

Anver Anthony Hendricks
anver@smartagriot.co.za



Employment History

| <i>Period</i> | <i>Company</i> | <i>Role and achievements</i> |
|---|--|--|
| Since 5 December '07 | Pendulum Projects | <i>General Management: Responsible for:</i> Logistics and Project Management Service delivery of all service providers Management Consulting |
| July 2021 - Current | SmartAgriot | <i>CTO</i> Including Chief information management. Apply Technologies TO <i>reduce costs, improve harvest yield, measure soil properties, nutrients</i> <i>scout for pests and disease, deliver weather data, monitor growth,</i> <i>REMOTE SENSING: apply methodology for:</i> Performance indicators, Minimal frequency of monitoring Duration of monitoring, Type of carbon pool Data collection method of inventory plots |
| May'06 - 2020 | IMVUSA Trading | <i>Member</i> Project Management Waste to Energy Project Waste Buy Back Centre |
| Jul'02 – Apr'06 | The Nceda Group | <i>Consultant</i> Project Management Building & Construction Management Consulting to Delloitte & Touche Management Consulting to Local Government Strategy Consulting |
| 1 Apr'97 – 30 Jun'02 | Portnet – National Office | <i>Manager: Applications Maintenance & Support</i> Maintenance & Support of all operational systems in South African Ports: HR, Revenue, Financial, Containers, General Cargo, Vessel Tracking, EDI & Property Management. Y2K Project Third Party Management (OLA) Upgrade Projects |
| 1 Nov'96 – Mar'97 | Portnet – National Office | <i>Acting Manager: Applications Maintenance & Support</i> Re-organisation of ICT department Transnet Transformation |
| 1 Dec'94 – Oct'96 | Portnet – National Office | <i>Project Manager</i> Plant Maintenance Management System Implementation SAP R3 Implementation |
| 1 Jan'93 - 30 Nov'94 | Portnet – National Office | <i>Systems Analyst (Applications)</i> System Integration & Implementation System Upgrades Application Maintenance & Support |
| 1 Jan. '85 – 31 Mar' 97 1 Apr'87 - 31 Dec'92 | University of the Western Cape | <i>Clerk</i> During above mentioned time I worked in the administration (finance) handling all the claims against the university, making airline and hotel reservations for all the staff members attending conferences including the rector and vice-rector. After a year I was promoted to the salary office where two people handled all the salaries. During this time I studied parttime. <i>Computer Programmer</i> Systems Worked on:- Finance, Library, Telephone, Student Registration & Salary |
| 11 Oct'83 - 31 Dec'84 | Administration House of Representatives | <i>Clerk</i> |



Jacques Janse van Rensburg, CFO@smartagriot.co.za

Overall financial and performance management of SmartAgriOT and SmartAgriOT Rural Development

Coordinate and provide a project business case, including a financial analysis, at the start of the project.

Keep the organization running by supporting the ever-changing needs of SmartAgriOT.

- Support in the full accounting cycle & project finance cycle
- Support the documentation of accounting processes and policies
- Support financial reporting
- Support financial and regulatory compliance

Ensure

Additionality sustainability of carbon credits over 20 years

Baseline – we know and understanding our starting position

Reduce Leakage – this could be a disaster and have financial implications if not managed well

Prevent Double counting – ensure our projects are traceable and unique

Durability – the carbon credits and the project can last for 20 years

Communities - are the rightful beneficiary of the carbon offset payments

I am confident that the feasibility and subsequent phases will be delivered successfully.

Skills

- Mathematical Calculation and Reasoning
- Finance and Accounting Oversight
- Human Resources Oversight
- Performance Assessment
- Administrative Management
- Assignment Delegation
- Performance Evaluation and Monitoring
- Focus and Follow-Through
- Customer Service Management

- Operations Oversight
- Business Leadership
- Team Leadership
- Originality and Creativity
- Financial Statement Review
- Staff Development
- Sales Tracking
- Decision Making
- Sales Strategies
- Business Forecasting
- Multitasking and Prioritization
- Marketing Strategies
- Recruiting and Hiring Top Talent
- Market Trend Expertise
- Portfolio Management
- Executive Leadership
- Board Oversight
- Operating Budgets

History:

1 March 2020 until 2022

FSC Distributors (PTY)Ltd

PERIOD OF EMPLOYMENT

POSITION

Owner/ Director

ABOUT

FSC Distributors was founded in March 2020 by as a Marketing and Distribution Company that supplies various products.

Owner has 20+ years of experience in the Marketing and Business Management sector.

FSC distributors concentrate by supplying products to the wholesale and retail trade in the building materials sector in South Africa as well as Agents, Direct Customer Sales, Property Developers and Contractors.

Duties

- Formed and sustained strategic relationships with clients.
- Coordinated and directed activities of businesses or departments concerning production, pricing and sales.
- Reviewed financial statements and sales or activity reports to measure productivity or goal achievement.
- Monitored inventory levels and placed new orders for merchandise to keep supply well-stocked.
- Delegated work to staff, setting priorities and goals.
- Mitigated business risks by working closely with staff members and assessing performance.
- Prepared staff work schedules and assigned team members to specific duties.
- Used excellent verbal skills to engage customers in conversation and effectively determine needs and requirements.
- Forecasted customer demand to set prices or credit terms for goods or services.
- Provided leadership, insight and mentoring to newly hired employees to supply knowledge of various company programs.
- Implemented successful business strategies to increase revenue and target new markets.
- Monitored progress by establishing plans, budgets and measuring results.

SELECT AFRICA t/a LESANA LESOTHO Ltd

PERIOD OF EMPLOYMENT

1 May 2014 Until 6 December 2019

POSITION

Chief Executive Officer

DUTIES

- Maintain a leadership role and accept responsibility to ensure that the organization's strategic business plan objectives are accomplished.
- Develop and execute a sales and marketing program to significantly increase market penetration levels of both group and retail products.
- Manage the collections environment to ensure that Lesana's minimum requirements are met.
- Enhance processes and infrastructure to allow the organization to grow and achieve its goal.
- Manage physical infrastructure as well as all data and intellectual property within domain.
- To ensure the dissemination and implementation of the Lesana business and performance culture into all levels of the business and to maintain same.

Sales and Marketing:

- Develop and implement marketing campaigns to drive retail sales in a cost-effective manner.
- Manage the sales team(s) daily, weekly, monthly to ensure achievement of targets.
- Conduct market research / assessments to identify new product areas.
- Oversee and train all sales staff.

Operations:

- People management: Oversee the development of Lesana's staff in all areas to ensure their growth and harmonious integration into the teams.
- Recruit and hire effective individuals to grow the company and achieve stated goals.
- Provide relevant training and development to all staff.
- Business planning: Prepare and continuously maintain business plan.

- Information technology: Work with Group IT to ensure ongoing maintenance and readiness of office information systems and infrastructure.
- Office management: Oversee day-to-day administrative functions to ensure smooth daily operations.

Regulatory:

Stay up to date on all relevant legislation and regulations and report appropriately and timeously to all relevant authorities.

- Work closely with Group Finance and Board of Directors to manage and oversee financial and business planning activities, including:
 - Development of budgets and forecasts.
 - Preparation of management and monitoring reports.
 - Collection and communication of relevant business metrics.
- Manage the entire collections function including Primary (from Employers), Secondary (from Debtors) and pre-legal clients.
- Engage with Government, as well as with employers, to ensure the quality of the relationship.
- Manage the performance of the teams and their results.
- Develop and maintain harmonious relationships within Government and the private sector.
- Glean market intelligence through developing a network of contacts.
- Comply with Company policies, regulations and rules.
- Suitable and adequate documentation of all work performed.
- Ad-hoc projects.
- Financial Management and Oversight:
 - Collections:
 - Relationships:

**MAKHULONG MULTI FINANCE (PTY) LTD t/a BLUE FINANCIAL SERVICES
LESOTHO**

PERIOD OF EMPLOYMENT

1 JANUARY 2009 UNTIL 30 April 2014

POSITION

Country Chief Executive Officer

DUTIES

- Responsible and accountable for the strategic and operational direction of the company
- Formulates and directs the business strategies with the objective of securing significant sustainable growth to create and increase shareholder value and supports the company's mission and objectives
- Provides leadership and manages the company's resources
- Responsible for ensuring that existing laws and regulations are adhered to

Strategic Management

- Develops the company's strategy and objectives in line with targets as agreed with the Board, and ensures the proper implementation of Board decisions
- Develops and recommends to the Board annual business plans and budget that support the company's strategy
- Delivers on Company's strategic plan in the most effective and cost-efficient manner
- Takes a leadership role in developing and promoting the Company's culture and values

Program, Product and Service Delivery

- Monitors and controls all lending to ensure that it is undertaken in accordance with the company's credit policy
- Applies best practice in line with ethical lending in relation to the banking standards and consumer demand
- Continuously reassess the operational risk inherent in the business, taking account of changing economic or market conditions, legal and regulatory requirements, operating procedures and practices
- Oversees design, marketing, promotion, delivery and quality of programs, products and service.

