position: Monitoring and Evaluation Fellow
Fellowship duration: 14
Degree: MA M&E, MSc in Agricultural and Applied Economics
Professional experience: 14 years



Summary

I led the development of MMWCA's 2026–2036 Strategic Plan, guiding stakeholder engagement and aligning organisational priorities with its long-term vision through an evidence-based planning process.

The problem MMWCA aims to tackle....

- Land fragmentation, biodiversity loss, weak governance and institutional capacity, limited livelihood opportunities, and gaps in policy implementation and coordination in the Greater Mara landscape

The solution MMWCA provides...

- Focuses on strengthening conservancies through improved governance, expanding protected landscapes, growing sustainable conservation-based livelihoods, enhancing community well-being through essential services and economic opportunities, and fostering the policies and partnerships needed to secure long-term conservation outcomes.

... contributing to the SDGs:



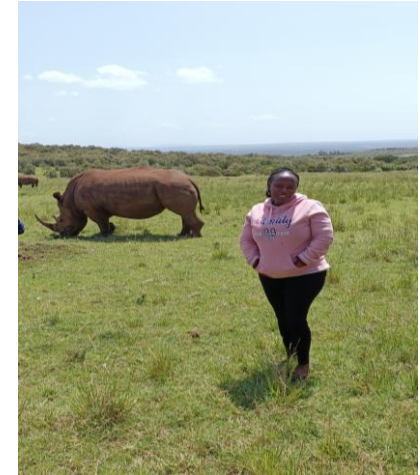
Opportunity for a Fellow

- Generate evidence of impact on conservation and community livelihoods.
- Attract funding and partnerships by demonstrating measurable results.
- Strengthen accountability and transparency through regular monitoring and reporting.
- Promote learning and adaptive management by sharing lessons and best practices.
- Leverage technology and data systems to improve tracking and reporting

“My experience as a Fellow...

... has been a truly transformative journey. MMWCA is unique in its ability to place communities at the heart of conservation, demonstrating that protecting wildlife and improving livelihoods can go hand in hand. Being part of MMWCA as it unites thousands of landowners, conservancies, and partners around a shared vision for the Mara has deepened my appreciation for the power of collaboration, local leadership, and evidence-driven decision-making in creating lasting impact.”

-Joyce Makau



Joyce's achievements...

- Led the development of the MMWCA 2026–2036 Strategic Plan within a short and accelerated timeframe, incorporating a Theory of Change and mini Theories of Change for each objective to strengthen strategic clarity, coherence, and results-based planning.
- Developed strategic frameworks, including objectives, KPIs, and MEAL systems, to strengthen performance tracking, accountability, and learning.
- Designed the operational plan, translating strategy into actionable activities, timelines, responsibilities, and resource requirements for effective implementation.
- Led the collection and analysis of baseline data to inform the MMWCA 2026–2036 Strategic Plan, ensuring evidence-based priorities and objectives.

... contributing to MMWCA

- Established and registered a Youth Forum as a Youth Council, strengthening youth participation in conservancy governance, policy dialogue, and conservation initiatives, including pathways toward youth representation on conservancy boards.
- Secured and operationalized an MOU with Human Practice Foundation, advancing strategic partnerships under Goal 4 of the strategy.
- Mobilized USD 150,000 to support governance strengthening under the strategic plan.
- Improved resource mobilization by aligning fundraising efforts with strategic priorities and funding gaps, resulting in multiple targeted proposals and concept notes.

Joyce's next challenge

My next focus is pursuing a PhD in Disaster Management, integrating MEL to advance evidence-based approaches for strengthening resilience, adaptive capacity, and effective response systems in vulnerable communities.



Kiana Sinclair

Host organization: Financing Alliance for Health (FAH)

Fellow position: Senior Fellow

Fellowship duration: August 2025 - September 2026

Degree: B.S. Journalism & International Relations, EMBA Said Business School, University of Oxford

Professional experience: 13 years

**Financing Alliance
for Health**



Summary

As a senior fellow, I collaborated with the Partnerships team on donor outreach, positioning, and major events planning. From the Advocacy & Policy perspective, I led the construction of the Financing Alliance for Health 2026-2027 advocacy strategy.

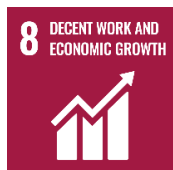
The problem Financing Alliance for Health aims to tackle

- The financing model that built Africa’s primary health care systems is breaking down. Budgets exist on paper, but financing systems often fail to move money, commodities, and accountability reliably to frontline services.

The solution Financing Alliance for Health provides...

- FAH works at the intersection of financing and health systems as the technical and advocacy partner that helps governments secure, direct, and spend the resources that make primary health care function and ensure that CHWs are paid equitably.

... contributing to the SDGs:



Opportunity for a Fellow

- Financing Alliance for Health is doubling down on their thought leadership and presence within the health financing ecosystem.
- In this effort, there is a large focus on how Financing Alliance for Health can influence health policy within governments in addition to providing technical assistance at the country level.

