



18 June 2021

**PROFILE:**

- Multi-skilled, experienced and versatile manager; hard-working and reliable.
- Experience of strategic, operational and project management & leadership.
- Able to link sustainability, water resource, conservation and tourism management with community and local economic development.
- Effective as a leader, facilitator or participant in multi-disciplinary teams.
- A qualified executive coach with proven abilities in coaching, mentoring and developing people and personnel.

**PERSONAL ATTRIBUTES:**

- Strategic thinker and creative problem-solver, outstanding practical skills and initiative.
- First-class analytical and always dedicated to maintaining high quality standards.
- Perceives challenges as opportunities and acts pro-actively to find win-win outcomes.
- Passionate about sustainable development, water, conservation, youth development and empowerment through education.
- Listens and negotiates well under all circumstances.
- Culturally sensitive and compassionate; values diversity and teamwork.
- Self-assured, skilful communicator at all levels and strong ability to establish and maintain partnerships.

**CAREER HISTORY:**

<b>August 2018 to Date</b>	<b>Botanical Society of South Africa and Member of the Executive Committee.</b>
<b>Deputy Chairperson of Council</b>	<b>Responsibilities</b>
	<ul style="list-style-type: none"> <li>• Strategic leadership and governance of the Botanical Society of South Africa.</li> </ul>
<b>January 2017 to Date</b>	<b>The Table Mountain Fund (TMF) and Member of Conservation Subcommittee</b>
<b>Deputy Chairperson Board of Trustees</b>	<b>Responsibilities</b>
	<ul style="list-style-type: none"> <li>• Strategic leadership and governance of the TMF.</li> <li>• Providing advice and direction on conservation and social development projects.</li> </ul>
<b>July 2016 to Date</b>	<b>Breede-Gouritz Catchment Management Agency (BGCMA), Water and Sanitation</b>
<b>Board Chairperson</b>	<b>Responsibilities</b>
	<ul style="list-style-type: none"> <li>• Reporting to the Minister of Water and Sanitation,</li> <li>• Leading the development of the Catchment Management Agency (CMA),</li> <li>• Leading the strategic financial management and corporate governance of the CMA,</li> <li>• Appointment of executive personnel including the Chief Executive Officer</li> <li>• Development of strategic plans and policies.</li> <li>• Ongoing support to the Agency' Chief Executive Officer.</li> <li>• Member of the <b>Human Resource and Remuneration Committee.</b></li> </ul>
<b>June 2014 to Date</b>	<b>Cape Peninsula University of Technology, Advisory Committee (Department of Conservation and Marine Sciences)</b>
<b>Committee Member</b>	<b>Responsibilities</b>
	<ul style="list-style-type: none"> <li>• Advising on industry requirements regarding qualifications and skills for graduates.</li> <li>• Input into the development of new programmes and re-curriculum processes.</li> <li>• Growing partnerships and supporting work integrated learning for 3<sup>rd</sup> year students.</li> </ul>
<b>Aug. 2013 to June 2017</b>	<b>Botanical Society of South Africa, Kirstenbosch Branch Committee</b>
<b>Committee Member</b>	<b>Responsibilities</b>
	<ul style="list-style-type: none"> <li>• The Branch committee plans and coordinates the activities of its 9000 members.</li> <li>• Volunteer activities including outreach, events and education.</li> <li>• Leading the Hacking of Alien Invasive species for the branch.</li> </ul>

