

**Tony D. Karbo, Ph.D.**  
United Nations Affiliated University for Peace (UPEACE)  
Africa Programme,  
P.O. Box 2794, Code 1250,  
Addis Ababa, Ethiopia

**OVERVIEW:**

Over seventeen years of experience in workshop facilitation and training on peacebuilding, conflict resolution, conflict transformation, mediation and negotiation in more than twenty African countries, several countries in Eastern Europe and the Caucuses. Fifteen years of experience working with parliamentarians, senior civil servants, civil society organizations and non-governmental organizations. More than ten years of experience in security, governance, development and peacebuilding assessment and research in Africa. Extensive experience working with different international systems in the management, training, research and capacity building sectors. An impressive track record of engaging multiple stakeholders in peacebuilding and conflict resolution processes in conflict and post-conflict societies. Experience in human, material and financial resource management in private and public organizations.

**SKILLS**

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**Program Management:**

- ◆ Program/project design in Africa and Eastern Europe;
- ◆ Fieldwork in conducting peacebuilding and program implementation;
- ◆ Research in security, governance and development in Africa;
- ◆ Partnership building and bringing together multiple stakeholders;
- ◆ Staff supervision and leadership of project teams;
- ◆ Strategic planning;
- ◆ Facilitation of Dialogue processes;
- ◆ Curriculum development;
- ◆ Program monitoring and evaluation;
- ◆ Program and project management;
- ◆ Financial management; and,
- ◆ Human resource management.

**Teaching/ Training:**

- ◆ Peacebuilding and conflict resolution education/training of youth leaders, parliamentarians and senior civil servants; UN staff, local government agencies from various countries in Africa;
- ◆ Curriculum development at the graduate level in Peace and Conflict Studies, Peacekeeping and Peacebuilding, Gender and Peacebuilding; Environmental Security and Peacebuilding, and Peace, Conflict and Development; Governance in Africa;
- ◆ Teaching and training on Non-Violent Conflict Transformation;
- ◆ Training of political and civil society leaders in the development of democratic values;
- ◆ Facilitation of political and reconciliation dialogues;
- ◆ Facilitation of problem solving workshops;
- ◆ MA and PhD student supervision; and,
- ◆ Strategic planning facilitation and process facilitation;

- ◆ Workshop facilitation on Conflict Management and Conflict Transformation; and,
- ◆ Workshop facilitation on Human Rights and Transitional Justice.

#### **Research/Writing:**

- ◆ Research for independent projects and book authors on peacebuilding in Africa;
- ◆ Regional and thematic research on security and conflicts in Africa

#### **EDUCATION**

**Ph.D.**, Conflict Analysis and Resolution, Institute for Conflict Analysis and Resolution, 2005, George Mason University, Fairfax, Virginia.

**M.S.**, Conflict Analysis and Resolution, Institute for Conflict Analysis and Resolution, 1997, George Mason University, Fairfax, Virginia.

**B.Sc.**, Agricultural Economics, Odessa Institute of Agricultural Sciences, Odessa, Ukraine, 1987.

#### **PROFESSIONAL EXPERIENCE**

##### **Director, Karamoja Cluster Project, UPEACE Africa Program, Kampala, Uganda, April 2013 – Present**

- ◆ Director, Karamoja Cluster Project (KCP), a “Peace Through Sport” project designed to bring together various constituencies and stakeholders in collaborative exercises through sports and theatre;
- ◆ Work with multiple stakeholders in community peacebuilding;
- ◆ Manage financial and human resources of the project in two countries (Kenya and Uganda);
- ◆ Project Monitoring and Evaluation;
- ◆ Field research, report writing and analysis;
- ◆ Activity reports and project management reports.

##### **Associate Professor/Senior Programme Officer, UPEACE Africa Program, Addis Ababa, Ethiopia – July 2006 – March, 2013.**

- ◆ Work with multiple stakeholders (governments, UN agencies, universities, civil society organizations and non-governmental organizations) in building and developing partnerships;
- ◆ Developing, overseeing and supporting projects related to peace, conflict, conflict transformation, conflict sensitive development and peacebuilding;
- ◆ Managing training, research and project teams;
- ◆ Contributing to organizational planning and programming including at the policy level;
- ◆ Designing, coordinating and implementing trainings and workshops on governance, conflict, peace, research and gender sensitive programming;
- ◆ Conduct research on various peace and conflict thematic areas, prepare readers and compendiums for graduate programmes in African universities; and,
- ◆ Managing Editor of the “Africa Peace and Conflict Journal”.

