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World Organization of the Scout Movement
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Всемирная Организация Скаутского Движения
Organización Mundial del Movimiento Scout
المنظمة العالمية للحركة الكشفية

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To : International Commissioners

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New Regional Director for the World Scout Bureau, Africa Regional Office

Dear Colleagues,

I am pleased to inform you that, following a fully open process carried out in collaboration with the Africa Regional Scout Committee and in full agreement with the latter, I have decided to appoint Mr. Frederic Tutu Kama-Kama, from the Democratic Republic of Congo (DRC), as new Regional Director of the World Scout Bureau, Africa Regional Office.

Frederic is 44 years old, married and father of three. He is fully French-English bilingual and fluent in Kiswahili. He has a strong university background, holding a BA and MA in philosophy, a diploma in theological studies as well as a certificate in project management. He is currently completing a Ph.D. focusing on conflict transformation with the California Institute of Integral Studies.

Frederic has acquired an extensive professional experience through his assignments since 1985, when he started his career as a secondary school teacher in DRC. He has worked for the past fifteen years as a consultant, coordinator or senior executive with more than 20 INGOS, NGOs, networks or international programmes active in peace advocacy, peace building, conflict resolution, human rights, justice, disarmament and reinsertion of child soldiers in various regions of Africa (mainly in the Democratic Republic of Congo, in Kenya, in the Greater Horn of Africa and in the Great Lakes region). Since 2002, Frederic has been associated with the Peace Tree Network (PTN) activities in the Greater Horn of Africa where he holds the position of executive coordinator in charge of the main office in Kenya and of seven subsidiary offices in the region. He also acts as a consultant with the Collaborative for Development Action (CDA), Africa Peace Point (APP) and until recently with the American Friends Service Committee (AFSC).

Thanks to these numerous assignments, Frederic is aware of and familiar with the operational opportunities and limitations, administrative requirements, and regulatory frameworks of both governmental and non-governmental organizations, which I consider key competencies demanded of the position of Regional Director of the Africa Regional Office. He also possesses a sound understanding of field conditions with programme management challenges based on his practical experience.

Throughout his career, Frederic has developed a strong ability to act as a negotiator and mediator in conflict management, a great sense of cultural, social and political issues, and a substantial management ability in the development and monitoring of programmes, conducting workshops, acting as the liaison agent in negotiations, as well as in human resources management. His experience has also brought him a high communications level, on both the national and international stage.

Frederic became a Scout in 1977 when he joined secondary school. He belonged to the "Gazelle" section, "Agility" unit and made his Promise to be of service to his community and his country under the nickname "Ayel" (wise/wisdom). Eventually, he became the leader of the unit and was to become a Rover when he joined the Divine World Missionaries. As his training with the latter was to be undergone in seclusion, it also saw the end of his active Scouting.

He became associated with Scouting again when he was working as the assistant coordinator of AMECEA Refugee Programme (now Africa Refugee Programme – Great Lakes). He supported refugee Scouts and was the co-organizer of the friendship week held at the Guide Headquarters in Nairobi during the 2000 Africa Regional Jamboree between Scouts representatives from Burundi, DRC and Rwanda and their refugee counterparts. From this experience, a close working relationship has developed with the Bujumbura-based Great Lakes Scout Secretariat through which he has been also involved as a resource person in the Amahoro-Amani Peace Scout project in the same region.

Frederic was awarded Peace Ambassador by the Inter-religious and International Federation for World Peace in recognition of his professional and personal commitments. He is also the author of numerous publications on humanitarian issues. A very thoughtful and sedate personality, Frederic is a value-driven person and he definitively has the Scouting spirit!

I am sure that Frederic will capitalise on the work so far achieved by his predecessors and that Scouting has acquired an experienced and able senior executive who will serve our Movement well with the necessary ambition and leadership to further strengthen Scouting in the Africa Region while looking for excellence in the management of our Africa Regional Office.

Frederic will take office on 1 October 2009.

I am sure you will all join me in wishing Frederic every success in his endeavours and happiness in his new position.

Yours in Scouting.

Luc Panissod
Secretary General WOSM