Financial, Tax, Risk and Facilities Management

- Recommends annual budget for Board approval and prudently manages company's resources within those budget guidelines according to current laws and regulations
- Ensures the effective adherence to the Legislative Tax requirements
- Assures effective compliance of all financial transaction within the company
- Maintains effective relationships with internal and external customers and ensures all service level agreements are in place
- Presents quarterly and yearly annual financial returns to the Board
- Reports timorously and accurately as and when required (daily, weekly, monthly and general)

Corporate Governance

- Participates in Board meetings and provides information that enables the Board to arrive at balanced and objective decisions
- Fosters a corporate culture that that promotes ethical practices and encourages individual integrity
- Officiates interface between company secretariat and regulators
- Continuously reassess the operational risk inherent in the business, taking account of changing economic or market conditions, legal and regulatory requirements, operating procedures and practices
- Implements the prudential requirements of the regulator and the registrar to ensure all applicable registrations, licenses and agreements are in place
- Reports on all risks

Human Resources Management

- Designs and develops the organizational structure
- Effectively manages the human resources of the Company according to authorized policies and procedures that fully conform to the current laws and regulations
- Trains, mentors and coaches' subordinates
- Ensures that processes and practices are developed and implemented to build capability
- Selects, assigns and leads / manages people
- Instills a value-based culture focusing on learning and growth and delivery of excellence
- Develops a challenging and rewarding working environment

Stakeholder Management

- Builds, strengthens and maintains the relationships with the respective employers, central bank, government departments, banks and all external service providers
- Fosters and maintains relationships with residing Embassy's and senior government officials
- Acts as chief spokesman of the company

Marketing, Public Relations and Corporate Social Investment

- Assures the company and its mission, programs, products and services are consistently presented in strong, positive image to clients, the community and stakeholders
- Affiliation to sound programs, reflecting the intent of the business in the social upliftment of the market it serves
- Involvement in the community through Corporate Social investment
- Oversees fundraising planning and implementation, including identifying resource requirements, researching funding sources, establishing strategies to approach funders, submitting proposals and administrating fundraising records and documentations.

BLUE FINANCIAL SERVICES (South Africa) (Pty)Ltd

PERIOD OF EMPLOYMENT

01 MAY 2008 TO 31 DECEMBER 2008

POSITION

BRANCH MANAGER

DUTIES

- Created and updated financial reports on frequent basis to present information to leadership teams.
- Maintained regular performance appraisals for subordinates through verbal, written and on-going review programs.
- Disciplined employees to encourage compliance with company policies and procedures.
- Planned work schedules to maintain adequate staffing levels.
- Assigned duties to employees and examined work for accuracy, neatness and timeliness.
- Analyzed competitors and market trends to facilitate business growth.
- Managed and inspired team members to perform to full potential, driving branch profitability.
- Created financial management mechanisms to minimize financial risk to business.
- Coordinated preparation of external audit materials and external financial reporting.
- Supported outside sales force in servicing and obtaining new business.

THUTHUKANI FINANCIAL SERVICES

PERIOD OF EMPLOYMENT

11 OCTOBER 2006 TO 31 OCTOBER 2007

POSITION

MARKETING MANAGER

DUTIES

- Prepared monthly sales reports to document sales volumes, potential sales and areas of proposed client base expansion.
- Collaborated with other departments to coordinate strategic marketing activities.
- Evaluated marketing personnel and offered constructive feedback on ways to improve.
- Assessed projects against budgets and timelines, keeping team and assignments on task.
- Conducted thorough market research to obtain detailed understanding of consumer needs and trends.
- Delivered marketing strategy updates to upper-level management.
- Developed and supervised marketing campaigns and events to maximize income and achieve audience targets.
- Planned and facilitated meetings to share marketing plans and explain future business goals.
- Worked closely with customers to determine appropriate marketing offerings and strategies for business needs.
- Tracked, analyzed and reported on marketing program results.
- Recommended policy changes to improve marketing tactics and strategies.
- Worked with management team to oversee and monitor marketing strategy.
- Collected and analyzed market research data for use in forecasting.
- Supervised creation of marketing materials and collateral.

EG FINANCE

PERIOD OF EMPLOYMENT

1 DECEMBER 2005 TO 31 JULY 2006

POSITION HELD

GENERAL MANAGER

DUTIES

- Tracked monthly sales to generate reports for business development planning.
- Mitigated business risks by working closely with staff members and assessing performance.
- Enhanced operational performance by developing effective business strategies, systems and procedures.
- Designed sales and service strategies to improve revenue and retention.
- Prepared staff work schedules and assigned team members to specific duties.
- Conducted employee evaluations to provide adequate feedback and recognize quality performance.
- Provided leadership, insight and mentoring to newly hired employees to supply knowledge of various company programs.
- Used strong issue resolution and communication skills to cultivate and strengthen lasting client relationships.
- Supervised employees through planning, assignments and direction.
- Trained employees on duties, policies and procedures.
- Coordinated and directed activities of businesses or departments concerning production, pricing and sales.
- Implemented successful business strategies to increase revenue and target new markets.

FUTURE FINANCE

PERIOD OF EMPLOYMENT

1 DECEMBER 2003 TO 31 DECEMBER 2005

POSITION HELD

REGIONAL MANAGER

DUTIES

- Optimized profit opportunities by recruiting top foreign distribution talent and managing branding initiatives to exceed plan targets.
- Implemented change management and distributor network restructuring strategies, identifying underperforming locations as targets for acquisition.
- Hired talented, trainable team members and drove new business strategies to grow revenues.
- Expanded business, developed revenue and managed market gains.
- Executed day-to-day operational activities for regional business.
- Managed staff to optimize brand expansion initiative productivity.
- Aligned procedures and protocols with changing business demands.
- Developed business case and received CEO approval for territory expansion.
- Maximized branch revenue by optimizing daily operations.
- Spearheaded full-cycle brand expansion initiatives across sales, marketing and advertising campaign.

FINAID FINANCIAL SERVICES (A DIVISION OF CAPITEC BANK)

PERIOD OF EMPLOYMENT

20 JUNE 2001 TO 31 DECEMBER 2003

POSITION HELD

BRANCH MANAGER

DUTIES

- Created and updated financial reports on frequent basis to present information to leadership teams.
- Created financial management mechanisms to minimize financial risk to business.
- Coordinated preparation of external audit materials and external financial reporting.
- Supported outside sales force in servicing and obtaining new business.
- Maintained regular performance appraisals for subordinates through verbal, written and on-going review programs.
- Disciplined employees to encourage compliance with company policies and procedures.
- Planned work schedules to maintain adequate staffing levels.
- Assigned duties to employees and examined work for accuracy, neatness and timeliness.
- Analyzed competitors and market trends to facilitate business growth.
- Verified cash by balancing cash drawers and maintaining cash count records.
- Managed and inspired team members to perform to full potential, driving branch profitability.
- Conducted reviews and evaluations for cost-reduction opportunities.
- Designed sales and service strategies to improve revenue and retention.
- Completed month-end and year-end closings, kept records audit-ready and monitored timely recording of accounting transactions.
- Increased efficiency and drove branch revenue by optimizing daily operations.
- Boosted customer base, acquiring new customers and identifying needs to deliver relevant products.

INDCON WESTERN CAPE

PERIOD OF EMPLOYMENT

1 JANUARY 2000 - 30 JUNE 2001

POSITION HELD

MARKETING CONSULTANT

DUTIES

- MARKETING OF GOVERNMENT SUBSIDIES
- MARKETING OF OTHER FINANCIAL OPTIONS.
- BEE DEVELOPMENT
- MARKETING OF "BUYERS & SELLERS FUND" THAT HANDLES THE BUYING AND SELLING OF BUSINESSES
- Facilitated growth and increased brand awareness by working with sales team to build and maintain key business relationships.
- Recommended, planned and implemented promotional strategies to increase market share.
- Developed and implemented promotional plans targeting key audiences.
- Cultivated programs for client outreach and marketing, website development and services to promote profitability.
- Analyzed consumer behavior data to develop and budget campaigns tailored to different media outlets to achieve company's advertising objectives.
- Led information-gathering consultation meetings with various clients to determine marketing goals and available budget.