“My experience as a Fellow...

... has been abundantly educational and profound. Given my position within Financing Alliance for Health, I had the privilege to understand the intricacies of health financing, fully comprehend the need across the continent, and serve in a position to influence major donor contributions to Financing Alliance for Health’s work to dismantle broken health systems.”

- Kiana Sinclair



Kiana’s achievements...

- Served as on the ground support and outreach for Financing Alliance for Health’s presence at the United Nations General Assembly in 2025.
- Sourced strategic events and major donor meeting opportunities for Financing Alliance for Health leadership during Skoll World Forum 2026.
- Contributed to third annual fellowship program education materials, bootcamp agenda/structure, program guide and information packet for fellows.
- Drafted and led the development of Financing Alliance for Health’s 2026-2027 advocacy strategy that is designed to be leveraged as a northstar for fundraising, partnership, and thought leadership opportunities.
- Outlined success metrics to track Financing Alliance for Health’s progress towards attaining the goals outlined in the 2026-2027 advocacy strategy.

... contributing to Financing Alliance for Health

- 6** New donors in Financing Alliance for Health’s fundraising pipeline.
- 2** New task force positions within CHIC Advocacy Group on behalf of Financing Alliance for Health to secure better relations and more streamlined funding opportunities with Global Fund and the World Bank
- 1** 2026-2027 advocacy strategy developed

Kiana’s next challenge

Staying at FAH to provide a detailed AI transformation strategy to aid strategic work within the organization.



Kunal Dongre

Host organization: Educate Girls

Fellow position: Financial Planning & Analysis Manager

Fellowship duration: June '25 – June 2026

Degree: MBA

Professional experience: 10 years



Summary

Finance and strategy professional with experience across financial planning, operations, and organizational development. Passionate about community building, systems thinking, and creating sustainable social impact through collaborative action.

The problem Educate Girls aims to tackle

- The persistent educational disadvantage faced by girls across Central, Northern, and Eastern India. Despite progress in enrolment, barriers such as poverty, gender norms, and learning gaps continue to prevent millions of girls from accessing and completing quality education.

The solution Educate Girls provides...

- Brings out-of-school girls back into education, improve their retention and learning outcomes, and support adolescent girls and young women in completing secondary education through open schooling pathways. By mobilizing communities and strengthening the education ecosystem alongside government partners,

... contributing to the SDGs:



Opportunity for a Fellow

- Understand how financial planning, budgeting, and resource allocation shape program delivery at scale.
- Learn to navigate complexity, analyse trade-offs, and translate strategic priorities into operational decisions.
- Build systems, processes, and cross-functional partnerships that strengthen organizational effectiveness and impact.
- Develop patience, judgement, and systems thinking while contributing to mission-driven work.

“My experience as a Fellow...

...has been an exercise in learning to sit with ambiguity. What started as budgeting and planning evolved into understanding how small decisions, assumptions, and trade-offs shape organizational outcomes. It has made me more patient, reflective, and comfortable with the slow work of building systems that last.

- Kunal Dongre



Kunal's achievements...

- Supported annual budgeting and resource planning for a large multi-state education initiative, improving cost visibility and decision-making across program teams.
- Designed structured budgeting templates and planning workflows, training 12 program leads and improving consistency across the budgeting process.
- Led budget rationalization exercises across major cost heads, balancing operational needs with efficiency and supporting informed resource allocation.
- Supported donor-linked budgeting and utilization tracking, strengthening financial stewardship across program functions.
- Facilitated cross-functional budgeting discussions and scenario analyses, helping align financial plans with organizational priorities and program delivery.

... contributing to Educate Girls

12

Program leads trained on budgeting methodologies.

6

States Supported Through Annual Planning & Budgeting

1

End-to-End Annual Budgeting Cycle Delivered

Kunal's next challenge

Kunal plans to pursue the CFA program, deepen his understanding of sustainable investing, and explore opportunities at the intersection of finance, systems thinking, and social impact.



Senthil Balasubramanian

Host organization: Kenya Wildlife Conservancies Association (KWCA)

Fellow position: Resource Mobilisation Officer

Fellowship duration: June 2025 - June 2026

Degree: B.S. Finance, MBA

Professional experience: 15+ years



Summary

In my role, I led the design and implementation of KWCA’s long-term resource mobilisation strategy for sustainable financing for the organization’s goals. I focused on helping the organization diversify its capital sources to pursue a range of strategic, donor-, and market-based instruments.

The problem KWCA aims to tackle

- Kenya has suffered a precipitous 70% decline in biodiversity in the past 40 years. At the same time, the communities that historically co-existed with nature face a livelihood crisis while being on the front lines of climate change.

The solution KWCA provides...

- KWCA leads the model of community-led conservation in Kenya, where communities sustain themselves through conservation and climate activities and therefore also become invested in safeguarding nature. Today, 10 million hectares of land and 65% of Kenya’s wildlife are conserved under this vision of “Living Nature, Living People”.

