



CEO's Message for February

The second month of the year has come to an end. Michael Altshuler says, "The bad news is time flies, the good news is you're the pilot". With all that there is to accomplish, it is important to know that time goes by so fast so we need to prioritize key result areas and deliverables to be achieved within a specified set time. As we do this, let us also make sure that performance-based accountability and quality are ensured across the organisation at all levels.

I know much of the time this month has been dedicated to annual staff performance reporting for 2022, staff goals and target setting for 2023, and financial accountability to the Donor. Dedicating ample time to exhaust the donor's expectations is very critical for continual funding and implementation of our projects to the core.

I congratulate all the Country Programs with new and extended Partnership Project Agreements. This is a clear illustration of delivering on our promise of AIRD being a reputable, credible humanitarian player with a track record in logistics with all its complexity as we also build and grow into planning and execution of rehabilitation and long-term sustainable community development program

Several partnerships are being pursued with respective government entities, NGOs, and donors. We believe that looking outward will help us to have diversified donors and partners which will grow our income and also expand our areas of implementation. The CPDs have a major role to play in this, leading to a diversification of funding and donors specifically at this very critical time than ever where funding is dwindling from UN agencies, including UNHCR.

Many thanks to all of you who participated and contributed to the discussion and drafting of the MOU to be signed with WFP HQ. After a review by AIRD legal counsel, we have shared the MOU with WFP HQ and we expect to hear feedback as well signing of the MOU sooner. This we believe provides opportunities for increased collaboration, partnership, funding, and program implementation with both the existing AIRD CPs as well as the future ones. AIRD strategically plans to expand and invest.

Risk Management

The Risk and Compliance Manager would like to remind us all that as per section 4.21 of the Revised HR Policies and Procedures, the organisation has provided its employees, an avenue to raise concerns about suspected misconduct, dishonesty, and fraud. Staff who report in good faith are protected from reprisals or victimization. Do not hesitate to reach out to him for any concerns that need his attention

HR Communication

New staff in February:

- 1, Moussa Effat Ahmed, Project Manager, DRC
- 2, Awoke Taye Takelign, Sub Office Manager, Uganda
- 3, Moctar Moustapha, Temporary Sub Office Manager, BF

Ongoing Recruitments

- 1, FAM Tanzania expected 13 March
- 2, Operations Manager expected 6 March
- 3, Director Resource Mobilization and Donor Relations, HO
- 4, Director of Programs, expected 15 March, HO
- 5, Project Manager, Auto Service, and Multi-Purpose Skills Development Center

Following budget cuts, the following positions ceased to exist

- 1, SOM CHAD (Ngeze) wef 1 January 2023
- 2, FOM DRC (Marcel Hondonou) effective 1 January 2023
- 3, FOM DRC (Moctar Moustapha) effective 1 January 2023
- 4, Logistics Coordinator, TZ (Kalibbala Obadiah) 1 February 2023

Those that left:

- 1, Frederic Shekabore, Internal Control Manager based in the DRC
- 2, Patrick Barreau, SOM BF



Fikru Abebe Abebe