

**CURRICULUM VITAE OF
NTSANKO MILLICENT NDLOVU**

PERSONAL DETAILS

Name: Ntsanko Millicent Ndlovu
Date of Birth: 25 July 1985
Nationality: South African
Email: ntsanko.ndlovu@afrimat.co.za
Cell: 082 728 8975
Gender: Female
Race: Black African

ACADEMIC QUALIFICATIONS

1. Masters in Environmental Management – North-West University (2015)
2. Bachelor of Arts with Honours (Geography) – University of the Witwatersrand (2008)
3. Bachelor of Arts (Geography) - University of the Witwatersrand (2007)
4. Matric (Grade 12) – Tiyani Secondary School (2003)

Other Certificates Received

- Environmental Risk Assessment and Management based on ISO 31000 (NQF Level 6) - Centre of Environmental Management (2016)
- Environmental Law for Managers: Legal Duties and Liabilities for the Mining Sector (NQF Level 7) - Centre of Environmental Management (2015)
- EMS ISO 14001:2004: Understanding and Implementing - SABS (2014)
- Certificate in Environmental Law and Compliance (NQF Level 7) - University of Johannesburg (2011)
- Introduction into ArcGIS - GIMS (2008)
- Bringing Data into ArcGis - GIMS (2008)

MEMBERSHIP IN PROFESSIONAL SOCIETIES:

- Member of Golden Key International Honour Society
- Certified as Environmental Assessment Scientist by the Southern African Institute of Ecologists and Environmental Scientists (SAIE&ES)

KEY SKILLS

- Practical knowledge on environmental authorisation processes (EIAs, etc)
- Environmental compliance monitoring
- Carry out environmental audits
- Sound knowledge of environmental legislation
- Knowledge on ISO 14001 standards (auditing)
- Environmental report writing and presentation skills
- skills
- Collecting and interpreting data for planning, monitoring and evaluation purposes

Ntsanko Millicent Ndlovu

- Ability to assess the environment and advise on strategic environmental interventions
- Environmental Project Management

WORK EXPERIENCE

Afrimat (Pty) Ltd

July 2015 – Present

Senior Environmental Specialist

- Responsible for all environmental related matters on new application of mine rights and other new environmental authorisations required within Afrimat
- Stakeholder management
- Conduct Environmental Monitoring, Reviews and Audits
- Mentoring and Equipping Environmental Interns

Envirovolution Consulting (Pty) Ltd

January 2013 – June 2015

Environmental Scientist/Project Manager

- Project Manager and coordinator for various environmental management projects within the company
- Compile EIA including Basic Assessments reports and other environmental investigations according to legislation as well as other relevant legislation
- Environmental Control Officer - conduct inspections and audits to monitor legal compliance in construction sites

Newtown Landscape Architects cc

June 2012 – December 2012

Environmental Practitioner

- Environmental Control Officer (ECO): undertaking numerous monitoring projects, to ensure compliance to EMPs, conditions of authorisations, relevant legislations are implemented.
- Conduct monthly office Occupational Health and Safety audits
- Conduct Environmental Impact Assessments including Basic Assessments according to environmental legislation
- Client, authority and stakeholder liaison

Bembani Sustainability Training (Pty) Ltd

September 2009 - May 2012

Environmental Scientist

- Compile EIA including Basic Assessments reports and other environmental investigations according to legislation as well as other relevant legislation
- Conducting environmental monitoring and audits
- Client, authority and stakeholder liaison

Ntsanko Millicent Ndlovu

NRM Consulting (Pty) Ltd
February 2009 - August 2009

Assistant Environmental Practitioner

- Conducting feasibility studies, Basic Assessments and Environmental Impact Assessments (EIAs) according to the EIA legislation
- Field data collection, analysis and manipulation for planning, monitoring and evaluation purposes
- Plan, co-ordinate and facilitate Public Participation Processes (PPP)
- Liaising with clients and projects stakeholders
- Provide ongoing environmental support to the Unit Manager and rest of the team

VICTOR MANAVHELA
4 Jasmyn Street, Klopper Park, Germiston, 1401
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VManavhela@icloud.com

Date of Birth: 03 February 1978
ID Number: 7802035916081
Marital Status: Married
Gender: Male
Nationality: South African

EDUCATION AND TRAINING

DIMBANYIKA SEC SCHOOL, SOUTH AFRICA

1997: STD 10 (MATRIC)

