

**Musa Isah Salmanu**

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**Profile Summary:** Musa Isah Salmanu is a retired Wing Commander of the Nigerian Air Force with over 2 decades' experience in government liaison, humanitarian affairs, international peace and security, peacebuilding, conflict resolution and strategic communications. He was responsible to 3 different Chiefs of the Air Staff, Nigerian Air Force on strategic communications focusing on influencing policy response to complex humanitarian emergencies in the fight against the Boko Haram terrorists in the North East of Nigeria. Earlier, Musa contributed to international peace and security at the regional and global levels with the Economic Community of West African States (ECOWAS) and the United Nations (UN). Musa is passionate about education as a means to achieving development, peace and security.

**EMPLOYMENT HISTORY**

**Oct 18<sup>th</sup> 2018 to Jan 2021: Senior Conflict and Military Advisor, Center for Civilians in Conflict, Abuja**

- ❖ I provide technical advice, guidance and support in the design and implementation of conflict sensitivity, protection of civilians and civilian harm mitigation programs and trainings for the Armed Forces of Nigeria including at national level training institutions.
- ❖ Advocate for adoption of Protection of Civilians and Civilian Harm Mitigation into the policies and curriculum of military training institutions.
- ❖ Provide leadership for the community-based protection, peacebuilding efforts at community level and militia training for 6 LGAs in the North East Nigeria.
- ❖ Advising the Nigerian Armed Forces on the implementation, practices and process to improve civilian harm mitigation and facilitating relationship with INGOs.
- ❖ Handle the budget of for training across 2 EU and DFID funded projects.
- ❖ Act as the Country Director in his absence in managing project design, outcomes including managing relations with the Nigerian Armed Forces funders, stakeholders and the government.

**Oct 17 to Oct 18 Humanitarian and Conflict Officer Irish Aid, Embassy of Ireland, Abuja**

- ❖ Liaise with the Nigerian government through the National Emergency Management Authority on conflict and humanitarian response in the North East and other parts of Nigeria.
- ❖ Monitoring the level and nature of humanitarian crisis within the Lake Chad region and offer advise on response options.
- ❖ Monitoring the level and source of international funding, highlight key successes and challenges and identify lessons which can be used to inform Ireland's support in Nigeria and the Lake Chad region.
- ❖ Liaising regularly with the Nigeria UN Humanitarian Country Team and with OCHA in-country while acting as liaison for Ireland with the Nigeria Humanitarian Pooled Fund.
- ❖ Providing funding options and ensure that programs are carried out in line with Ireland's Humanitarian Assistance Policy and within the terms agreed when financing was provided.
- ❖ Offering strategic advise on developments with a view to maintaining a high profile of Irish Aid on humanitarian issues.
- ❖ Leading the humanitarian team and undertaking visits to the field to assess progress by partners (UN, Red Cross and NGOs) in implementing humanitarian and development programs supported by Ireland.
- ❖ Facilitate coordination with the Nigerian Security Forces and government agencies at the state and federal levels.

**Oct 16 to Oct 17 Directing Staff/Member of Faculty Armed Forces Command and Staff College**

- ❖ Conduct facilitation and training for mid career student officers of Captain and Major rank and equivalent from the military, para-military and other civilian Ministries, Departments and Agencies.
- ❖ Develop and conduct training packages for the training of student officers in various aspects of Civil-Military Coordination, Disaster risks and response, complex humanitarian emergencies, international peace and security.
- ❖ Guide students on research into various areas of military operations and contemporary political issues.
- ❖ Leading the humanitarian Features Team within the Air Faculty to design and Implement humanitarian training modules.

**Apr 12 to Jun 14 & Aug 15 – Oct 16 Press Officer to the Chief of Air Staff Nigerian Air Force**

- ❖ My team promulgated and implemented a host community engagement blueprint for the NAF which served as the framework for the creation of a Directorate for Civil-Military relationship.
- ❖ Initiated, implemented and managed strategies for effective strategic communications for the Chief of Air Staff (CAS) to connect to the public and to over 13, 000 air force personnel of all ranks.
- ❖ Designed and successful implemented social media campaign strategy that increased Nigerian Air Force (NAF) visibility in the public space and discourse.
- ❖ My team created awareness and acceptability of new media (Facebook and Twitter) among the leadership and pioneered its use for the NAF.
- ❖ I introduced conflict mapping, political analyses and advise on political trends as part of the daily briefing to the CAS. This impacted positively on policy decisions and responses.
- ❖ We increased the rate and quality of partnership between the NAF and other national security stakeholders.
- ❖ I influenced the mainstreaming of gender and human rights issues in policy decisions in the NAF.

**Jun 15 – Aug 15 Assistant Adjutant Nigerian Defence Academy**

- ❖ I ensured the maintenance of enabling academic environment for over 1,000 officer cadets through deconflicting military and academic trainings in the Academy.
- ❖ Worked with the academic branch and faculties to ensure effective delivery of teaching to cadets.
- ❖ Facilitated the establishment of the Institute of Psychology in the Academy.
- ❖ Initiated through collaboration with the Institute of Psychology to commission a study aimed at producing an IDP Protection protocol for the Nigerian Armed Forces.

