SCHOLARSHIP APPLICATION REPORT

Executive Summary

The Mo-Kerry Scholarship Program is designed to empower outstanding students in the field of Food Science Technology and other related fields by providing financial support to pursue a specialised training program. The 2025 cycle attracted a large pool of applicants, and through a rigorous, transparent, and merit-based process, the program successfully identified and awarded 40 scholars.

This comprehensive report consolidates the application-stage evidence and the selection-stage outcomes for the Mo-Kerry Scholarship Program 2025 cycle. The interview modality schedule, and the official interview results to provide an evidence-based narrative, key findings and actionable recommendations.

1.Applications Overview

The scholarship application window was officially opened on 26th July 2025 and closed on 15th August 2025. A total of 325 applications were received. The program coordinating team conducted a thorough screening process to verify completeness, eligibility, and submission deadlines. A centralised database named Zoho was used to record candidates details and assign statuses (complete/incomplete).

1.1 Shortlisting Phase

Following the initial screening, applications were rigorously shortlisted based on academic merit, background, and alignment with the program's goals. The selection process applied criteria reflecting the scholarship's vision, resulting in 167 candidates being shortlisted for interviews.

The shortlisting process included two stages:

1. **Sanity Check**
   - Verification of personal information
   - Accuracy of education details
   - Validity of personal statement
   - Completeness of required documents
2. **Scholar Review**
   - Confirmation of academic qualifications (minimum GPA of 3.5)

- Assessment of financial need
- Evaluation of motivation for pursuing a career in the food science industry

1.2 Interview Phase

Interviews were conducted on 25 and 26 August 2025 at two venues in Dar es Salaam

- Mo Dewji Foundation Office – Absa House, Ohio Street
- MeTL Corporate Office – Golden Jubilee Towers

During the interviews, candidates were assessed based on the following key criteria:

1. **Academic Preparedness:** The level of academic performance and readiness to undertake the program.
2. **Motivation & Passion for Food Science:** Genuine interest and enthusiasm towards pursuing food science as a career.
3. **Financial Need:** Consideration of applicants' economic background and the need for financial support.
4. **Problem Solving & Critical Thinking:** Ability to analyse challenges and propose practical, innovative solutions.
5. **Future Aspirations & Career Vision:** Long-term career goals and alignment with the objectives of the program.
6. **Communication & Confidence:** Clarity in expression, confidence during the interview, and interpersonal skills.

1.2.1 Time allocation per candidate

The interviews ran daily from 09:00 a.m. to 05:00 p.m., with a lunch break from 01:00 p.m. to 02:00 p.m.. Each station interviewed six candidates per hour, with each interview lasting approximately 10 minutes.

- Day 1 (25th August 2025): Each station scheduled 41 candidates, totaling 82 candidates.
- Day 2 (26th August 2025): Each station scheduled 42 candidates, totalling 84 candidates.

In total, 166 candidates were scheduled for interviews across the two days.
However, only 82 candidates appeared and were interviewed, reflecting an overall attendance rate of 49%.

1.2.2 Interview Panel

Detailed interview records, scores, and panel comments were documented for all candidates interviewed.The interviewers rotated between the two venues across the two days to ensure fairness and consistency in the assessment process.

Interview Station	INTERVIEWERS NAMES
MDF Office	• Samson Chadal • John Henry • Neema Kizigha • Shazia Dhanani
MeTL Corporate Office	• Vanessa Lwekamwa • Kitwa Mwangangi • Amina Ramadhani • Fatima Jiwan

1.2.3 Interview Results

A total of 82 candidates were interviewed in two days and their scores were documented in the official results sheet in Zoho. Candidates were evaluated on a scale of 1.0 – 5.0, with 5.0 being the highest performance.

1.2.3.1 Summary of performance categories

Top-performing candidates above 4.5 were 21 candidates
High-performing candidates (4.0 – 4.49) were 19 candidates
Moderate-performing candidates (3.0 – 3.99) were 26 candidates
Low-performing candidates below 3.0 were 16 candidates

1.3 Final Selection Phase

After collating interview scores and internal interview review,with panel feedback, the Executive Director and the Program Committee selected the final cohort of 40 scholars out of 82 candidates interviewed . Based on interview performance and the program's merit-based criteria, the following 40 candidates are recommended for award.These scholars represent the future of African Food Technologists