<b>July 2012 to Date</b>	<b>Fynbos Forum: South African National Biodiversity Institute (SANBI) CFR, Western Cape.</b>
<b>Committee Member</b>	<b>Purpose of Forum</b>
	<ul style="list-style-type: none"> <li>• It is an affiliation of researchers, planners, managers, landowners and a range of other stakeholders that meets annually to discuss management issues and research results.</li> <li>• To formulate priorities for future research and conservation management actions required to ensure the conservation and sustainability of fynbos ecosystems.</li> </ul>
<b>Mar. 2008 to Date</b>	<b>City of Cape Town (CCT): Directorate: Spatial Planning &amp; Environment</b>
	<b>Department: Environmental Management</b>
<b>Head: Nature Conservation</b>	<b>Responsibilities</b>
	<ul style="list-style-type: none"> <li>• Project management (Infrastructure, Invasive Alien Species and Expanded Public Works Programme (EPWP))</li> <li>• Regional based biodiversity planning, implementation and monitoring i.e. providing guidance on all matters relating to biodiversity within the North and Central Districts.</li> <li>• Ensuring proper administration of the human resources, including the development of staff according to City Of Cape Town empowerment and transformation policies.</li> <li>• Financial administration and management in accordance with the City Of Cape Town' financial policies and procedures as well as the MFMA.</li> <li>• Stakeholder liaison and communication i.e. ensuring that stakeholders and local communities are involved in relevant biodiversity issues including management.</li> <li>• Developing and implementing management plans, policies and protocols.</li> </ul>
<b>Oct. 2007 to July 2016</b>	<b>Breede-Gouritz Catchment Management Agency (BGCMA) an arm of the Department of Water and Sanitation</b>
<b>Board Member: Deputy Chairperson</b>	<b>Responsibilities</b>
	<ul style="list-style-type: none"> <li>• Providing strategic leadership and direction regarding the development of the Catchment Management Agency (CMA)</li> <li>• Appointment of executive personnel including the Chief Executive Officer</li> <li>• Development of strategic plans and policies to ensure successful development of the CMA</li> <li>• Ongoing support to the Breede-Overberg Catchment Management Agency' Chief Executive Officer.</li> <li>• Member of the <b>Human Resource and Remuneration Committee.</b></li> </ul>
<b>Dec. 2005 to Feb. 2008</b>	<b>SOUTH AFRICAN NATIONAL PARKS also known as SANParks: Bontebok National Park</b>
<b>Park Manager</b>	<b>Responsibilities</b>
	<ul style="list-style-type: none"> <li>• Ensuring the long-term ecological, economic and social sustainability of the Park;</li> <li>• Conservation planning of the park;</li> <li>• Ensuring compliance with legal and policy provisions pertaining to the Park;</li> <li>• Stakeholder and Community Management.</li> <li>• Developing and promoting the education resources of the park;</li> <li>• Providing a world-class eco-tourism and recreational experience for all visitors and users;</li> <li>• Financial and administration management in accordance with SANParks financial policies and procedures as well as the Public Finance Management Act (PFMA).</li> <li>• Ensuring proper administration of the SANPark's human resource policies.</li> <li>• Project Management (Department of Environment Affairs (DEA)' Social Responsibility Projects, Working for Water projects and Expanded Public Works Programmes).</li> </ul>
<b>Feb. 2004 - Nov. 2005</b>	<b>WESTERN CAPE NATURE CONSERVATION BOARD Trading as CAPENATURE: Cape Metro</b>
<b>Conservation Services Officer</b>	<b>Responsibilities</b>
	<ul style="list-style-type: none"> <li>• Served on CapeNature' Conservation Services Forum.</li> <li>• Project Management (ecological and invasive species).</li> <li>• Encouraged working relationships between CapeNature and the City of Cape Town through projects integration and execution.</li> <li>• Permits management (captivity, possessions, transport and certificates of adequate enclosures.) and oversee wildlife centres and selected Nurseries' requirements.</li> <li>• Law enforcement, youth development and environmental education &amp; awareness.</li> <li>• Management of conservancies, contract nature reserves and conservation areas.</li> <li>• Wildlife management representative for the South West region.</li> </ul>

**QUALIFICATIONS:**

Subject Area	Qualifications / Achievements
High School Studies	<ul style="list-style-type: none"> <li>• <b>Grade 12-ML</b> Nkuna High School-<b>1996</b>.</li> </ul>
Tertiary Education in Nature Conservation / Natural Sciences and other fields	<ul style="list-style-type: none"> <li>• <b>MSc. Botany</b>-University of Stellenbosch-<b>2017</b>.</li> <li>• <b>BPHIL: Sustainable Development Planning and Management</b>-University of Stellenbosch-<b>2010</b>.</li> <li>• <b>BTECH: Nature Conservation</b>-Cape Peninsula University of Technology-<b>2007, Cum Laude</b>.</li> <li>• <b>National Diploma: Nature Conservation</b>-Cape Peninsula University of Technology-<b>2002</b>.</li> <li>• Certificate: <b>Executive Coaching</b>; NQF level 8-University of Stellenbosch, School of Business-<b>2013</b>.</li> <li>• One year Certificate: <b>Conservation Stewardship and Extension</b> from Nelson Mandela Metropolitan University-<b>2009, Distinction</b>.</li> <li>• Certificate: <b>Project Management</b> from Cape Peninsula University of Technology-<b>2005</b>.</li> <li>• Certificate NQF level 6: <b>Community-Based Natural Resource Management and Adaptive Co-Management</b> from Rhodes University-<b>2007</b>.</li> </ul>