JP'S PUB AND GRILL

PERIOD OF EMPLOYMENT

1 JUNE 1997 TO 31 OCTOBER 1999

POSITION HELD

MANAGING DIRECTOR (OWNER)

DUTIES

- Directed and coordinated restaurant activities to obtain optimum customer service and strong employee development.
- Consistently maintained high levels of cleanliness, organization, storage and sanitation of food and beverage products to ensure quality.
- Oversaw food preparation, production and presentation according to quality standards.
- Resolved problems or concerns to satisfaction of involved parties.
- Trained workers in food preparation, money handling and cleaning roles to facilitate restaurant operations.
- Inspected restrooms and dining and serving areas to foster cleanliness and proper setup.
- Optimized profits by controlling food, beverage and labor costs.
- Coached staff on strategies to enhance performance and improve customer relations.
- Inspected dining and serving areas for cleanliness and proper setup.
- Managed accounts payable, accounts receivable and payroll.
- Circulated within assigned areas to assess and address customer needs, effectively prioritizing tasks during peak hours.
- Provided leadership, insight and mentoring to newly hired employees to supply knowledge of various company programs.
- Promoted safe working conditions by monitoring safety procedures and equipment.
- Prepared employee schedules to maintain appropriate staffing levels during peak periods.
- Oversaw inventory and ordered ingredients to restock freezers, fridges and pantry.
- Checked with guests to get feedback on food served, resolve issues, bring additional items and refill beverages.

LOUHEN FINANCIAL SERVICES

PERIOD OF EMPLOYMENT

22 MAY 1995 TO 22 MAY 1997

POSITION HELD

BRANCH MANAGER

DUTIES

- Created and updated financial reports on frequent basis to present information to leadership teams.
- Used hedging to mitigate financial risks related to interest rates on company's borrowings.
- Created financial management mechanisms to minimize financial risk to business.
- Coordinated preparation of external audit materials and external financial reporting.
- Supported outside sales force in servicing and obtaining new business.
- Maintained regular performance appraisals for subordinates through verbal, written and on-going review programs.
- Disciplined employees to encourage compliance with company policies and procedures.
- Communicated with stockholders or other investors to provide information or raise capital.
- Analyzed competitors and market trends to facilitate business growth.
- Verified cash by balancing cash drawers and maintaining cash count records.
- Managed and inspired team members to perform to full potential, driving branch profitability.
- Completed month-end and year-end closings, kept records audit-ready and monitored timely recording of accounting transactions.
- Complied with company policies and government regulations to prevent and detect rule violations and protect organization from fines and lawsuits.
- Established and built customer relationships through targeted outreach and initiatives.
- Boosted customer base, acquiring new customers and identifying needs to deliver relevant products.

AMAIZCO MILLS

PERIOD OF EMPLOYMENT

1 DECEMBER 1993 TO 24 FEBRUARY 1995

POSITION HELD

ADMINISTRATION MANAGER

DUTIES

- Automated office operations to optimize accounts payable and receivable, customer correspondence and data communications.
- Prepared detailed spreadsheets of weekly and monthly sales statistics and expenses.
- Managed purchase requisitions and approvals for all department equipment and supplies.
- Identified and solved problems to enhance management and business direction.
- Worked collaboratively with customers and staff at various levels.
- Maintained high standards of internal and external customer service.
- Led and managed projects to support logistics efforts and plans.
- Created and enforced policies and procedures for entire logistics team.

ABSA CONSULTANTS AND ACTUARIES

PERIOD OF EMPLOYMENT

15 JUNE 1993 TO 30 NOVEMBER 1993

POSITION HELD

ADMIN CLERK

DUTIES

- Completed work schedules, managed calendars and arranged appointments.
- Opened, sorted and routed incoming mail and prepared outgoing mail.
- Completed and mailed contracts, invoices or checks.
- Prepared meeting agendas, attended meetings and recorded and transcribed minutes

Education

FINANCIAL COURSES COMPLETED

- MICRO LENDING COMPLIANCE
- NATIONAL CREDIT ACT
- CREDIT CONTROL
- CASH CONTROL
- CLIENT SERVICE
- CAPITEC PAYMENT SERVICE
- COMPUSCAN
- INDUCTION

Lunga Madlala
PMO@smartagriot.co.za

Manager – Project Management Office

EXPERIENCE

Experienced IT executive with over 25 years demonstrated history of delivery in the field of information and technology (I&T) services, 15 of which have been at a executive management level.

have a comprehensive understanding of digital technology concepts and principles. have demonstrated success in transforming and directing large IT organizations of up to 200 people (including contractors) and managing budgets of at least \$10m.

have negotiated and concluded large-value contracts in my career, and have a track record in developing and executing I&T and Digital strategies that are aligned to the business.

have solid experience in driving strategic initiatives; overseeing large, complex projects; building and leading cohesive teams for implementation; delivering reliable I&T services to the business; collaborating with other executives to use technology to transform and optimize business processes; managing vendors and contracts effectively; and building strong relationships with key business and technology stakeholders.

have extensive experience in the software development life cycle, application support and maintenance. have an established record as a leader who brings organizational innovation and strategic insight to the organization. confident presentation techniques at board level, and my local government experience is extensive

SKILLS AND COMPETENCIES

- Excellent interpersonal and communication skills
- Ability to be strategic yet tactical at the same time
- People management and talent development
- Strategic visioning
- Ability to create and manage change
- Vendor management and principled negotiation
- Emotional intelligence
- Ability to foster effective collaboration and partnerships, and build trusted relationships
- Advanced project management
- Ability to develop institutional perspective and understanding (business acumen)
- Ability to provide organizational innovation

PERSONAL ATTRIBUTES

- Confident and decisive
- Tenacious
- Perceptive
- Self-starter who takes initiative to meet and resolve challenges

- Pragmatic with sound planning and organizational capabilities
- Great team builder with the ability to achieve results through others
- Reliable and dependable with high personal integrity
- Energetic thought leader

KNOWLEDGE

1. Modern IT management frameworks and standards like COBIT (IT Governance and Risk Management), ITIL, PMBOK/PRINCE2, TOGAF, ISO/IEC 27014, ISO/IEC 27032, etc.
 - Government legislative and regulatory environment, e.g. MFMA/PFMA, ECT Act, SITA Act, PAIA, POPI Act, etc.
 - Financial Services legislation like FICA, FAIS, National Credit Act, etc.
 - Corporate Governance – King III and IV, Digital Governance, Technology Investment Frameworks for Decision Making
 - Digital Transformation and Optimization
 - Compliance and Risk Management
 - I&T and Digital strategy development and implementation
 - Information and Knowledge Management
 - Multi-modal service delivery
 - Digital threats and opportunities brought about by emerging technologies like the Internet of Things (IoT), blockchain, big data, cloud computing, BI/Analytics, Artificial Intelligence (AI) including machine learning and robotics process automation (RPA), quantum computing, immersive technologies (AR and VR), etc.

PROFESSIONAL EXPERIENCE

EThekweni Municipality, Durban. Local government sector

Chief Digital Officer

Aug 2018 – present

Overall responsibility for driving the municipality's Smart City strategy and its digital transformation/optimization initiatives. Achievements:

- Developed a Digital Government Strategy and implementation approach for the municipality which was adopted in 2020
- Educated executives and changed mind-sets about smart city and digital transformation
- Generated ideas for alternate funding streams. Convinced the municipality to partner with the DBSA on the Smart City Pilot Program and this was approved by Council in March 2022.
- Worked with all executives to create a digital vision for the municipality, and to identify the opportunities for differentiating digital capabilities and solutions.
- Led the process to identify and evaluate internal digital asset capabilities and strengths. Assessed external digital opportunities and threats as key inputs to making the best decisions on business strategy given digital realities.
- Developed a Technology Investment Decision Framework (TIDF), which included technology investment guiding principles, to serve as a guide when considering investment in a technology-enabled solution, prioritizing technology investments, and developing business cases for a potential technology investment.
- Developed a comprehensive business case template for all smart city and digital initiatives across the municipality
- Acted as a thought leader on emerging digital government models and technologies, articulating the digital future and the enterprise's role in it internally and externally.
- Developed the municipality's Smart City Framework
- Developed the municipality's 10-year Smart City Investment Roadmap, a first of its kind

Cityworks, Durban. IT sector
Chief Executive Officer

May 2009 – Feb 2018

Overall responsibility to run this software development company with a R40m annual turnover and over 100 staff in India and SA. This includes providing direction and leadership to the organization; overseeing all software development projects; developing strategic and business plans; building relationships and establishing strategic partnerships; managing human and financial resources; developing skills and building capacity; marketing and developing the business; building company brand and image; negotiating contracts; formulating strategy and business model.

