

## Curriculum Vitae of Dr. Mafuwane Hluphi Constance

Address: No 198c Mkhuhlu 1246,P.O.Box 1879 Mkhuhlu 1246  
Contact No: 082 788 7070  
Email: [c.mafuwane@sanbi.org.za](mailto:c.mafuwane@sanbi.org.za) / [segageconstance@gmail.com](mailto:segageconstance@gmail.com)

### 1. Personal details

Full Names	Hluphi Constance Mafuwane
Id number	7208180438089
Gender	Female
Home language	Sepedi
Nationality	South African
Driver's license	Code 08 (EB)
Health status	Good
Other Languages	English, Isixhosa,Ndebele,Venda,Afrikaans,

### 1.Professional Education and Training

Degree	Doctor of Business Administration (DBA)
Institution	Tshwane University of Technology
Year	2020 October 14

### 2.Professional Education and Training

Degree	Master of Business Administration (MBA)
Institution	Regent Business School
Year	2016

### 3 Professional Education and Training

Degree	B-Tech Management (Honours Degree)
Institution	Tshwane University of Technology
Year	2006

### 4 Professional Education and Training

Institution	Mapulaneng College of Education
Diploma	Diploma
Year	1996

### 3 Professional Education and Training

Institution	University of Pretoria
Certificate	Project Management
Year	2005

Institution	Name of Course
Rhodes University	Biological Control Training (2017)
University of Cape Town	Science Writing
HR Training and Informa business	Human Resource Management (2010)
HR Training an Informa business	People management & Labour Law (2010)
Department of Agriculture	Pest Control Operator (2018)
DEKRA	Health and safety Supervisor (2007)

Current study	
Institution	SBS Business School
Diploma	BCom Law and SCM Management
Year started	2020

#### WORK EXPERIENCE

1. Work Experience (2011-2023 )	
<b>1.Name of Employer</b>	<b>SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE (SANBI)</b>
<b>Position</b>	<b>Assistant Director 1 (Project Management)</b>
Duties	<p>Leading the implementation of the departmental strategy, plans and procedures to support the SANBI DBE 2019-2030 Strategy</p> <p>Review articles of students as well as Dissertations</p> <p>Develop oversight framework for Enterprise Supplier Development and Learning and Development Programme.</p> <p>Developing the Terms of reference, Internal Memorandums ,Service level agreement and recommendation letters for Service Providers</p> <p>Participate in the Bid Evaluations of Contracts Advertised</p> <p>Develop and manage strategic partnerships with national and provincial departments involved in SMMEs development and support services.</p> <p>Coordinate and facilitate support interventions to municipalities.</p> <p>Attending Advisory meetings with Advisory committee of where workers are sourced</p> <p>Monitor and adhere of health and safety standards and use of chemicals/ herbicides. Handling and resolving conflict as they arise and provide support and motivation</p> <p>Monitor project progress, budget, and deliverables; Monitoring, Evaluation and Reporting.</p> <p>Training ,Mentoring and Coaching the Groensebenza staff within the region.</p> <p>Research work and developing the Journal articles</p> <p>Programme Management: Develop business strategy and coordinate the implementation of turnaround and change management strategies; Develop programme business plans, programme implementation plans including annual work plans, budget and performance targets.</p> <p>Programme Management: Develop business strategy and coordinate the implementation of turnaround and change management strategies.</p> <p>Develop programme business plans, programme implementation plans including annual work plans, budget, and performance targets.</p> <p>Managing the department's resources efficiently, effectively, economically and in accordance with the relevant principles and policies of SANBI -DBE project</p> <p>Compiling and managing the departmental budget in line with the portfolio and Institutional budget</p>

	<p>Overseeing and monitoring departmental expenditure within budgeted parameters and reporting on variances periodically</p> <p>Directing and overseeing the funding of departmental operations and budgeted activities</p> <p>Managing the function's resources sustainably in accordance with financial principles</p> <p>Manage Human Resource and conducting Performance assessment with all personnel .</p> <p>Develop and oversee the Enterprise Supplier Development and Human Capital Development Programmes including strategies, policies and oversee implementation.</p> <p>Have 15 years' experience of conservation and Environmental management.</p>
Year started	2011-2023
Reason for Leaving	Still working