UNIVERSITY OF VENDA

FACULTY OF ENVIRONMENTAL SCIENCE

1998- 2002: BACHELOR OF ENVIRONMENTAL SCIENCES

WILDLIFE AND ENVIRONMENT SOCIETY OF SA

CERTIFICATE ON ENVIRONMENTAL EDUCATION

AB TRAINING

FSC FOREST MANAGEMENT AUDITORS COURSE

NORTH WEST UNIVERSITY

ISO14001 IMPLIMENTATION CERTIFICATE

UNIVERSITY OF PRETORIA

EIA REVIEWERS COURSE

UNIVERSITY OF PRETORIA

CERTIFICATE ON ENVIRONMENTAL LAW

NOSA

CARBON FOOTPRINT TRAINING

LEADERSHIP TRAINING AND SKILLS

EoH: FACULTY OF TRAINING

BUSINESS PROCESS MODELING COURSE

GSSC ACADEMY

7 HABITS OF HIGHLY SUCCESSFUL PEOPLE

GSSC ACADEMY

MENTORING AND COACHING

REGENESYS SCHOOL OF PUBLIC MANAGEMENT

PROFESSIONAL BUSINESS WRITING SKILLS FOR MANAGERS

REGENESYS SCHOOL OF PUBLIC MANAGEMENT

MONITORING AND EVALUATION SKILL COURSE

STANFORD COLLEGE

PROJECT MANAGEMENT SKILLS CERTIFICATE

SOUTHERN AFRICAN INSTITUTE OF GOVERNMENT AUDITORS (SAIGA)

FINANCIAL MANAGEMENT FOR NON-FINANCIAL MANAGERS (PFMA –
BASED COURSE)

GIJIMA AST

MICROSOFT PROJECT MANAGEMENT AND ENTERPRISE PROJECT
MANAGEMENT

OTHER TRAINING AND WORKSHOPS ATTENDED

- LFA –TRAINING BY DANIDA (DANISH PROJECT): LOGICAL
FRAMEWORK APPROACH
- PERFORMANCE MANAGEMENT OFFERED BY SKILLS STUDIO
- LABOUR RELATIONS OFFERED BY GSSC
- PROJECT MANAGEMENT SPECIFIC
- FINANCE WORKSHOP PRESENTED BY FINANCE SECTION
- NEMA TRAINING PRESENTED BY DEA NATIONAL

CURRENT STUDIES IN PROGRESS

INSTITUTION: UNIVERSITY OF FREE STATE

QUALIFICATION: MASTERS: ENVIRONMENTAL MANAGEMENT

STATUS: THESIS IN PROGRESS: INDUSTRIAL SYMBIOSIS

**SENIOR SPECIALIST: BIOGEOTECH ENVIRONMENTAL CONSULTANCE
DURATION: 2013 TO CURRENT**

Key Job Purpose

- Draft environmental report (EIAs, and Permits).
- Strategic Development of the business.
- Manage strategic projects.
- Project management services
- Reviews project reports and peer review services.
- Manage key accounts clients.

**DEPUTY DIRECTOR: DEPARTMENT OF AGRICULTURE
AND RURAL DEVELOPMENT: Environmental Planning
And Impact Assessment (EPIA)
DURATION: January 2007 to June 2013.**

Key Job Purpose

- To manage sub-directorate in Environment Management (EIA section)
- To provide technical input on Environmental issues in the province, e.g. EIA decisions, Environmental Management Frameworks (EMFs), and other decision making support tools.
- Ensure quality on EIA reviews and issuance of Environmental Authorizations. (ROD).
- Making recommendations on policy and legislative tools.
- Financial management and monitoring
- Strategic planning for the unit and directorate inputs
- Business planning writing and budgeting
- Manage appeal process.
- Ensure co-operative governance. (Engagements with local municipalities and metros on environmental planning issues, to assist in compliance with the NEMA regulations and also deliberate on legislations and by-laws).
- Policy formulation and guidelines (commenting and developing policies and guidelines for national as well as provincial)
- Compile reports (monthly, quarterly and annual) for the sub-directorate

Key Roles

- Provide strategic direction and leadership to the sub-component.
- Management of sub-program work :
 - Stakeholder management
 - Ensure planning, scheduling, evaluating etc.
 - Ensure work is carried out according to quality standards.
- Overseeing strategic projects.
- Lead planning process (strategy, business planning and budgeting).
- Management of Human Resources.
- Management of Financial Resources.
- Ensure policy alignment on the directorate activities through policy guidance to the team.
- Management of Administrative Systems within subcomponent.
- Coordination with other sub-programs and with rest of departments on joint work.
- Coordination with other departments on aspects of work.

DISTRICT ENVIRONMENTAL SPECIALIST: MONDI BUSINESS PAPER (2006-

2006)

The duties are similar to the one listed below, but with extra responsibilities. The company is FSC certified and uses ISO 14001, OHSAS 18001 and NOSA. The above systems were used as standards to ensure compliance with relevant applicable laws in South Africa.

- Update the Environmental Conservation Database (ECDB) monthly.
- Audit and monitor contractors work in conservation areas using GIS tools.
- Ensure the integration of social values and the Environment: People's needs and the Environmental needs.
- Participate in multi stakeholders meetings.
- Coordinate internal Audit for the district.
- Manage contractor: Wetland Delineation contractor plans vs. actual and process payments thereof.
- Wetland management and rehabilitation.
- Environmental Awareness.