- Successfully implemented the Revenue Management System at three sites where the clients realized the best ever revenue collection rates, improved debt management, and better customer service.
- Devised a Skills and Knowledge Transfer program to ensure that local resources are adequately equipped to implement, support and maintain our software offerings in future.
- Turned the company from the brink of collapse in 2010 into a stable, profitable one.
- Provided advanced project management leadership in diffusing the negative impact onshore/offshore cultural diversity and differences were having on the projects.

Ithala Development Finance Corporation, Durban. Financial Services sector
Lead Consultant

Feb 2009 – Apr 2009

This was a short-term contract to develop the Group IT Strategy for the organization (Ithala Bank, Properties, and Business Finance)

- Led a team of three consultants to develop the Group IT strategy that was aligned to the Business Strategy. This included assessing the entire IT environment in terms of IT Governance, IT Leadership and its credibility, IT Processes, IT Infrastructure and Operations Maturity, and the IT Organization itself, and coming up with recommendations to manage risks and improve the situation. The strategy was accepted by Management.
- This also entailed eliciting the business strategy through interviews with senior executives from Ithala Bank, Business Finance, Ithala Properties, and other internal stakeholders like Internal Audit, HR, etc.

Lechabile IT Services, Johannesburg. IT sector
New Business Development Consultant

Oct 2008 – Jan 2009

This was a temporary assignment to develop new business plans around Data Quality Management and advance the relationship with another vendor to take their Performance Management solution to market.

- Helped the company diversify from their traditional business and refocus
- Introduced the company's Performance Management solution to municipalities

Liberty Life, Johannesburg. Financial Services sector
Divisional Director: Technology and Innovation

Aug 2007 – Aug 2008

Overall responsibility for IT Infrastructure & Operations (IT Service Center, Databases, Networks, Information Security, Desktops, Mainframe Services, E-mail, Production Support), Enterprise Architecture and Planning, Risk Management including Disaster recovery and Business Continuity Planning, Vendor and Contract Management, IT Service Management (ITIL), and Service Assurance. Seven direct reports and Opex of R250m.

- Introduced ITIL to improve service delivery to bring a level of discipline to the systems operations processes and reduce system outages. This resulted in vastly improved infrastructure and application availability.
- Ran the IT Infrastructure Modernization project (over R300m capex) to transform the entire IT infrastructure into one that was responsive to the business.

- Provided technical leadership and managed people effectively during load-shedding when power interruptions were damaging the ageing IT infrastructure and service to the business was in a crisis.
- Introduced vendor and contract management to ensure that vendors delivered as per service level agreements.
- Reviewed the entire outsourcing contract to Standard Bank and concluded there was no business case for it. Everything was subsequently insourced back to Liberty Life.

EThekwini Municipality, Durban. Local government sector

Deputy Head: ICT & E-Government

Jan 2002 – Jul 2007

Director: Information Services

Jul 1997 – Dec 2001

Overall responsibility for ICT and Telecommunications strategy and operations including Application Engineering, Infrastructure and Operations, Enterprise Project Management, Enterprise Architecture, Networks and Telecoms, Relationship Management and Customer Service, e-Government and Smart City programs, IT Governance, Risk management, Radio and Electronic Services. Seven direct reports with Opex of over R100m. Redefined and transformed the ICT organization with the following results:

- Turned the ICT department that was viewed as a cost centre into a strategic, credible organization which became part of the City Manager's strategic focus.
- Successfully championed the Isilonet project whose goal was to implement a superior quality, high speed, integrated, redundant network to facilitate connectivity and support the current and future essential network and telecommunications applications to all aspects of the eThekwini community
- Conceived the municipality's broadband strategy and devised a model to make dark fibre available to third parties in order to provide telecommunication services to the citizens, businesses, visitors, and other beneficiaries (health, education, etc.). Acquired the required PTN license from ICASA despite stiff resistance from Telkom. Project was approved by the Council and implemented. This led to the creation of MetroConnect with over 2600km of fiber. Today the municipality has over 21 customers which generate an annual revenue of R10m for the municipality
- Ran an innovative pilot to connect a remote school into the City's network using a combination of Power Line Communication (PLC) technology, wireless and fiber.
- Instrumental in the successful formation of SmartXchange, Durban's ICT incubator which today churns out young, successful ICT entrepreneurs.
- Introduced the CCTV network to the municipality and started a partnership with KZN SAPS where the INK project was born. I was fully in charge of the municipality's CCTV control room.
- Led the QuantumCity initiative, in collaboration with the University of KZN's Centre for Quantum Technology, to secure the network linking the Moses Mabhida Stadium and the Joint Operation Centre in the city centre of Durban for the 2010 FIFA World Cup using quantum cryptography. The project was successfully implemented for the 2010 World Cup
- Successfully developed the City's portal and intranet using open source technologies and in the process developed an SMME company, Adapt-IT, which today is listed on the JSE
- Drove the City's strategic initiatives like e-Government, Smart City, ERP implementation, Business Process Management, Business Intelligence, Knowledge Management, and others.
- Successfully rationalized and integrated all the IT systems across seven municipalities when Durban became a Unicity. Centralized the general ledger including the definition and implementation of a common chart of accounts, and payroll of over 20,000 employees. Realized huge savings in license and support costs.
- Introduced the COBIT framework to institutionalize IT governance within the municipality, and PMBOK as the standard project management methodology.

- Developed an Enterprise Architecture to guide the evolution of technology and applications within the municipality. This included MIOS, Platforms, Middleware, Security, e-Government, Applications, Data, and Networks
- Created a single telecommunication system for the municipality giving the public the perception of a common switchboard at a centre location for all service enquiries. This included consolidating and rationalizing 46 PBX's (telecommunications systems) of 15 different makes, and over 4000 extensions served by 500 "lines" and a plethora of contact telephone numbers.
- Introduced VOIP and saved the municipality thousands of rands in monthly telephone costs. Negotiated a new contract with Telkom for the provision, operation and maintenance of public pay phones within the eThekweni Municipal Area and increased the municipality's revenue from R21,000 to R195,000 a quarter.
- Reduced the municipality's plethora of call centers to only four, thus saving the municipality millions of rands and improving services to the customers.
- Successfully piloted an innovative technology to lay fiber on sewer pipes which made the laying of fiber cheaper, quicker, and immune to vandalism. Today eThekweni municipality has an extensive network of sewer fiber which continues to be reliable and operate efficiently.

Portnet, Durban. State Owned Enterprise

Information Technology & Systems Manager

Feb 1997 – Jun 1997

Overall responsibility for Application Development and Support, Help Desk, IT Operations, Hardware and software, DRP and BCM, Networks, Database Administration

Portnet, Richards Bay. State Owned Enterprise

Information Technology & Systems Manager

Aug 1995 – Jan 1997

Same as in Portnet, Durban above except that the responsibilities were far less in terms of staff, user base, projects, systems, etc.