<b>.Name of Employer</b>	<b>SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE (SANBI) 2019 &amp; 2020 &amp; 2022</b>
<b>Position</b>	<b>Acting Assistant Director Regional Co ordinator (Mpumalanga)</b>
Duties	<ul style="list-style-type: none"> <li>• Approving leave of staff of staff Technician, Intern and Para ecologist</li> <li>• Submitting Monthly report and Quarterly reports</li> <li>• Developing the management plans of category 1a species</li> <li>• Developing project plans for Category 1 a species and suspect species</li> <li>• Stakeholder engagement and Promoting stakeholder participation in affairs of the advisory Council</li> <li>• Developing, coordinating, collaborating, and implementing programmes and projects with stakeholders</li> <li>• Writing articles about the species that we are working on</li> <li>• Coordinating service delivery complaints from the public, managing customer relations and enhancing partnerships in communities</li> <li>• And Collecting SAPIA data and Developing maps of our targeted species</li> <li>• Monitoring High Risk site (Catchment Rivers around Mpumalanga)</li> <li>• Conducting surveys in the Game reserves, streams, wetland and road</li> <li>• Conducting Environmental awareness with communities</li> <li>• Working closely with municipal Counsellors</li> <li>• Administrative management of the projects implementing in the region</li> <li>• Financial management, preparing capital and operating estimates as well as control of expenditure against approved budget allocations</li> <li>• Ensuring effective public participatory implementation and processes</li> <li>• Liaising with line directorates within the SANBI Organisation and other directorate to render service delivery</li> <li>• Identifying development gaps and development priorities and implementing/coordinating development initiatives to enhance an effective customer-centric working model</li> <li>• Giving advise the advisory committee meetings in the programme</li> <li>• Attend Monthly and Quarterly EPWP meetings</li> </ul>
Year started	2019-2020 (5 months)
Reason for Leaving	The Regional Coordinator was back from Motherhood Leave and study Leave & Annual Leave
<b>1.Name of Employer</b>	<b>SOUTH AFRICAN NATIONAL PARKS (SANPARKS)</b>
<b>Position</b>	<b>Project Manager &amp; Training Coordinator (Assistant Director Level 9)</b>
Duties	Programme Management: Develop business strategy and coordinate the implementation of turnaround and change management strategies; Develop programme business plans, programme implementation plans including annual

	work plans, budget and performance targets; Manage Human Resource portfolio; Develop and oversee the Enterprise Supplier Development and Human Capital Development Programmes including strategies, policies and oversee implementation; Develop oversight framework for Enterprise Supplier Development and Learning and Development Programme; Develop and manage strategic partnerships with national and provincial departments involved in SMMEs development and support services; Coordinate and facilitate support interventions to municipalities; Provide technical support to local government and corporate entities in the design and development of LED, IDPs and SLAs; Manage the development of business strategy and oversee annual performance plans development and delivery; Monitoring, Evaluation and Reporting.
Year started	2006-2011
Reason for Leaving	Career Change

<b>Name of Employer</b>	<b>SANPARKS -BSP Projects funded by WORKING FOR WATER (EPWP PROJECT)</b>
<b>Position</b>	<b>Project Manager &amp; Training Coordinator</b>
Duties	Project Management: Management and supervision of invasive alien plants clearing contractors; Facilitation and communication of project information to all project role-players; Identify areas and sites for clearing and control of invasive plants; Monitor project deliverables against the standard; Provide support to Senior Project Manager and Area Manager; Reporting to projects stakeholders in all projects related matters
Year started	2005-2006
Reason for Leaving	Career Change

<b>Name of Employer</b>	<b>SOUTH AFRICAN NATIONAL PARKS -Kruger National Park &amp; Mapungubwe National Park</b>
<b>Position</b>	<b>EPWP Contractor</b>
Duties	<ul style="list-style-type: none"> <li>• Management and supervision of 40 EPWP Participants/ beneficiaries</li> <li>• Managing Assests of Sanparks in the Nxanatseni Region (Phalaborwa Gate)</li> <li>• Conducting Assets audits and Project audits with Cluster and Project Manager</li> <li>• Submitting Monthly stock Register of all assests in the region and doing disposal of old stock</li> <li>• Doing tendering for advertised tenders in the park Responsible for participants payment every month</li> <li>• Develop contracts of appointed for participants hired in my Project</li> <li>• Ensuring that all participants attend planned Training organised by Project Manager</li> <li>• Submitting the Monthly report and Quarterly reports of Assets to the Project Manager</li> <li>• Attending Advisory meetings with Advisory committee of where workers are sourced</li> <li>• Monitor and adhere of health and safety standards and use of chemicals/ herbicides. Handling and resolving conflict as they arise and provide support and motivation</li> <li>• Monitor project progress, budget, and deliverables.</li> </ul>
Year started	2000-2003
Reason for Leaving	Contract ended continue with studies

