

Mr. Pancras was born on 10th December, 1969 in Kagera Region, He holds a Master's Degree in Human Resources Planning and Development from Guru Gobind Indraprastha University (New Delhi-India-2007), Bachelor Degree in Political Science and Public Administration from University of Dar es Salaam. (Tanzania 1998) and Diploma in Education from the former Dar es Salaam Teachers College commonly known as Chang'ombe Teachers College (Tanzania 1994).

He has attended various professional Administration and Human Resource Management and Development courses (Ethics, Corruption, Planning, Monitoring and Evaluation, Public Administration, Finance, Global Warming, Pension, Training, Change Management, Salary Administration, Governance etc) in the United Kingdom, India, South Africa, Swaziland, Kenya and Tanzania. He completed Primary Education at Rulama Primary School in Kagera Region (1984), Secondary Education at Ihungo Secondary in Kagera Region (1988), High School at Milambo in Tabora Region (1991) and as a matter of obligation attended a one year compulsory National Service course at Maramba in Tanga Region-Operational 30 years of Independence (1991/92).

Mr. Pancras has been in teaching professional as Assistant Education and finally Education Officers and taught in different secondary schools (1994-1999) before joining the field of Administration and Human Resources where he attained the following positions: Human Resources Officer III, II, I, Senior Human Resources Officer, Principal Human Resources Officer II and I. His current position is Assistant Director for Administration.