Portnet, Durban. State Owned Enterprise

Senior Database Administrator

Feb 1994 – Jul 1995

Data modelling, normalization, logical and physical database design, database administration

Transnet, Johannesburg. State Owned Enterprise

Senior Programmer

Feb 1993 – Jan 1994

Programming in CICS/COBOL/DB2. CASE tool management

CG Smith Sugar (now Illovo Sugar), Durban. Manufacturing sector

Oracle Programmer

Mar 1991 – Jan 1993

SAPREF, Durban. Petrochemical sector

Pascal and Oracle Programmer

Mar 1989 – Feb 1991

ACHIEVEMENTS

- Currently serve on the University of KZN ICT steering committee and I advise the Durban ICC on all ICT strategic matters
- Chairman of the board of an NGO, Lamontville Thembaletu Care Centre
- Served on the board of the KZN Innovation Support Centre from 2003 to 2005
- Presented at the following conferences on Smart City and e-Government:
 - Smart City conference in Canada, April 2003
 - The 4th Annual Service Delivery Learning Academy in Cape Town, July 2005

- Unitar's CIFAL program, Durban April 2005
- Durban Chamber of Commerce, August 2006
- Lectured on Information Technology and Systems in Local Government for the Executive Leadership Program run by the University of Durban Westville (now University of KZN) in 2000 and 2001
- Served on the School Governing Body of Pinetown Junior Primary School, Durban, 2000
- Lectured on Information Management to post graduate students studying for the Advanced University Diploma in Public Administration at the University of Durban Westville (now University of KZN) in 1999.
- Won a scholarship to study at a prestigious Ivy League university in the USA in 1983

EDUCATION AND QUALIFICATIONS

- 2012** : BPhil in Information and Knowledge Management (now called the Post Graduate Diploma in Information and Knowledge Management), Stellenbosch University (NQF 8).
- 2008** : Standard Bank Executive Leadership Program
- 1987** : Bachelor of Engineering, Brown University, USA. SAQA-verified (NQF 7)
- 1981** : Matric (HG), Amanzimtoti Training College, Durban, SA with distinction in Mathematics

PROFESSIONAL INTERESTS

Smart Cities

Information and Knowledge Management



PERSEVERENCE ZANGISA, percymakena@smartruraldev.org

LOCAL FARMER SUPPORT

Actively inform and involve farmers and communities about/in the decision-making process throughout the project, from design, to monitoring, to implementation, to field management, and to payments, by organizing regular project council meetings. Communities and Farmers should actively contribute to the selection and design of activities, considering:

- Local livelihood needs and opportunities
- Local traditional customs
- Land availability and tenure
- Food security
- Inclusion of marginalized groups
- Opportunities to enhance (agricultural) biodiversity

Handle grievances and provide feedback mechanisms on the project design, in a transparent, fair and timely manner and should organize regular council meetings to provide participants and their local community with a setting in which the communities and farmers can raise any concerns or grievances about the project to ourselves / or to the company.

be aware of local, national and international laws and regulations, align the project activities to comply accordingly, and integrate proper local employment law.

provide information in an applicable language (i.e. ISIZULU) and/or format that suits all communities and farmers and avoid any discrimination of illiterate groups.

EXPERIENCE

NAME OF COMPANY : **WOMEN IN FARMING**
POSITION HELD : **PROVINCIAL CHAIRPERSON**
PERIOD OF SERVICE : **DEC 2019 – FEB 2023**

BACKGROUND WORK EXPERIENCE

WORKED WITH COOPERATIVES SINCE 2008 UNTIL 2022 AS A FACILITATOR/CONSULTANT I HAVE FOUND MYSELF AROUND COMMUNITIES IMPLEMENTING PROJECTS WHICH WAS AIMED AT DEVELOPING THOSE COMMUNITIES FOR THE BETTER, INTRODUCING BUSINESS MODELS, WHICH MEANT THAT WE WERE SUPPOSED TO MAKE FOLLOW UP ON THE STRATEGIES THAT WE TAUGHT THEM IN CLASS. THEORY WAS ONE THING, IMPLEMENTING WAS ANOTHER WAY OF MEASURING WHAT WE TAUGHT WAS EFFECTIVE AND CONDUCTIVE.

COMMUNITIES THAT I WAS EXPOSED TO IS AGRICULTURAL AND MANUFACTURING GROUPS AND BEING ON THE FIELD WE SAW THE CHALLENGES OF FARMERS AND WE UNDERSTOOD THEM THAT IF THEY WERE EXPOSED TO RESOURCES THAT THEY NEEDED THEY WOULD HAVE EXPANDED THEIR BUSINESS EXPONENTIALLY, SOMETIMES LACK OF RESOURCES WAS THE MAJOR REASON FOR THEM TO FLOURISH.

FINALLY IF OUR COMMUNITIES HAD UNLIMITED SUPPORT FROM EVERY SPHERE OF AGRICULTURAL SECTOR THE SKY IS THE LIMIT, BECAUSE AGAIN THE VALUE CHAIN MAKES IT DIFFICULT FOR THEM TO PENETRATE IN THE INDUSTRY.

HAVE LEARNED A LOT FROM COMMUNICATING WITH COMMUNITIES THAT IF YOU ARE THERE TO MEET THEIR NEEDS AND IF THEY UNDERSTAND THAT YOUR ROLE IS TO MAKE THEM FLOURISH THEY FULLY PARTICIPATE ON THE PROGRAMME BECAUSE YOU ARE THERE AS A BEACON OF HOPE.

NAME OF COMPANY : **LETSATSI HR SOLUTIONS**
POSITION HELD : **CONSULTANT/FACILITATOR**
PERIOD OF SERVICE : **SEPT 2013 - DEC 2019**

NAME OF COMPANY : **GOLDEN PLATINUM MINERALS**
POSITION HELD : **ADMINISTRATOR**
PERIOD OF SERVICE : **JAN 2009- DECEMBER 2011**

NAME OF COMPANY : **LETSATSI HR SOLUTIONS**
POSITION HELD : **FACILITATOR**
PERIOD OF SERVICE : **NOV 2007-APRIL 2008**

NAME OF COMPANY : YOUTH FOR CHRIST
POSITION HELD : PROJECT MANAGER
PERIOD OF SERVICE : JAN 2006 - NOV 2007

NAME OF COMPANY : LOVE LIFE STANZA BOPAPE CLINIC
POSITION HELD : VOLUNTEER/ GROUNDBREAKER
PERIOD OF SERVICE : JAN 2003 - NOV 2005

TERTIARY EDUCATION

INSTITUTION : EDL FOUNDATION GROUP
COURSE : OBET AND FACILITATION
US CODES : 117871 AND 263976
YEAR : 2013

NAME OF INSTITUTION : UNIVERSITY OF PRETORIA
QUALIFICATION OBTAINED : SHORT COURSE IN GENDER AND SEXUALITY
YEAR : 2007

NAME OF INSTITUTION : S-T-E-C-H HAVATECH
QUALIFICATION OBTAINED : IT PROGRAMMING
: COMPUTER LITERACY
WINDOWS ENVIROMENT
: MICROSOFT (WORD, EXCEL, ACCESS AND POWERPOINT)
YEAR COMPLETED : JULY 2010

HIGH SCHOOL

NAME OF SCHOOL : HOLY TRINITY HIGH SCHOOL



Senzo Mkhize

senzo@smartruraldev.org

Regenerative Farming/ AgroForestry Manager

- ensure that a proper grievance mechanism is developed, described in detail in the project documentation, communicated to the local communities and followed-up. A summary of grievances received, the manner in which these are dealt with and details of outstanding grievances shall be reported within 35 working days.
- shall provide a stakeholder map to identify key communities, local organizations, and local and national authorities that are likely to be affected by or have a stake in the project. We shall be responsible for taking appropriate steps to inform these stakeholders about the project and seek their views, and secure approval where necessary.
- responsible for the secure storage of project information, including project designs, business case details, proof of payments, records of participant events and monitoring results.
- address and make efforts to provide equal opportunities to fill employment positions in the project for women and members of marginalized groups where job requirements are met or for roles where they can be cost-effectively trained.
- follow the monitoring plan as outlined in the Methodology and contribute to on-the-ground data collection, validation, and verification activities while coordinating the support of participants and local communities on this monitoring plan.