<b>. Name of Employer</b>	<b>SOUTH AFRICAN NATIONAL PARKS -Kruger National Park &amp; Mapungubwe National Park</b>
<b>Position</b>	<b>Duty Manager Tourism</b>

Duties	<p>Managing staff of Leokwe Camping Mapungubwe National Park</p> <p>Ensuring that the buildings comply with health and safety act</p> <p>Ensure that guest are allocated rooms as per their booking</p> <p>Responsible for conducting in house staff training and induction</p> <p>Monitoring and Evaluation of teams working at Leokwe Camp</p> <p>Financial Management and budgeting</p> <p>Weekly financial Reconciliation</p> <p>Submitting Month and Weekly Report</p> <p>Communicate with Stakeholders, District Council, Local Municipalities, DWAF and Community regarding the implementation of projects.</p>
Year started	2004
Reason for Leaving	Career Change

EMPLOYMENT	
Institution	Department of Education (Vuhlehli Primary school WEM Primary school)
Position	Teacher (Temporary employment)
Duties	Providing teaching to the learners
Year started	1998 -1999

RELEVANT PROGRAMME AND PROJECT MANAGEMENT EXPERIENCE
DEPARTMENT OF PUBLIC WORKS EPWP PROGRAMME (APR 2012- MAR 2015) Part of the national EPWP team responsible for the development of norms and standards, EPWP contracting model, SMME development, exit strategy and training standards
Review standard operating Procedure for Working for water Projects to suit needs for special Projects in SANBI DBE

ACHIEVEMENTS
Provided business support, training, and coaching to more than 50 entrepreneurs
Best Project Manager for Kruger National Park -Phalaborwa ISCU

MANAGEMENT EXPERIENCE AND PROFESSIONAL SKILLS	
Business Strategy	Have facilitated the development and design of business strategies and organisational structures for cooperate entities and partner organisation
Strategic Planning	Have developed strategic plans for programmes and projects (SANParks) to ensure alignment with business strategies and coordinated effective delivery of the business strategy.
Programme and Project Management	Have developed and managed various programmes and projects – including Environmental programmes; ESD Programmes, SMMEs Development Programmes, and turn around programmes for various institutions
Human Capital Development	facilitated the training, mentorship and coaching programmes for employees; developed and facilitated internship programmes for young graduates

Presentations and attendance of Local Conference
Poster Presentations 2018: (12-13 January)-SAAB

Have Presented the 2013 (8-10 May) 41st Annual Symposium on Management of Invasive Alien Plants, Cape St Francis Resort.
Have attended the Developing a Leadership within you workshop by John C Maxwell (2020)
Have attended the Be a people 's person Workshop by John C Maxwell (2020)
Have attended the Annual Research Symposium on the Management of Biological Invasions in Southern Africa 2017CSIR ICC –44 <sup>th</sup> Biological invasion conference
Have attended the Annual Research Symposium on the Management of Biological Invasions in Southern Africa at Godhini Spa and Resort
Have presented at wetland indaba in 2011
Have presented at the pompom weed steering committee in Pretoria

**Stakeholder Engagement**

Able to build and maintain strong strategic relationships with key stakeholders (external and internal);I have been engaged with the following stakeholders: EPWP Steering committee ,Working for WATER, Working for Wetlands , MTPA form ,Mbombela Environmental Forum, Rhodes University, University of Mpumalanga, City of Mbombela,working for water,SEDA,South AFRICAN Wild life college,SANPARKS,Working on fire,DEA,DAFF,Department of Education, Right to care, wetland forum, Environmental forum,ICUM,Rand water,Silulamanzi,Lowveld Botanical gardens, Pretoria National Botanical Gardens,ARC,North West Working for water ,Limpopo DEA working for Water ,Lepelle water board,Unuversity of Cape town ,Tshwane University of Technology, Department of Water and Sanitation,Umjindi municipality in Barberton., Free state Working for water project ,Biodiversity Special project Golden gate highlands, Nurseries around Mpumalanga, Game reserves

**Essential skills and Business Experience**

Communication: Have good written and verbal Communication skills

**Have good negotiation skills and Computer Literacy skills and Certification in Advance Excel &MS Word**

Project Management-Able to plan project and implement according to the funder 's request

Teamwork –able to work well with team members, Excel, power point and MS word

I have business management skills-able to coach and mentor contractors and workers

Have good conflict resolution skills

Have 7 years business management experience (SMME)

**Knowledge of Acts**

I have knowledge of National Environmental Management Biodiversity Act and Regulations, Conservation of Agricultural act Water act, Occupational health and safety Act, Protected areas Act, (Act 57 of 2003), Labour Relations Act. ,MPA,PAA, NEMA