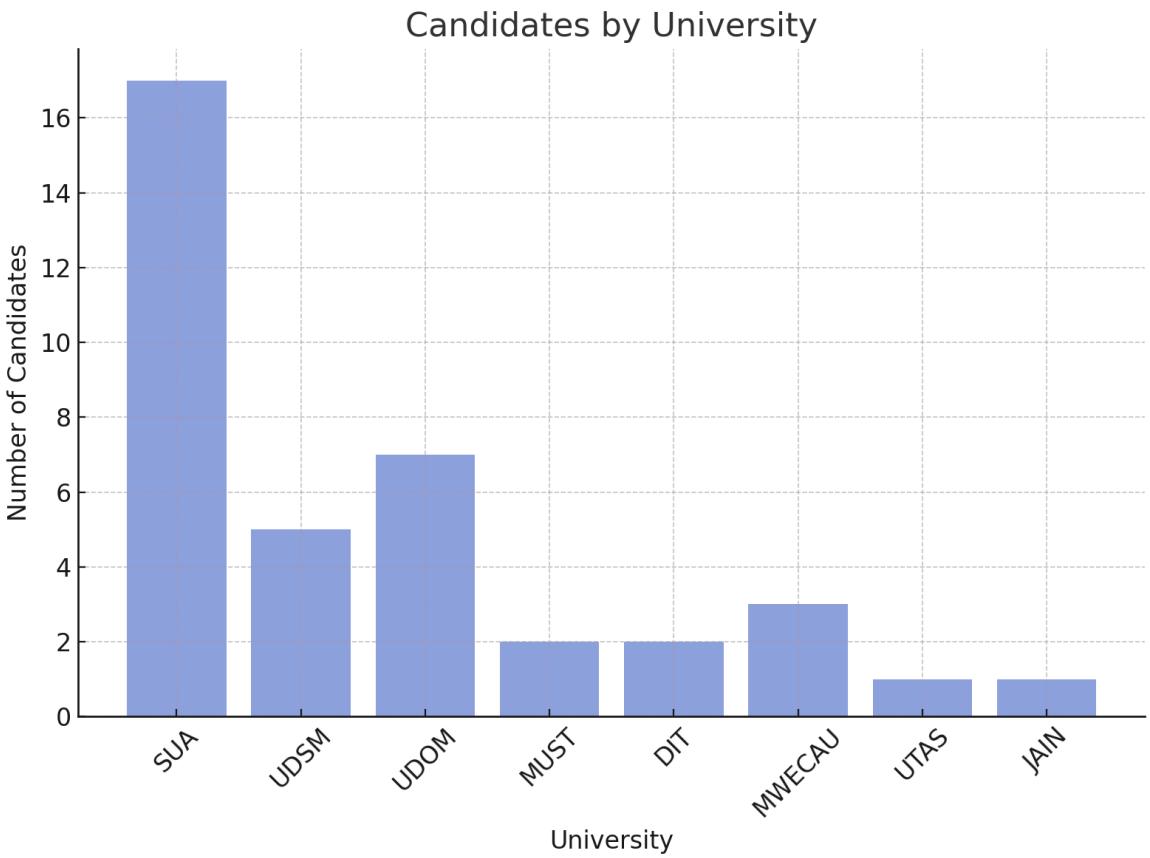
NO	CANDIDATES NAMES	GENDER	SCORES	UNIVERSITY	PROGRAM OF STUDY
1	Moureen Marcus Rayah	F	5	MUST	Bsc. Food Science Technology
2	Bakari Kitenja Beckha	M	5	UDOM	Bsc. Biotechnology and Lab Science
3	Emanuel Mgendi Elly	M	4.95	SUA	Bsc. Food Science Technology
4	Khatib Abdul Chadai	M	4.95	SUA	Bsc. Food Science Technology
5	Salma Omary Gwila	F	4.95	SUA	Bsc. Food Science Technology
6	Clemence Joseph Shirima	M	4.89	MWECAU	Bsc. Chemistry
7	Aseto Christopher Alfayo	M	4.89	UDOM	Bsc. Biotechnology and Lab Science
8	Shaweji Sadiki Kevena	M	4.89	UDSM	Bsc. Food Science Technology
9	Shaila Maulid Tangula	F	4.84	SUA	Bsc. Food Science Technology
10	Elizabeth Yasin Wimbe	F	4.84	SUA	Bsc. Food Science Technology
11	Warren Kilemile	M	4.78	SUA	Bsc. Food Science Technology
12	Tabitha Elias Saitoti	F	4.78	DIT	Bsc. Biotechnology and Lab Science
13	Mariana Deogratius Joseph	F	4.78	UDOM	Bsc. Biotech and Bioinformatics
14	Christina Deogratias Rugaba	F	4.78	UDOM	Bsc. Chemistry
15	Raheli Langson Mbeyale	F	4.73	SUA	Bsc. Food Science Technology
16	Salim Alexander Kisemile	M	4.72	DIT	Bsc. Biotechnology and Lab Science
17	Daniel Moses Onditi	M	4.67	MWECAU	Bsc. Chemistry
18	Isihaka Salim Mohamed	M	4.61	SUA	Bsc. Biotechnology and Lab Science
19	Mwinyi Ally Mwinyi	M	4.61	UTAS	Bsc. Chemical Processing Engineering
20	Kennedy David Ngoiya	M	4.56	SUA	Bsc. Biotechnology and Lab Science
21	Arnold Wankogere Emmanuel	M	4.5	UDOM	Bsc. Biotechnology and Lab Science
22	Maximilian Makole Mabagala	M	4.45	MWECAU	Bsc. Chemistry
23	Agness Rhobi Chacha	F	4.45	JAIN	Bsc. Chemistry,Microbiology and Biotech
24	Patrick Elisante Sarakikya	M	4.39	MUST	Bsc. Food Science Technology
25	Abdulhanifa Salim Abdulrahman	M	4.39	SUA	Bsc. Biotechnology and Lab Science
26	Jamillah Athuman Majallah	F	4.33	UDSM	Bsc. Food Science Technology
27	Festo Japhet Gwahili	M	4.33	UDSM	Bsc. Chemistry
28	Christina Nashon Mzeze	F	4.28	SUA	Bsc. Food Science Technology