TERTIARY QUALIFICATIONS

| Institution | Qualification | Year |
|------------------------|----------------------------------|-------------|
| University of Zululand | BSc (Zoology & Botany) | 1987 - 1989 |
| University of Zululand | BSc. (Honours) – Ecology | 1989 - 1990 |
| Rhodes University | Environmental Training | 2000 – 2002 |
| SIDA (Sweden) | Advanced ISO 14000 Course | 2000 |
| UNISA | Management Development Programme | 2005 - 2006 |

RECORD OF EMPLOYMENT

| Year(s) | Position | Company |
|----------------|-----------------------|------------------------|
| 1990 – 1992 | Researcher/Lecturer | University of Zululand |
| 1993 – 1995 | Graduate Trainee | Umgeni Water |
| 1995 – 1997 | Project Manager | Umgeni Water |
| 1997 – 1998 | Environmental Auditor | ESKOM |

| | | |
|----------------|-----------------------------|-------------------------|
| 1998 – 2004 | SHEQ Manager | Sappi Forests (Pty) Ltd |
| 2005 – 2010 | Area SHEQ Manager | Sappi Forests (Pty) Ltd |
| 2010 – 2013 | Project Manager | Sappi Forests (Pty) Ltd |
| 2013 – 2020 | Owner & Principal Scientist | CITYCODE T/A Forestcom |
| 2021 – Present | General Manager | Smart Rural Development |

RELEVANT EXPERTISE

My formal training in ecology and integrated environmental management has provided me with a sound and balanced view of environmental resources and the need to manage potential conflicts between conservation and the management of forestry, commercial farming and various other developments. This was complemented by experiences as an environmental auditor at Eskom's Technical Audit Division at Megawatt Park. During the last fifteen years ending in November 2013, I also worked at Sappi Forests as an Environmental Manager, SHEQ Manager, Area SHEQ Manager as well as Projects Manager. Further information on my key expertise is highlighted below

Forestry

- Extensive experience in forestry management with a particular emphasis on environmental management
- Extensive experience in quality, health and safety management as well as FSC compliance within the forestry sector
- Extensive experience in Estate management: including Roads management, Erosion control, Grassland and Riparian Area management, Workshop, buildings and waste management.
- Extensive experience in conducting FSC, and PCI&S audits on both Sappi and DAFF owned estates.
- Extensive experience in the management of rural development projects with both timber and non-timber products
- Good experience in the development of business plans for afforestation and farming business

Environmental Auditing

- Extensive experience in conducting environmental compliance audits on Umgeni Water, ESKOM, Sappi and DAFF estates.
- Acted as lead auditor on a select set of plantations in the KwaZulu-Natal, Eastern Cape and Limpopo plantations.
- Lead auditor conducting monthly compliance audits on stores and workshops of Umgeni Water Sappi projects.

Training

- Extensive experience in developing training material on the requirements of legislation, environmental, safety, quality and FSC management in the forestry sector.
- Extensive experience in conducting training on the above to all the staff of Sappi Forests and selected Community projects.

Natural Area Management

- Good working experience in a range of monitoring protocols used to develop the State of the Environment Reports.
- Extensive experience the use of weed control strategies, tools for the implementation of budgeting systems for weed control operations.
- Extensive experience in conducting Environmental Impact Assessments for developments.

Wetland Management

- Extensive experience in wetland delineation. Was responsible for delineation training and co-ordination across Sappi landholdings.

KEY PROJECT EXPERIENCE

Project Name: Conducting principles, criteria, indicators and standards (PCI&S) audits and finalising corrective actions from previous audits on selected DAFF plantations

Name of client: Department of Agriculture Forestry and Fisheries (DAFF)

Role/Responsibility: Forestcom Consulting was invited to sub-contract under Eco-Pulse Environmental Consultants who were awarded a contract for performing the PCI&S audits on selected DAFF plantations. Since the National PCI&S framework addresses four key aspects of Sustainable Forestry Management, viz. Environmental, Social, Economic and Policy aspects, Forestcom Consulting was assigned the responsibility of auditing the Economic as well as Social aspects of the PCI& S framework during the audits. The scope included 11 selected DAFF plantations extending from the Limpopo, KZN and Eastern Cape Provinces. The audits were based on the standard framework for Achieving Sustainable Forest Management – developed by DAFF to guide both forest managers and auditors

SILWANA SIBONGISENI agronomist@smartagriot.co.za

Agronomist

- Assist in planning, planting, and harvesting
- Assist with data collection, analysis, quality check and processing
- Advice smaller scale farmers with practices, irrigation scheduling and fertilizer recommendations

- Work with Technology Team to calibrate farmer data
- Interpret soil sampling results

- Advice farmers and rural communities

- Monitoring the technical team during field measurements and data collection

- Presenting the outcome of projects at meetings

- work with extension officers to support smallholder farmers

- Use REMOTE SENSING reports to advice farmers

B. Society

Member: Soil Science Society of South Africa (1055)

Member: SACNASP –Professional Natural Scientist (013186)

D. Tertiary Education

Name of Institution : Stellenbosch University

Qualification : Master of Science in Agriculture Agronomy

Year : 2019

completed Research Methods and Dissertation (Establishment, Nitrogen rates and Placement of wheat and canola seed using a tine or disc planter). Applied biometry

SCIENTIFIC CONTRIBUTIONS (Presentations)

S Silwana¹, MR Le Roux¹ and PA Swanepoel*. 2017. Establishment and placement of wheat and canola seed using a tine or disc planter. Combined Congress, ATKV Resort, Bela-Bela, Limpopo Province, 23 - 26 January 2017

Publications

Balasubramani Ravindran¹, Hupenyu A. Mupambwa¹, Sibongiseni Silwana¹ and Pearson N.S. Mnkeni*. 2016. Characterization and phytotoxic evaluation of chicken manure collected from central Eastern Cape, South Africa. Journal of Environmental Quality.

Name of Institution : Fort Hare University

Qualification : Bachelor of Science (Honours) in Agriculture Soil Science

Year : 2014

Subject completed : Soil Fertility and Plant Nutrition 5
Advanced topics in Soil Chemistry 5
Advanced topics in Soil Physics (Water Use and Irrigation) 5

Soil Pedology honours 5

Soil Classification (land use and soil Survey)

Honours 5

Advanced practical programme and report 5

Seminar Programme-Soil Science 5

Name of Institution : Fort Hare University

Qualification : Bachelor of Science in Agriculture Soil Science

Year : 2013

Experience

1. Employer : **SmartAgriot**

Position : **Agronomist**

Duties:

- Conducting a study on planting cover crops to improve soil health in citrus orchards.

2. Employer : **Agricultural Research Council**

Position : **Researcher**

Duration : **01 June 2021**

Duties:

- Conducting a study on planting cover crops to improve soil health in citrus orchards.
- Mainly conducts, coordinates and manage field experiments under the Soil and Water Science program focusing on irrigation of Grapevines, small grain crops, cover crops and Deciduous fruit trees, in compliance with set standards, client needs/specifications, within budget and on time.
- Develop project proposals in line with strategic goals and research themes of the ARC.

- Ensure that the allocated personnel and students are mentored, trained, utilized and evaluated in order to achieve the targets of the Programme and ultimately the ARC.
- Contribute to the status of the ARC through high quality research findings/products in compliance with expected scientific standards.
- Actively identify and pursue business opportunities and participates in the dissemination and marketing of information through national and international publications, conferences and workshops.

3. Employer : First fruit Consulting

Position : Soil science

Duration : 31 January 2019

- Compiling soil nutrition reports after consultation visits
- Soil health such as planting cover crops between the citrus orchard rows, writing soil health articles and conducting soil health pilot project
- Associated admin and research
- Data tree setup on a grid and fruit measurements from data trees using DFM data loggers.
- Evaluating and advising on irrigation scheduling using various third-party software platforms and probe installations
- Compile foliar and soil applied nutrition / fertigation programs
- Root health assessment, pests, and disease scouting
- Crop manipulation using plant growth regulators
- Nutrition and Pruning
- Soil classification and climatic study
- Soil sampling on a grid using GPS and do point Map using GIS platform
- Leaf sampling using data rows and / or GPS and do point Map using GIS platform
- Collection of aerial images using a drone.
- Soil amelioration recommendations
- Variable rate / differential application maps
- Soil nutrient interpolation maps

4. Employer : **Woodlands Dairy Farm**
Position : **Sustainability**
Duration : **08 January 2018- 31 August 2018**

- **Duties:**
- Doing research on Water Use Efficiency (measurement, recording and assessment)
- Collect soil samples using GPS PROBE TOYOTA LAMD CRUISER to determine soil fertility and recommendations
- Irrigation scheduling
- Taking composite soil samples
- Also doing research on Soil biology such as Inorganic nitrogen, Fungi, Potentially Mineralizable Nitrogen (PMN), C:N ratio and active carbon
- Nutrient balancing and Soil quality
- Provide recommendations for the farmers
- Write article

SuzanMukaro

Farm And Rural Development

suzan@smartruraldev.org

Profile

A well-rounded agricultural scientist with 8 years progressive experience in the field of agriculture and natural resource management; and experience in proposal development, budget management, leadership, project monitoring and evaluation.

experience

Post: Agriculture specialist

Company: Landscape Operations cc T/A Sun trees Tenure: December 2016 to 2022

Agriculture related

- Preparing project budgets and establish inputs needed for implementation;
- Planning and managing execution of landscaping projects;
- Liaising with client representatives and management team to ensure projects are implemented to the highest standard;
- Assist with pest and disease identification and provide advice to clients;
- Provide specialist knowledge to clients and attend to general enquiries;
- Customer experience and relationship management
- Identify training needs of the tree farm workers at various levels develop modules and conduct trainings
- Newsletter writing and publication.