**Apr 11 – Apr 12 UN Military Observer/ Aide De Camp to the United Nations Organisation Stabilization Deputy Force Commander Mission in the Democratic Republic of Congo**

- ❖ I liaised effectively and created additional lines of communications between the Office of the Deputy Force Commander (DFC) and other departments, International NGOs and other section heads in the theatre of operations.
- ❖ I introduced conflict mapping, political analyses and advise on political trends as part of the daily briefing to the DFC. This helped in making decisions on level of protection to vulnerable populations and reduced reaction time in protection of civilians.
- ❖ Introduced modalities for reducing gender based violence against women in the IDP camps.

**Apr 10 – Apr 11 Military Observer/ Deputy Team Leader United Nations Mission in the Democratic Republic of Congo**

- ❖ I facilitated structured partnerships between the Office of the DFC and other humanitarian actors in the mission area especially in the most volatile part of the Eastern region of the DR Congo.

- ❖ I ensured effective coordination of activities in over 10 team sites consisting of over 70 officers of different nationalities. This increased operational efficiency and reduced time lag between patrols conveyance of report to higher headquarters.
- ❖ I introduced effective solution-based report writing to the team site.
- ❖ My team successfully distributed election materials in difficult terrain for the conduct of the 2011 elections.
- ❖ We implemented quick impact projects to reduce after conducting needs assessment in our host community.
- ❖ My team facilitated reconciliation through organizing sporting events with among the various communities in our area of control.
- ❖ Effectively managed the budget of the team sites and ensured their day to day administration.

**Oct 09 – Mar 10 Peace and Security Fellow Department of Political Affairs, Peace and Security ECOWAS Commission**

- ❖ As part of the African Peace and Security Studentship and Mentoring Programme at King's College London, I was attached to ECOWAS Department of Peacekeeping and Regional Security for a period of six months. During the period, I assisted in conducting research and making input on the development of the ECOWAS framework on civilian protection and humanitarian interventions; research on conflict within the West African Sub region, early warning on conflict flash points, political affairs monitoring; conducting research on level of democratization, peace and security and development issues; helping to organise and coordinate conferences, workshops and seminars for the ECOWAS Standby Force Task Force Headquarters and the Mission Planning and Management Cell and writing draft speeches for the Task Force Chief of Staff.

**Jul 07– Aug 08 Public Relations Officer Military Pensions Board, Ministry of Defence Nigeria**

- ❖ Leading a team of more than 15, I implemented a media campaign and communication strategy that ensured a turn-around in public perception of the Military Pensions Board.
- ❖ We initiated programmes in corporate social responsibility to enable the organisation give back to its host community through the drilling of boreholes to provide clean and safe drinking water.
- ❖ Through proactive engagement, my department reduced the traditional tension between the media and many military outfits like ours.
- ❖ I increased the number of internal bulletins and publications to ensure the staff were kept abreast with policies and organisational plans. This helped to increase buy-in from the staff and overall performance.

**Jan 05– Jul 07 Staff Officer (Community Relations) Headquarters Nigerian Air Force**

- ❖ Helped to draw up a template for harmonious relationship with host communities, this helped to reduce tension and incidences of clashes between services members and the communities.
- ❖ Introduced a complaint line to provide a direct means of channelling grievances from members of the public.
- ❖ Helped to draw up a code of conduct for service members in relating with the civilian public.
- ❖ Encouraged gender mainstreaming in our recruitment through generating outreach specifically targeted at girls only schools to encourage enrolment.
- ❖ Successfully managed the budget of the section for over two years.

**Oct 04 – Dec 04 Instructor School of Administration, 325 Ground Training Group Nigerian Air Force**

- ❖ I was responsible for preparing and delivering lectures to students on personnel management and geo-politics; Conducting exams, marking and project supervision; Administrative duties (Writing correspondences, appraisal reports, Boards of Inquiries, and other military duties).

#### **Oct 01- Oct 03 Officer Commanding, Admin Mgt Squadron 335 Base Services Group Nigerian Air Force**

- ❖ Facilitated effective media relations and served as media and community liaison for the NAF in Kaduna.
- ❖ Implemented neighborhood watch that helped reduce incidences of delinquency and petty theft among dependents.
- ❖ Introduced innovative ways of managing personnel issues and welfare.
- ❖ Fostered relationship between the NAF and other security agencies during internal crisis in the Kaduna.
- ❖ Facilitated the development of IDP camp management protocol for the victims of communal crisis.
- ❖ Effectively reorganised the rapid response Squad to ensure effective and timely response to distress.
- ❖ Introduced measures to improve on coordination among agencies responsible for providing relief efforts and humanitarian assistance to IDPs during crises.