SENIOR ENVIRONMENTAL SPECIALIST (LIMPOPO DISTRICT PLANTATIONS): KOMATILAND FOREST PTY, NELSPRUIT (February 2005- April 2006)

Since the company was certified to FSC and use ISO 14001 following were the duties:

- Ensure compliance to Environmental Management System (EMS) in the plantations.
- Undertaking EIAs using Integrated Environmental Management procedure.
- Compile EMPs for the activities that may have impact to the environment
- Erosion controls
- Wetland delineation and water course management
- Management of open areas(conservation areas)
- Monitoring of Red Data species
- Ensure environmental awareness to the remote areas and surrounding communities
- Inspect and advice in alien plants and weed control with respect to the use of chemicals
- Waste management
- Environmental auditing
- Ensure compliance to NEMA, ECA, NWA (especially stream flow reduction activities SFRA) and other applicable legislations.
- Annual map updates using GPS for GIS purposes
- Ensure compliance to the conservation management plan of the company.
- Assist in water quality monitoring program to minimize the impact to rivers and streams inside and surrounding plantations.
- Conduct site inspection with relevant authorities for any significant change of land use.
- Attend and participate in workshops and stakeholders meeting.
- Manage and rehabilitate the burrow pits (gravel pit).
- Write report to the Manager after every plantation visit or inspection

**NATURE RESERVE MANAGER
BEN LAVIN NATURE RESERVE, LIMPOPO
DURATION: 2002 - 2005**

As a Nature Reserve Manager my duties were:

- **Planning and budgeting.**
- Supervise the personnel and general workers on a daily basis.(13 staff members)

- Animals rehabilitation programs
- Alien plants control
- Environmental education
- Plan and coordinate commemoration of environmental days to local schools.
- **Financial management using Pastel accounting program version 7**
- Ensure the effective marketing of the business (14 accommodation units).
- Combating poaching.
- Attend stakeholder meetings and workshops.
- Compile monthly report for board meeting on monthly basis.
- Ensure that all three camps are well maintained.
- Events management and planning.
- Office Administration.

**JUNIOR ENVIRONMENTAL OFFICER:
DEPARTMENT OF WATER AFFAIRS AND FORESTRY (MAKHADO) LIMPOPO
ON VOLUNTARY BASIS FOR 6 MONTHS (2001)**

As an Environmental Officer, the following were covered:

- Wetland delineation
- Case study on waste disposal
- Environmental degradation
- Erosion Control System
- Conservation Management and Planning

SKILLS AND PROJECTS MANAGED

- Strategic planning, Organizing, Presentation Skills, Listening skills, Counseling, Computer, leadership skills and project management skills.

COMMUNITY DEVELOPMENT

- Worked in collaboration with Nkuzi Community Development Association as an advisor on Environmental issues.
- Worked with Tshivhase Community Development Trust as an advisor on Tourism development and Natural Resources utilization.

FORUMS AND COMMITTEES

- Serve on the Standard Setting Group for the establishment of international Aluminum Stewardship Initiative (ASI) standard: IUCN –Geneva (2013-2015)
- Member of Soutpansberg Biosphere Reserve (DEAT MAKHADO) (2003-2005)
- Member of Stream Flow Reduction Activities – Licensing Authority Advisory Committee (SFRA-LAAC) DWAF Mpumalanga.(2005-2006)
- Member of Mpumalanga Wetland Forum (DWAF) (2005-2006)
- Member of Haenertsburg Environmental Monitoring and Action Group (HEMAG)(2005-2006)
- Member of Wolkberg to Woodbush Conservation Forum (2005-5006)
- Member of Biological Control Committee (DWAF) (2005-2006)

**PROJECTS MANAGED FROM COMPETANT AUTHORITY (EIA REVIEW BODY –
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT)**

- GAUTRAIN PROJECTS – ENSURE STRATEGIC REVIEW ON APPLICATIONS PERTAINING TO GAUTRAIN.
- JUNCTION 21 DEVELOPMENT CORRIDOR ALONG R21
- EKURHULENI ENVIRONMENTAL MANAGEMENT FRAMEWORK, COMPLETED IN 2008.
- WESTERN UTILITIES – MINE WATER RECLAMATION AND DECANTING.
- KUSILE RAILWAY STATIONS – MANAGED COMENTING RESPONSIBILITY ON THE PROJECT.

REFEREES

1. Adv. J. NESIDONI
DEPUTY DIRECTOR GENERAL: DEPT OF AGRICULTURE AND RURAL
DEVELOPMENT.

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- 3 Mr. L. MUDIMELI
SENIOR EXECUTIVE: KOMATILAND FOREST (SAFCOL)

TEL: 012 481 3735
CELL: 082 804 9311