##### **Adjunct Faculty, Institute of Peace, Leadership and Governance, Africa University, Mutare, Zimbabwe, August, 2006 – Present.**

- ◆ Teach various courses in Peace, Leadership and Governance including Peace and Conflict, Theory and Practice; Peacekeeping and Peacebuilding (including civil military relations in peacekeeping operations); Governance, Democracy and Democratization, Civil Society in Africa.

**Senior Lecturer and Program Coordinator, Institute of Peace, Leadership and Governance, Africa University, Mutare, Zimbabwe, September, 2002 – July 2006.**

- ◆ Teach various courses in Peace, Leadership and Governance including Peace and Conflict, Theory and Practice; Peacekeeping and Peacebuilding (including civil military relations in peacekeeping operations); Governance, Democracy and Democratization, Civil Society in Africa; Leadership in the Private Sector;
- ◆ Design and develop various programs including gender mainstreaming for Africa University and community based organizations; messengers of peace programs;
- ◆ Grant proposal and report writing;
- ◆ Conduct trainings in conflict resolution and conflict transformation, as well as gender and leadership.

**Regional Representative (Eastern and Southern Africa), Institute for Multi-Track Diplomacy (IMTD), Washington DC, September, 2002- June, 2006**

- ◆ Regional advisor and representative, Eastern and Southern Africa Programs (Tanzania, Kenya, Zambia, Ethiopia, Uganda and Somalia);
- ◆ Responsible for thematic project work on conflict resolution intervention design.

**Teacher, Prince George's County Public Schools, Upper Marlboro, Maryland, September 2000-August, 2001.**

- ◆ Conduct social skills training to emotionally challenged students;
- ◆ Prepare and deliver lesson plans for training;
- ◆ Design curriculum, write progress and annual reports;
- ◆ Participate in school improvement strategic planning.

**Adjunct Faculty, Institute for Conflict Analysis and Resolution, George Mason University, Fairfax, Virginia, August, 1998 - May, 2000.**

- ◆ Designed and developed curriculum for graduate classes in conflict resolution theory and practice;
- ◆ Conducted student evaluation and wrote student academic reports;
- ◆ Performed graduate research assistant duties for a supervising faculty (worked for various supervisors during this time);
- ◆ Conduct research, prepare briefings, notes for supervisor, monitor and maintain schedule for supervisor.

**Program Assistant, Institute for Multi-Track Diplomacy, Washington DC, May, 1996 - May, 1997**

- ◆ Project assistant for Africa Programs (Tanzania, Kenya, Sierra Leone, Liberia, Ethiopia and Somalia);
- ◆ Responsible for thematic project work on conflict resolution intervention design;
- ◆ Assisted in conflict resolution workshop design and implementation;
- ◆ Prepared training materials and wrote workshop reports;
- ◆ Facilitated a regional conflict resolution workshop for CARE Country and Assistant Country Directors;
- ◆ Facilitated dialogue groups (Ethiopia, Somalia, Liberia and Cuba);
- ◆ Facilitated conflict resolution workshop for Greek and Turkish Cypriot journalists;

- ◆ Wrote several research reports including workshop reports;
- ◆ Prepared high quality funding proposals for various projects and activities of the institute.

**Selected Consultancies:**

**The Dynamics of War Economies in the COMESA Region: June 2010:**

Conducted research on war economies in the COMESA region.

**Research on Vulnerabilities in the COMESA Region: May 2009**

Conducted case study research on vulnerabilities for Zimbabwe, Mauritius and Uganda.

**Building Regional and National Capacity for Conflict Prevention and Transformation:**

**Nile Basin Initiative (NBI): October 2006 –August 2010.**

Lead trainer in conflict management and negotiation skills for mid to upper level management staff of sister organizations in the Nile River Basin Countries. Lead trainer in training of trainers in Mediation and Negotiation skills.

**United Nations Development Program: Facilitator, July – September 2004**

Design curriculum and facilitate conflict resolution and conflict transformation trainings for staff and students from various universities in Zimbabwe including Africa University, the University of Zimbabwe and others. Conduct similar trainings for various officials of the government of Zimbabwe.