Administration

- Sage One [quotations, invoices, statement]
- Business development
- Marketing
- Standard Bank Business Online
- Payroll VIP

Post: Assistant farm manager

**Company: Bee Tree farm - Hope Nutritional Business Consultancy
(RSA) Tenure: April - November 2016**

- Coordinating organic crop production activities like planting, spraying, harvesting, selling of vegetables like spinach, tomatoes, butternut;
- Providing advice on soil nutrient status, fertilizer use, crops and crop performance;
- Liaising with the general farm manager and implement the production programme;
- Submitting weekly reports to the general farms manager;
- Supervision and training of assigned staff;
- Monitoring and evaluation of implemented projects.
- Maintenance and record keeping for facility, equipment and supplies;
- Advertising and marketing the farm produce;
- Identifying crop pest and diseases and control them effectively;
- Organizing maintenance and repair of farm property, equipment and machinery;
- Oversee the washing, packaging, and storage of the agricultural produce.

Post: Volunteer

**Company: Food and Trees for Africa
Tenure: September 2015 to December 2015**

- Assist in the implementation, monitoring and evaluation of the food gardening projects in primary schools;
- Visiting target schools on a regular basis to discuss with teachers and students their problems and experiences and learn about communities and agricultural practices relevant to the increased production of food for target communities;
- Facilitate conduction of appropriate trainings for students in the growing of trees, herbs and vegetables;
- Submitting monthly activity reports regarding project progress to the programme manager;
- Participate in planning sessions and in the development of program

strategies. **Post: Assistant researcher**

**Company: AZTREC (Association of Zimbabwean Traditional
Environmental Conservationists)**

Tenure: October 2010 – June 2015

- Monitoring and evaluation of initiatives directed at agriculture and natural resource conservation by the local communities;
- Lead the field activities together with local partners, supervise activities, independently
- Provide advice or seek advice as necessary to ensure project implementation and maintained collaboration with local partners;
- Facilitate training, trainers of trainers and community groups as necessary;

- Systemic analysis of ecosystems, biodiversity, livelihoods and natural resources
- management;

Academic Qualifications

Qualification : MSc in Agroforestry
 Institution : Bindura University of Science Education

Qualification : BSc Honours Agriculture
 Institution : University of Zimbabwe

Qualification : Post graduate diploma in project management
 Institution : Project management institute Zimbabwe

Prospective Studies

AVCASA certification on Crop protection

Achievements

- Prepared project proposals with a value of 3million rands for a client and was involved in managing the projects.
- Coordinated implementation of the Germiston upgrade landscape project with a value of 2 million.
- Through involvement in procuring of project inputs, I created good relationships with a good number of trees and groundcover producers.

Publications

Research Topic: Edaphic conditions, aboveground carbon stocks and plant diversity on nickel mine tailings dumps vegetated with *Senegalia polyacantha* (Willd.) Seigler & Ebinger (Accepted at Wiley online in January 2017)

Proficiency

Microsoft Office, Communication skills, Sage pastel, VIP Sage, Project management, Procurement, Proposal writing, Marketing, SPSS, Excel, Microsoft project

Professional membership

SASAE - South African Society for Agricultural Extension [Full member] **SACNASP**- South African Council for Natural Scientific Professions [Professional Natural Scientist]

TUMEKA MAJOZI

tumeka@smartruraldev.org

Employer SmartAgrIoT Rural Development
Position Farmer Extension Officer (Training & Capacity Building)

Profile

Result-driven with a strong technical expertise and passion in the field of farming enterprise development, agricultural training (skills development) and in providing post-training support services. Having worked in various aspects of agriculture industry, attained vast experience of 10 years in the field of farming; both in extension services and farmer training & development. conducted training of farmers in vegetable production, farm business management, smallstock production in line with AgriSETA regulations.

Have developed and conducted trainings; Project Management principles, Agricultural Marketing, Business Plan Development. Have worked in different provinces, regions thus has given me an understanding of the social dynamics of rural agrarian economy.

Have worked closely with different stakeholders in the agricultural sector such as Agriseta, NAMC and Bayers.

Previously worked for government rendering technical advice to emerging farmers on sustainable production of vegetables, livestock for direct consumption and trading for profit.

Conduct training of farmers on Land Care, registration of Co-operatives.

Agribusiness Development:

Directly involved in identifying potential farmers, training, develop business plans for them

Provide ongoing support to these startup projects to ensure that they remain sustainable, viable and profitable.

Provide assistance of all other role players in the field of agriculture.

Farmer Support and Development:

Provide extension and advisory services to farmers to ensure correct production procedures are adhered to for maximum yield and also for food security. This also encompasses

giving trainings, conducting trials and demonstrations. Assisting farmers to negotiate and acquire land for farming purposes.

Training:

An accredited assessor and moderator

Conduct trainings in Vegetable Production and crop Production.

Develop learning material and conduct short courses in Business Plan Development, Project Management, Financial Management, Human Resources Management (farm setting)

Cooperative Governance, and Financial Management.

Project Management:

Assist aspiring farmers and commercial farmers to run their projects viably as business entities by following important components of project management.

Production Procedures:

Have accumulated vast experience in the technical production procedures and compiling financial budgets for number of agricultural commodities.

These production procedures include Farm Planning and Land Use Management, soil preparation, formulating fertilizer and agrochemical application

programs, irrigation scheduling, work delegation, harvesting and marketing amongst others.

Achievements

National Diploma in Agriculture – Mangosuthu University of Technology

Agricultural Extension

Agricultural Economics

Plant protection and Plant production

Soil science

Agricultural Mechanization

BTECH – Agricultural Management - Nelson Mandela Metropolitan University

Plant Production

Financial Management

Strategic Management
Leadership Development

Short Courses and Trainings

National certificate in Plant Production -2009

AgriSETA Accreditation - Assessor – 2014

AgriSETA Accreditation – Moderator_- 2018

Legislated regulatory body

SACNASP – I am registered as a Natural scientist by SACNASP

Experience

Extension Services: Worked as an Assistant Extension Officer in the KZN Department of Agriculture and Rural Development, Ulundi Local Office, rendering technical advice to emerging farmers on sustainable production of vegetables, livestock for direct consumption and trading for profit. Conducted training of farmers on One Home One Garden programme, Land Care, registration of Co-operatives. These I have achieved through guidance of the norms and standards for the extension and advisory services in agriculture. I have facilitated partnerships with Zululand Municipality.

Agribusiness Development: Through a partnership between Buhle Farmers Academy, Mondi Zimele and The Jobs Fund I have been directly involved in identifying potential farmers, training, develop business plans for them and awarding of loan-funding. Thereafter I provide ongoing support to these startup projects to ensure that they remain sustainable, viable and profitable. Currently these projects on vegetables and poultry production they remain profitable and expand with the assistance of all other role players in the field of agriculture.

Farmer Support and Development: Provided extension and advisory services to farmers to ensure correct production procedures are adhered to for maximum yield and also for food security. This also encompasses giving trainings, conducting trials and demonstrations. Assisting farmers to negotiate and acquire land for farming purposes. I am currently providing technical and business farmer support to grant beneficiaries on Buhle – Nedbank Project, IDC and Landbank.

Training: An accredited assessor and moderator with AgriSeta and I have conducted trainings in Vegetable Production and Poultry Production. I have developed learning material and conduct short courses in Business Plan Development, Project Management, Financial Management, Human Resources Management (farm setting) Cooperative Governance, and Financial Management.

Project Management: Have assisted aspiring farmers and commercial farmers to run their projects viably as business entities by following important components of project management. .

Production Procedures: Have accumulated vast experience in the technical production procedures and compiling financial budgets for number of agricultural commodities. These production procedures include Farm Planning and Land Use Management, soil preparation, formulating fertilizer and agrochemical application programs, irrigation scheduling, work delegation, harvesting and marketing amongst others.