#### **EDUCATIONAL QUALIFICATIONS**

- 2015 Masters of Military Operational Art and Science** – Air University, United States Air Force, Alabama
- 2010 MA Conflict Security and Development** - King's College London (Pass with Merit)
- 2009 MSc Political Science** - Ahmadu Bello University Zaria
- 2009 Post Graduate Diploma in Advertising and Public Relations** - International Institute of Journalism
- 2001 BSc Political Science and Defence Studies** - Nigerian Defence Academy (2:1 Second Class Upper)

#### **PROFESSIONAL COURSES/TRAININGS**

- Mar 19** Certificate, NATO/UN Protection of Civilians Course, Finnish Defence Forces International Center, Finland.
- Nov 16** Course in Public Policy Analysis, Pardee RAND Graduate School, Santa Monica, CA, USA.
- May 16** Strategic Communication Course, Partnership for Peace (PfP) Training Center, Ankara-Turkey.
- May 16** Crisis Communication Course, British Military Advisory Team, Abuja- Nigeria
- Feb 16** Deputy Spokesman Training, Royal Air Force, Joint Information Activities Group, UK
- Jun 14/15** Command and Staff Course, US Air Force Command and Staff College, Maxwell AFB, AL, USA.
- Oct 13** Leadership for Sustainability, Institute for Sustainability, Development and Peace, U N University, Tokyo Japan.
- Sep – Oct 13** International Peace and Security, Institute for Sustainability, Development and Peace, UN University, Tokyo Japan.
- Sep – Oct 13** United Nations Systems and Global Challenges, Institute for Sustainability, Development and Peace, United Nations University, Tokyo Japan.
- Jun 10** Advanced Studies of Non-Violent Conflict, Fletcher Summer Institute, Tufts University, MA, USA.
- Mar 10** Peace Operations Planning Course, International Peace Support Training Center, Kenya.
- July 09** Certificate of completion, French Level 1, King's College London.
- Dec 07** Development and Human Rights, Center for Human Rights, University of Pretoria, South Africa.
- Sept 07** Session 443: “An International Rule of Law: Balancing Security, Democracy, and Human Rights in an Age of Terrorism”, Salzburg Global Seminar, Austria.
- Dec 06** Certificates in Media Relations and Speech Writing, Pinnacle PR Institute, London.
- Dec 06** Certificates in Peacekeeping, Force Protection and Antiterrorism, US Joint Contact Team.
- Jul 06** Workshop on Democracy, Peace Building and Conflict Management, Nigerian Air Force.
- Dec 05** Pass Junior Command and Staff College, Armed Forces Command and Staff College, Jaji – Nigeria.
- Mar 05** New Trends in Public Relations Management, Nigerian Institute of Public Relations.
- Oct 04** Certificate in Public Information, National Institute for Public Information, Nigeria.

#### **MEMBERSHIPS/AWARDS/FELLOWSHIPS**

- 2017** Associate Member, Nigerian Institute of Management.
- 2016** Fellow, Eisenhower Fellowships Africa Program.
- 2015** Member, Association of Industrial Security International (ASIS)
- 2013** United Nations University International Courses, United Nations University Tokyo, Japan.
- 2012** United Nations Medal
- 2012** Associate Member, Nigerian Institute of Public Relations
- 2010** International Center for the Study of Non-Violent Conflict (Fletcher Summer Institute), Boston MA.

**VOLUNTEER**

**2005 – Date** Involvement through various NGOs (Teach for Nigeria) and communal peacebuilding efforts on addressing challenges of conflicts, early Childhood Education, enrolment and retention and Development and girl child education in Northern Nigeria. As the Executive Director Northern Region for Teach for Nigerian, I led the setting up of the Northern Region office where my team deployed and coordinated the activities of 88 fellows in over 44 public schools across Kaduna State.

**2020 – Date** Assist the Kaduna State Scholarship and Loans Board in the design and implementation of various scholarship and loan schemes that reflect the diversity of the young population in the State.

**RECENT JOBS WITH INTERNATIONAL DEVELOPMENT PARTNERS AND NGOS:**

- 1) Sexual and Gender Based Violence (SGBV) and Protection from Sexual Exploitation and Abuse (PSEA) Training for Security officials in Taraba States. Organized by UN Women. Venue of Training: Shield Hotel, Jalingo, Taraba State. Date: 10th – 11th of November 2020. Lead Consultant.

**MORE PERSONAL DETAILS:**

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**REFEREES:**

- 1) The Air Vice Marshal, Headquarters Nigerian Air Force, Mohammadu Buhari Way, Garki, Abuja, Phone: 0909 826 3424.
- 2) YUSUF ABDULLAHI MANU, PhD. Department of Political Science, Faculty of Arts and Social Sciences, Federal University, Dutse, Jigawa State, Nigeria. **Home Address: A4-9 Inuwa Dutse, Housing Estate Danmasara, Dutse, Jigawa State. Email Address: [ymanugella@gmail.com](mailto:ymanugella@gmail.com)/[yusuf.manu@fud.edu.ng](mailto:yusuf.manu@fud.edu.ng). Mobile Phone No: 080-33497725**