Subject Area	Awards, Achievements, Publications, Further Training and Short Courses
Professional Awards and Achievements	<ul style="list-style-type: none"> <li>• Being formally nominated as the CCT' representative on the Konrad-Adenauer-Stiftung (KAS), Strong Cities 2030 (SC2030) network. It focuses on collaborating with cities to work towards the United Nations' (UN) Sustainable Development Goals (SDGs) by 2030, mainly focusing on SDG 11 as it relates to urbanisation and urban sustainability.</li> <li>• Theo Manuel Award was for Best Conservation Education <b>Poster 2013</b> and <b>Video 2014</b> by the University of Cape Town in October 2013 and August 2014, respectively. This certificate was awarded at the annual Fynbos Forum held at Kirstenbosch in 2013, (Kirstenbosch Celebrating 100 years) and Knysna in 2014.</li> <li>• <b>Service Excellence: Best Manager, 2016:</b> City of Cape Town; Energy, Environment &amp; Spatial Planning Directorate.</li> <li>• Award for <b>Park Manager of the year, Cape Region, 2006</b>.</li> <li>• Appointed by the Minister of Water and Sanitation to serve on the Governing Board for the Breede-Gouritz Catchment Management Agency (<b>Deputy Chairperson, October 2007-July 2016</b> and now <b>Board Chairperson since July 2016 to date</b>).</li> </ul>
Further Training and Short Courses	<ul style="list-style-type: none"> <li>• Catchment Management Strategy Development</li> <li>• Executive Coaching; Business Writing.</li> <li>• Initiating and Chairing of Disciplinary Hearings; Law of Evidence</li> <li>• Collecting Seeds for <i>ex-situ</i> Conservation.</li> <li>• Participated at the Innovative Conservation Learning for Poverty Eradication and Sustainable Development Conference at Stellenbosch University in 2007.</li> </ul>
Scientific and video Publications	<p>Published as part of <b>MSc Botany-</b></p> <ul style="list-style-type: none"> <li>• <b>Nectar gardens on schools grounds reconnect plants, birds and people -</b> <a href="https://drive.google.com/file/d/1doRiHlCmMrMCTRuAdAxXIUMsAqfttHuz/view?usp=sharing">https://drive.google.com/file/d/1doRiHlCmMrMCTRuAdAxXIUMsAqfttHuz/view?usp=sharing</a></li> <li>• <b>Stepping Stones - Through Fragmented Environments</b> <a href="https://www.youtube.com/watch?v=G5wnqT5r4-Q">https://www.youtube.com/watch?v=G5wnqT5r4-Q</a></li> </ul>

**OTHER RELEVANT INFORMATION:**

Personal Details	<b>Date of Birth:</b> 27 August 1979 <b>Identity Number:</b> 790827 5455 084
Driving	Valid Code <b>A, C1</b> and I have 4X4 driving skills
Computer Skills	Knowledge of MS Office Packages: Excel, Word, PowerPoint and Outlook (Internet)

**REFERENCES: The following persons have indicated that they are willing to be contacted as work references:**

Name and Surname	Position	Contact Details
Ms. Julia Wood	<b>Manager:</b> Biodiversity Branch; Environmental Management, <b>City of Cape Town</b>	Cell: +27(0)84 464 9153 Email: <a href="mailto:julia.wood@capetown.gov.za">julia.wood@capetown.gov.za</a>
Ms. Thoko Sigwaza	<b>Chief Director:</b> Institutional Oversight <b>Department of Water &amp; Sanitation</b>	Cell: +27(0)60 559 7672 Email: <a href="mailto:SigwazaT@dws.gov.za">SigwazaT@dws.gov.za</a>
Mr. Gary De Kock	<b>General Manager:</b> Business Development, <b>SANParks</b>	Cell: +27(0)83 633 8223 Email: <a href="mailto:gary.dekock@sanparks.org">gary.dekock@sanparks.org</a>
Mr. Melikhaya Pantsi	<b>General Manager:</b> People and Conservation, <b>CapeNature</b>	Cell: +27(0)82 452 3524 Email: <a href="mailto:mpantsi@capenature.co.za">mpantsi@capenature.co.za</a>