**Amani Forum. Technical Advisor, Election Monitoring and Evaluation, August 2003 – December 2003.**

Provided technical support and advise to the Amani Forum, a Great Lakes Parliamentary Forum established to conduct conflict resolution intervention in member states by members of parliament from the Great Lakes countries including some Southern African countries (Zambia, Zimbabwe). Evaluated election monitoring procedures and activities of Amani Forum. Conducted Conflict Resolution and Transformation Training to Zambian Parliamentarians.

**Conflict Resolution Technical Advisor, the Carter Center/The Electoral Commission of Zambia - October, 2001-August, 2002.**

Provide technical advice to the Electoral Commission of Zambia on Conflict Management issues related to elections and the setting up of conflict management committees and structures. Manage a technical staff of nine in nine provinces of Zambia. Manage budget for the project. Conduct evaluations of the project; write reports on training and conflict management committees. Conduct training of political leaders and operatives. Organize and conduct trainings with civic groups on democracy and the establishment of democratic institutions.

**Facilitator and Trainer, USIA International Visitors Program, October 1999.** Prepare curriculum and conduct Conflict Resolution training for civil service professionals from Mauritius.

**Facilitator, ACT. Inc., July- August 1999.**

Facilitated Conflict Resolution and Leadership training for Georgian and Abkhazian youth leaders. Develop and deliver training curriculum.

**Trainer, USIA International Visitors Program, May 1999.**

Conducted training in Conflict Resolution and Peacebuilding in Africa for young professional from fifteen African countries. Facilitated dialogues and conducted training assessment.

**Facilitator: People-to-People International, International Youth Leadership Conference, Washington DC, October, 1995.**

Conduct leadership training for youth from around the world.

**Engaging Youth and Civil Society:**

**Director, Cultural Diversity UMCOR, June-July, 2001.**

Responsible for cultural diversity training and facilitation workshops. Participated in activities relating to the training of Kosovo Albanian and Serb leaders. Assisted Camp Director in daily management of the camp.

**Facilitator, ACT Inc., July-August, 2000.**

Lead facilitator and trainer in Conflict Resolution and leadership for Georgian and Abkhazian youth leaders. Participated in curriculum development for the training.

**Refining Policy Frameworks:**

**COMESA (Department of Peace and Security): January 2007 – January 2008.**

Lead researcher on costs of conflicts in the COMESA region. Conducted a detailed study on the development of methodology and formulae on conflict costs.

**Africa University: Gender Policy Formulation Trainer: October 2004.**

Conduct training for a group of academic and senior administrative staff on Gender Policy formulation.

**Team Leader, ARD. Inc. August- September 2001.**

Participate as the leader of case studies in Conflict Prevention and Peacebuilding in Guinea, Liberia and Sierra Leone. Had overall responsibility for the WARP Task Order, conduct, preparation, implementation, analysis and the production of the case studies. Work with Civil Society Organizations and political leaders in the Mano River Union member countries.

**Advocacy Coordinator, CRS, Baltimore, May-June 2000.**

Liase with civil society organizations in the Washington Metropolitan area on behalf of Sierra Leone. Facilitated strategic planning meetings organized lobbying activities on Capitol Hill, The Catholic Conference of America, and The United Nations. Organized a visit for the visiting Bishop of Makeni to visit high-level officials in Washington and New York.

**Professional Organizations:**

**Member, Board of Directors, South-North Center for Peacebuilding and Development, January, 2003 - Present.**

A center for the promotion of academic research, practice and creating networks in the field of conflict, peace and development.

**Member, Board of Directors, SHARE Circle, April 1999 - Present.** A non-governmental organization whose main objective is to provide humanitarian assistance to vulnerable groups in war-torn societies in Africa.

**Co-Founder and Former Coordinating Chair, Scholars Network for Peacebuilding in Africa, March, 1997 – May, 2003**

Former co-founder and coordinating chair for a three university consortium (Duquesne University, George Mason University, Eastern Mennonite University) of African students and scholars of African studies whose purpose is to provide a global forum for sharing experiences in conflict and creating networks of conflict resolution organizations in Africa.

**Member, Board of Directors, Center for Conflict Prevention and Resolution in Africa (CCPRA), January, 1996 - Present.**

A center for the promotion of academic research and networks in the field of conflict resolution in Africa.