29	Justin Fabiano Mwakangale	M	4.28	SUA	Bsc. Food Science Technology
30	Andrea Stephano Mgeni	M	4.17	UDOM	Bsc. Chemistry
31	Boniface Masanja Bundala	M	4.11	UDSM	Bsc. Chemistry
32	Happiness David Msabi	F	4.11	SUA	Bsc. Biotechnology and Lab Science
33	Ilham Abubakari Mohamed	F	4.11	SUA	Bsc. Biotechnology and Lab Science
34	Nancy Isaac Chanzi	F	4.11	SUA	Bsc. Food Science Technology
35	Hawa Khalid Sadi	F	4.11	UDOM	Bsc. Biotech and Bioinformatics
36	Mayasa Abdallah Mwichande	F	4.11	SUA	Bsc. Food Science Technology
37	Celina William Mnyenye	F	4.11	SUA	Bsc. Food Science Technology
38	Irene Audax Rwamugira	F	4.06	UDSM	Bsc. Chemical Processing Engineering
39	Purity Invocavit Makyao	F	4.05	SUA	Bsc. Food Science Technology
40	Leila Salum Kupela	F	4	SUA	Bsc. Food Science Technology

Universities Represented

The following universities are where the 40 interviewed candidates have completed their undergraduate degrees, reflecting the diverse academic backgrounds of the candidates both within Tanzania and abroad.

- Sokoine University of Agriculture (SUA): 17 candidates
- University of Dar es Salaam (UDSM): 5 candidates
- University of Dodoma (UDOM): 7 candidates
- Mbeya University of Science and Technology (MUST): 2 candidates
- Dar es Salaam Institute of Technology (DIT): 2 candidates
- Mwenge Catholic University (MWECAU): 3 candidates
- University of Tourism and Applied Sciences (UTAS): 1 candidate
- JAIN University (India): 1 candidate
- Total: 40 candidates



Courses of Study

The candidates' programs of study were mainly within the science and technology fields, distributed as follows:

- BSc. Food Science and Technology – 15 candidates
- BSc. Biotechnology and Laboratory Science – 8 candidates
- BSc. Chemistry – 7 candidates
- BSc. Biotech & Bioinformatics – 2 candidates
- BSc. Chemical Processing Engineering – 2 candidates
- BSc. Chemistry, Microbiology & Biotechnology – 1 candidate
- Total: 35 candidates (the rest are counted within overlap, but all 40 fall into these categories)

Key Findings

- **SUA leads in representation** with nearly half (17/40) of all candidates, reflecting its strong focus on Food Science and Biotechnology.
- **Food Science and Technology** is the most common field, with 15 candidates across SUA, MUST, and UDSM.
- **Biotechnology-related programs** (Biotech & Lab Science, Biotech & Bioinformatics, Chemistry,Microbiology,Biotech) together account for **11 candidates**, showing strong interest in this area.
- **Chemistry** also attracted significant representation (7 candidates), spread across UDOM, UDSM, and MWECAU.
- A small number specialized in **Chemical Processing Engineering** (2 candidates from UDSM and UTAS).

Recommendations

1. **Enhance Candidate Attendance:** Future programs should strengthen communication and reminders to shortlisted candidates to improve turnout.Consider follow-up calls, SMS, and emails to ensure candidates confirm and honor attendance.
2. **Optimize Scheduling:** While six interviews per hour is efficient, a buffer should be built into the schedule to manage unforeseen delays or extended discussions.
3. **Panel Management:** The rotation system between interviewers worked effectively and should be maintained.Additional orientation/training for interviewers before interviews could further strengthen scoring consistency.
4. **Data and Record-Keeping:** The structured documentation of scores and comments is commendable and should remain a standard practice for transparency and accountability.
5. **Candidate Support:** Explore modest travel or transport support for candidates, especially those coming from outside Dar es Salaam, to reduce barriers to attendance.
6. **Program Planning:** Given the low attendance rate, consider **over-scheduling (shortlisting more candidates than needed)** in future to ensure enough candidates are interviewed and selections are competitive.

Conclusion

In conclusion, the scholarship interviews successfully drew candidates from a wide range of universities, both local and international, reflecting the program's inclusive reach and appeal. From the 40 interviewed candidates, we achieved a balanced representation in terms of gender, with **20 female and 20 male candidates**. This outcome demonstrates the program's commitment to fostering equal opportunities for all, ensuring that both women and men are equally empowered to pursue their academic and professional aspirations through this scholarship.