

ONESMO STEPHEN

Business Management Specialist | AI Trainer | Educator
Dar es Salaam, Tanzania

PROFESSIONAL SUMMARY

Business management professional with over eight years of experience spanning education, finance, project coordination, and Christian ministry. Holds a Bachelor of Business Management (2016). Experienced in translating complex business concepts into structured, actionable content. Adept at metacognitive communication, systematic problem analysis, and documenting decision-making processes clearly. Proven ability to evaluate logic, identify gaps in reasoning, and provide structured feedback across diverse organisational contexts.

CORE COMPETENCIES

Business Strategy and Analysis | Project Management | Organisational Behaviour | Financial Analysis
Operational Workflow Design | Curriculum Development | Scrum and Agile Frameworks | Stakeholder Communication
Decision-Making Frameworks | Educational Training | Cross-Cultural Communication | Data-Driven Feedback

PROFESSIONAL EXPERIENCE

Scrum Master and Product Manager | RustyBytes

2025 – Present

- Led cross-functional agile teams, managing sprint planning, backlog grooming, and retrospectives.
- Analysed product requirements and translated business needs into structured development workflows.
- Identified process inefficiencies and proposed data-backed operational improvements.
- Documented decision rationale and failure modes to strengthen team reasoning and product quality.

Product Manager | Nottech Ltd

2024 – Present

- Defined product strategy and roadmaps aligned with organisational goals and market positioning.
- Conducted stakeholder interviews and synthesised feedback into actionable product requirements.
- Evaluated operational workflows and proposed efficiency improvements across departments.
- Produced structured reports analysing business performance and strategic recommendations.

Tutorial Assistant | St. Paul Bible College

2017 – 2018

- Designed and delivered tutorials covering business management and organisational principles.
- Developed assessment materials to evaluate student comprehension of management frameworks.
- Provided structured feedback to students, articulating reasoning clearly and practically.

Secondary School Teacher and Accountant | Joshua School Magugu

2016 – 2017

- Taught business studies and accounting, covering financial analysis and entrepreneurship basics.
- Managed school financial records, prepared reports, and ensured budgetary accuracy.
- Applied real-world business scenarios to classroom instruction for practical learning outcomes.

Youth Education Program Volunteer | Compassion International Tanzania (TZ0600)

2014 – 2016

- Designed youth education content aligned with organisational behaviour and life skills frameworks.
- Facilitated group sessions, encouraging critical thinking and structured decision-making.
- Worked collaboratively across multi-stakeholder environments to deliver program outcomes.

Agricultural Translation Consultant | Self-Employed

2015 – 2016

- Translated and adapted technical agricultural management content for local Tanzanian audiences.
- Applied business communication skills to bridge specialist knowledge and practical field use.

EDUCATION

Bachelor of Business Management | Institution of Accountancy Arusha

Graduated 2016

Core areas: Business Operations, Financial Management, Organisational Behaviour, Strategic Planning, Entrepreneurship, Marketing.

Diploma in of Business Management | Institution of Accountancy Arusha

Graduated 2013

Masters of Science in Finance and Investment | Institution of Accountancy Arusha

Graduated 2021

Masters of Divinity | Global university

Graduated 2025

RELEVANT SKILLS FOR AI TRAINER ROLE

- Strong metacognitive communication; adept at articulating reasoning steps and decision processes explicitly.
- Experience evaluating logical consistency in business case analyses and organisational scenarios.
- Skilled at identifying where reasoning oversimplifies business processes or misrepresents real-world operations.
- Documented failure modes and process gaps across agile product management and educational settings.
- Comfortable working with structured feedback frameworks and evaluation rubrics.
- Bilingual in English and Swahili; familiar with cross-cultural business communication contexts.

LANGUAGES

English (Professional proficiency) **Swahili** (Native)