**Selected Publications**

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**Tony Karbo** (Forthcoming 29 August, 2013); "Religion and Social Cohesion in Ethiopia"; *International Journal of Peace and Development Studies*, Vol. 6 (32), pp.2400-2407,

**Tony Karbo & Ruth Bolline Owuour, (2013 in print);** "Stalled Democracy in Africa: The Pitfalls for AU Governance Agenda"; *African Renaissance*, Vol. 9, No. 2

**Tony Karbo, (2013 in print);** "The AU New Partnership for Africa's Development: The Next Ten Years" in Tim Murithi (editor); "Africa's International Relations", London, Routledge.

**Tony Karbo (2012)** "Localising Peacebuilding in Sierra Leone: What Does it Mean" ACCORD, South Africa; Website: [www.accord.org.za](http://www.accord.org.za)

**Tony Karbo & Martha Mutisi (2012);** "Ethnic Conflict in the Democratic Republic of Congo (DRC); in Dan Landis and Rosita D. Albert (eds.); "Handbook of Ethnic Conflict: International Perspectives; New York, London, Springer.

**Erin McCandless and Tony Karbo (eds.) (2011);** "Peace, Conflict and Development: A Reader"; UPEACE Africa Programme.

**Tony Karbo (2009);** "Gender Mainstreaming in Organizations: A Training Manual"; unpublished.

**Tony Karbo and Catherine Nelson (2010);** "War Economies: Issues and Options for Transformation"; *Africa Peace and Conflict Journal*" Vol. 3: Issue 1, June 2010.

**Tony Karbo (2008);** "Peacebuilding in Africa" in David Francis (ed.), "Peace and Conflict in Africa"; ZED Books;

**Tony Karbo (2008);** "Variations in Violent Conflict in Africa: The Relative Influence of Political and Environmental Factors" Berlin, VDM Publishers;

**Tony Karbo and Martha Mutisi (2008);** "Psychological Aspects of Post-Conflict Reconstruction: Transforming Mindsets: The Case of the Gacaca in Rwanda" UNDP/BCPR;

<http://unpan1.un.org/intradoc/groups/public/documents/UN/UNPAN032152.pdf>

**Tony Karbo (2008);** "Assessing Environmental Security in Africa: Prospects and Challenges", Nairobi, ISS Monograph Series;

**Christine MacAulay and Tony Karbo (2008);** "Up to the Task? Assessing the Ability of the Economic Community of Central African States (ECCAS) to Protect Human Security in Central Africa" Addis Ababa, ISS Monograph Series;

**Tony Karbo (2007)** "Synopsis of Peace and Conflict Research Methodologies" in Peace Research for Africa: Critical Essays on Methodology (Mary E. King and Ebrima Sall, (eds.); University for Peace Africa Programme.

**Tony Karbo & Martha Mutisi (2006);** "Comparative Analysis of Post-Conflict Elections in Angola and Mozambique, Conflict Trends, June 2006;

**Tony Karbo (1999),** "In Search of Conflict Theories, A Guide for the Perplexed" Scholars Network for Peacebuilding in Africa Website. ([www.ubuntu.dug.edu](http://www.ubuntu.dug.edu));

**Tony Karbo (1999);** "Leadership constraints in Africa, The case of Sierra Leone" Scholars Network for Peacebuilding in Africa Website. ([www.ubuntu.dug.edu](http://www.ubuntu.dug.edu)).

**Tony Karbo (1998);** "The Role of Regional Military Intervention Regimes: The Case of ECOMOG." Research Project, Institute for Public Policy, Program on Peacekeeping Policy, George Mason University, Fairfax, Virginia, December 1998. ([www.ubuntu.dug.edu](http://www.ubuntu.dug.edu)).

**Tony Karbo (1998)** "The Gods May Be Irritated." Cantilevers, volume 5, summer 1998.

### **Personal Data**

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**Language Skills:** Fluent Russian, Limited French, Limited Kiswahili

**Interests:** Tennis, Reading and Traveling.

**Travel Abroad:** Belgium, Benin, Burundi, Costa Rica, Cote d'Ivoire, Croatia, Czech Republic, Democratic Republic of the Congo, England, Ethiopia, Germany, Moldavia, Gambia, Ghana, Georgia, Germany, Greece, Guinea, Hungary, Indonesia, Italy, Jordan, Kenya, Kosovo, Liberia, Macedonia, Malawi, Montenegro, Mozambique, Netherlands, Nigeria, Romania, Russia, Rwanda, Senegal, South Africa., Tanzania, Tunisia, Uganda, Ukraine, Zambia and Zimbabwe.