Vegetable Production (Brassicas, Spinach, Capsicums, Tomatoes, Onion and Carrots). Tunnels and open land
Agronomic Crops (Potatoes, Maize, Soybeans and Sugarcane)
Poultry Production (Broilers)

Employment

| | |
|--------------------|--|
| Employer | Department of Agriculture and Rural Development |
| Designation | Assistant Extension Officer |
| Period | |
| Area: | Ulundi Office (KwaZulu-Natal) |
| Duties | Providing agricultural education through extension services & technical support to agrarian communities. <ul style="list-style-type: none">❖ Establishment and monitoring of agricultural projects.❖ Liaising with key role players in the local development context through Operation Sukuma Sakhe.❖ Conducting community feasibility study and appraisal to ensure a people-centred development.❖ Coordinating local structure of KZN Youth in Agriculture under Nongoma Local Office.❖ Facilitating skills development training to community members.❖ Community education on food security through farming roadshows.❖ Cooperative registration.❖ Perform administrative office duties and recordkeeping. |

| | |
|--------------------|---|
| Employer | South African Sugar Association |
| Designation | Senior Agricultural Training Officer |
| Period | |
| Area | Durban (KwaZulu-Natal) |
| Duties | Conducting skills audit to identify skills gap. <ul style="list-style-type: none">Facilitation of agricultural skills development trainings – Plant production, Horticulture & Landscaping.Compiling Portfolio of Evidence (POE) align with AgriSETA stipulations.Engaging with different key role players in agriculture industry and stakeholders.Rendering technical advice on farm business operations and management. |

| | |
|--------------------|---|
| Employer | Buhle Farmers Academy |
| Designation | Agricultural Training Officer (Farmer Development) |
| Period | |
| Area | Delmas (Mpumalanga province) |
| Duties | <p>Recruit and practically train people in the business of farming.</p> <p>Prepare and conducting assessments.</p> <p>Identify potential applicants for projects loan-funding and assist them to develop viable business plans.</p> <p>Developing training manuals, training scheduling and logistical arrangements of trainees.</p> <p>Coordinating of agricultural skills trainings.0</p> <p>Develop and present business plans for smallholder development to Mondi Zimele.</p> <p>Implementing of agricultural projects funded by Buhle-Mondi Zimele Jobs Fund Project.</p> <p>Implementing Vegetable Production Project funded by Sasol through AFASA</p> <p>Building mutual relations with key stakeholders in both private and public sector for local economic development.</p> <p>On farm visits as part for project technical monitoring & evaluation.</p> <p>Develop and implement marketing strategy to promote the campus in different media platforms and stakeholders.</p> <p>Conducting marketing and sales of vegetables produce with student-farmers.</p> <p>Conducting courses (Internal & external) Vegetable Production, Project Management, and Financial Management, Farm Planning, Human Resource Management.</p> <p>Linking farmers with relevant markets for their produce.</p> |

AREA OF EXPERTISE

- Planning, Implementing Farming Projects,
- Farm Resource Assessment
- Business Plan Development
- Training and Mentoring Aspiring Farmers
- Conducting Project Postmortem
- Record keeping, & Organizing Skills
- Computer Literacy (ms word, excel, power point)
- Good networking and Communicating skills
- Research and Data Capturing

LANGUAGE PROFICIENCY

IsiZulu – Mother language
English – Fluent in speech, writing and reading
IsiXhosa – Fluent in Speech
SiSwati- Fluent in speech, writing and reading

● Leadership Skills

Vusumzi Tsipa
Carbon Developer vusi@smartruraldev.org

PROFILE

Part of the Projects and Development team, play a leading role in contributing to the South African and broader African carbon market by developing the underlying carbon credits in various emission reduction projects.

responsible for qualifying, developing and managing new and existing carbon offset projects and assist or lead in the external audit process.

- Lead the technical division of SmartAgrIoT and other Agricultural projects by providing guidance on sustainable farming practices, soil carbon dynamics, modelling and data gathering from farmers.
- Analyse large remotely sensed, Geospatial datasets for agriculture and range land applications
- Work in partnership with our data analytics team to develop and implement algorithms that support measurement, reporting and verification of carbon and ecosystem service outcomes to support natural climate solutions both nationally and internationally
- Research the effects of soil carbon and sustainable land-management practices on mitigating the impacts of climate change in agriculture
- Develop case studies and reports (including for peer review) providing insight into soil health and soil carbon processes modeled by SmartAgrIoT and partners
- Assist the carbon development team with the certification cycle of Agriculture mitigation projects; initial project assessments, PIN, and PDD development, MRV and data collection, and MR reporting

- Assist in organising field excursions and conduct project field visits and stakeholder meetings, where required
- Assist with project feasibility assessments and provide technical advice to the evaluation of viable business models for agriculture, carbon farming mitigation projects across Africa
- Support the development of basic climate revenue models for new projects dealing with technologies in Sustainable Agriculture, Forestry and Land Use (AFOLU) management, Agroforestry.
- Assist with technical inputs to tenders and proposals as well as project info requests to Consultancy and Services team and the Marketing team

To be successful in this role,

Responsible for the implementation and management of offset projects which includes:

- Carrying out carbon feasibility studies
- Drafting Project Design Documents (PDDs) together with our partners
- Emissions baseline determination and surveys
- Additionality, leakage, eligibility, methodology evaluation and reduction calculations
- validation, monitoring, reporting and verification (MRV) activities under the applicable carbon standard (e.g. Gold Standard, Verra's VCS, Plan Vivo)
- Conduct site visits, manage stakeholder engagements and feedback rounds and travel to project locations whenever needed
- Schedule Technical Reviews and Quality Checks
- Assist in sourcing and contracting suitable offset projects to expand SmartAgrloT's project portfolio

- Conduct various project sourcing tasks including, but not limited to, research, cross-checking qualifications under carbon standards, technical assessment, emission reduction estimates, project profitability / cash flow projections, additionality assessments, preparing presentations, writing reports and drafting agreements
- Lead the definition and planning of content and structure to support the certification of projects: work plans, work schedules, budgets and deliverables
- Keep up-to-date with knowledge on developments in terms of the South African and international carbon market and (inter-)national climate policy
- key point of contact and maintain a good relationship with the team members inside the company, projects owners, clients, verification bodies, stakeholders and other counterparts:
- Develop and maintain a network of project developers, verification bodies (VVBs) and standard bodies (e.g. Gold Standard and Verra's VCS, Plan VIVO)
- Proactive networking with relevant organisations including potential project owners, technology providers, multi-laterals, public and private entities, government agencies and others

EDUCATION

Nelson Mandela University

2020–2021

MSc Botany

Development of a socio-ecological systems framework for restoration of estuaries.

Nelson Mandela University

2019

BSc Hons Environmental Geography

Nelson Mandela University

2016-2018

BSc Environmental Sciences (Botany and Geography)

Bethel College High School

2010-2015

Majors: Physical Science, Life sciences, Geography and Mathematics

ADDITIONAL COURSES

- ESRI Spatial Data Science: The New Frontier in Analytics (2022)
- ESRI Transform AEC Projects with GIS and BIM (2022)

EXPERIENCE

STATISTICS SOUTH AFRICA

2022

Field Operations Officer (Census 2022)

- Managing and coordinating fieldworkers and fieldwork activities during training, data collection and publicity. Ensuring smooth project operation.
- Stakeholder engagement

NELSON MANDELA UNIVERSITY [Intern]

2021

Blue carbon sinks assessment project

- Ensuring timely completion of project reports, report compilation. Developing a literature database.

NELSON MANDELA UNIVERSITY [Student assistant]

2020-2021

- Conducting student practicals and marking reports

NELSON MANDELA UNIVERSITY [GIS technician]

2019

- Responsible for student practicals and tutoring

ABANTU CONSULTING [Research assistant]

2018–2021

- Plan, coordinate and render environmental auditing and compliance monitoring. Report writing.
- Ensuring timely completion of project reports
- Site investigations and ensuring smooth project operation.
- Ensure environmental compliance with all relevant environmental legislation
- Integrated Waste Management Planning

NELSON MANDELA UNIVERSITY [Geoscience department assistant]

2018

- Ensuring safety and health protocols

SKILLS

- Computer literate: MS Word, Powerpoint and Excel
- GIS and Remote sensing proficiency: ArcGIS, QGIS and TerrSet

- Report writing
- Financial administration
- Monitoring and evaluation
- Code B driver's license
- Good communication skills, presentation, and ability to work in a team and individually.
- Fast learner and project management skills-
- Knowledge of environmental legislation
- Environmental site inspection, report writing, and environmental compliance auditing.
- Landfill auditing
- Stakeholder engagement and management
- Knowledge and understanding of the National Water Act (Act 36 of 1998)