... contributing to the SDGs:



Opportunity for a Fellow

- The impact sector as a whole, and conservation in particular, is going through a funding crunch on the back of geopolitical changes in recent times. This fellowship gave me the opportunity to help the organization envision new ways of funding and achieving self-reliance in the long run. I really enjoyed the opportunity to apply entrepreneurial approaches to addressing this challenge.

“My experience as a Fellow...

... has been deeply fulfilling. The most memorable aspect for me has been getting to support the communities on the front lines of biodiversity loss and climate change. These communities show that an alternative vision for our future is possible — a vision where nature and humans can thrive together.”

- Senthil Balasubramanian



Senthil’s achievements...

- Developed comprehensive 5-year resource mobilisation strategy and operational blueprint to diversify funding mix, improve funder discoverability, and streamline fundraising process.
- Prepared and submitted funding applications totaling potential ~\$7.5M
- Visited and interviewed stakeholders in the Tsavo and Maasai Mara landscapes to document our impact work on capacity building, livelihood pathways, nature-based enterprises, gender inclusion, and youth empowerment
- Led outreaches to fundraising prospects for new conservation finance facility
- Designed digital campaigns to support future targeted outreaches to tap into sources of development and impact funding

... contributing to KWCA

\$ 3M

New unrestricted funding secured

9

Communities engaged for impact stories

15

RFPs responded to

Senthil’s next challenge

Staying on at KWCA to scale the Kenya Conservancies Fund and help KWCA realize the vision of leveraging nature-based enterprises to make conservation self-sustaining



Teboho Moleko

Host organisation: Harambee Youth Employment Accelerator

Fellow position: Specialist Research

Fellowship duration: 1 July – 30 June

Degree: PhD in Sociology, University of Cape Town

Professional experience: +7 years



Summary

I worked in Harambee’s Impact and Intelligence team. I led Harambee’s Monitoring, Evaluation, and Learning (MEL) for the Digital and Global Business Service Jobs project. I was also part of the self-employment team, supporting on research and reporting on youth self-employment pathways.

The problem Harambee aims to tackle

- **Youth unemployment** in South Africa. Broad youth unemployment among those aged 18 to 35 sits at 54.65% (QLFS, Q2 2026). Each year, one million young South Africans enter the labour market, yet two-thirds remain not in employment or education (NEET) after 12 months.

The solution Harambee provides...

- Harambee Youth Employment Accelerator is a not-for-profit social enterprise that accelerates youth employment by partnering with government, business, civil society and youth to develop solutions to breaking barriers and unlock jobs for young people in South Africa.

... contributing to the SDGs: Opportunity for a Fellow



- Harambee offers a values-driven environment grounded in collaboration, and integrity.
- Fellows are exposed to a broad ecosystem of stakeholders, including government, civil society, research institutions, and private sector partners, enabling engagement at the intersection of South Africa’s youth employment challenge.
- Harambee creates a platform to apply your skills in a practical and meaningful way.
- There is room to grow, contribute and learn within a culture that prioritises learning and continuous improvement.

“My experience as a Fellow...

... has felt like a real full-circle moment for me. Back in 2017, I volunteered with Harambee to coach young people for interviews. I never imagined I would return almost a decade later, as part of the team. It has been rewarding (and stretching!). More than anything, it’s been a privilege to grow alongside a passionate and compassionate group of people who care deeply about solving the youth unemployment crisis.”

Teboho Moleko



Teboho's achievements...

- Served as Harambee's Monitoring, Evaluation, and Learning (MEL) lead for the Digital and GBS Jobs Project.
- Conducted a Survey to understand youth employment experiences at GBS organisations in South Africa and Rwanda on work readiness, workplace experiences, retention and career progression.
- Contributed to the development of [The Disability Hiring Handbook](#) co-created Harambee with the GBS industry body, Business Process Enabling South Africa (BPESA).
- Contributed to a range of research and learning outputs, including the [Transformative Impact: Youth Jobs in the Digital and GBS Sector](#) report with Genesis Analytics.
- Co-facilitated focus group discussions to inform the design and application of behaviourally informed interventions in youth self-employment initiatives.

... contributing to Harambee

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- Leading and contributing to quarterly and bi-annual report writing to highlight Harambee progress, insights, and impact.
- Co-led the planning and delivery of a multi-city (Johannesburg, Kigali and Cape Town) Learning Day including agenda design, presentations, logistics, co-hosting, and presenting.
- Contributing to the development of Harambee's self-employment strategy by generating insights and supporting evidence-based approaches to strengthen youth pathways into sustainable self-employment.
- Strengthening the visibility and effectiveness of the impact team across the organisation, serving as the impact team's Cape Town focal point and fostering ongoing collaboration between Harambee Rwanda and the impact team.

Teboho's next challenge

Contributing to advancing the goal of reducing systemic youth unemployment in South Africa.

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