**Leadership Role and community Involvement**

Chairperson of Bushbuckridge south Business forum  
 Secretary of Voningani Trustees, Volunteer Mentor,  
 Role player: Consultations, Presentation, and establishment of the relationship  
 Managing staff, since 2000-2017 (Contractors, students and administrative)  
 Fundraising orphanage at Biyisonto  
 Director of Youth and Junior Youth at Voningani Church

## 9. Publications/Research work

Mafuwane, H. C. 2020. A study of groundwater resources in Mpumalanga Province. *Journal of Creativity, Innovation and Social Entrepreneurship*, 4(1): 49-59. Website address: [www.tut.ac.za](http://www.tut.ac.za)  
Mafuwane H.C.,2021

Mafuwane, H. C. 2019. Factors that affect the optimal utilization of groundwater resources at Bushbuckridge and rural areas of Mbombela in Mpumalanga Province. *Journal of Creativity, Innovation and Social Entrepreneurship*, 3(2): 31-42. Website address: [www.tut.ac.za](http://www.tut.ac.za)

Mawele K ,Mashele B.V & Mafuwane H.C 2014:: First record of *Tithonia tibiformis (Jacq.) Cass. in South Africa*  
Risk analysis for *Solanum mauritianum* Scoop submitted to ASRAP

Mafuwane H.C .2020. Framework to enhance the current degree of efficiency in the management of Ground Water and Springs in Mpumalanga Province

Mafuwane, H C. 2018. Factors that affect the quality of services at animal feeding enterprises in Gauteng Province. *Journal of Creativity, Innovation and Social Entrepreneurship*, 2(2): 25-44. Website address: [www.tut.ac.za](http://www.tut.ac.za)

Mafuwane HC :Progress made towards clearing of Category 1a species *Pueraria montana var lobata* in Mpumalanga region - SANBI GAZZETTE VOLUME 4

Mafuwane H.C .2021: Making huge strides towards controlling *Furcraea foetida* in the Mpumalanga Province SANBI GAZZETTE Volume 4

HC Mafuwane, M Muchie, T Nendzelele, R Mavilia.2023 .Natural Resources (Water) Are Critical For The Global Value Chain In Sub-Saharan Countries As Compared To International Countries. *Journal of Survey in Fisheries Sciences* 10 (1S), 6700-6708

HC Mafuwane.2023.Covid 19 pandemic contributing factor towards Unemployment, looting, Violence, and riots: Case study South Africa and Ethiopia. *Journal of Survey in Fisheries Sciences* 10 (4S), 3219-3240

. HC Mafuwane, M Muchie, T Nendzelele.2023.Analysis of water scarcity: A case of Mkhuhlu, Bushbuckridge local municipality in Mpumalanga Province, South Africa. *Journal of Survey in Fisheries Sciences* 10 (1S), 5791-5807

HC Mafuwane.2020.A study of groundwater Resource in Mpumalanga Province. *Journal for Creativity, Innovation and Social Entrepreneurship (JCISE)* 27

HC Mafuwane, Mamo Muchie.2021. Biological Invasion Threat to Wetlands in Urban Areas of White River, Mbombela in Mpumalanga Province, South Africa: A Case Study. <https://doi.org/10.18510/ijstrm.2023.1111>

Mafuwane, Hluphi Constance, and Mamo Muchie. "An experimental study of Canal Water Purification in Chochocho Bushbuckridge Municipality Mpumalanga Province." *Green Chemistry & Technology Letters* 8, no. 2 (October 12, 2022): 07–14. <http://dx.doi.org/10.18510/gctl.2022.822>

Mafuwane Hluphi Constance .2016.An Evaluation of Training on Environmental Management Skills: A Case study of South African Biodiversity Institute Invasive Species Programme in Mpumalanga Province

Mafuwane Hluphi Constance, Bongani Mashele :2011.Author of *Tithonia tibiformis* article: First record of *Tithonia tubiformis (Jacq.) Cass. in South Africa*

Hluphi Constance Mafuwane 2018:Factors that affect the optimal utilisation of groundwater resources at Bushbuckridge and rural areas of Mbombela in Mpumalanga Province

Risk analysis for *Solanum mauritianum* Scoop submitted to ASRAP

Mafuwane H.C .2020. Framework to enhance the current degree of efficiency in the management of Ground Water and Springs in Mpumalanga Province Mafuwane, H C. 2018. Factors that affect the quality of services at animal feeding enterprises in Gauteng Province. *Journal of Creativity, Innovation and Social Entrepreneurship*, 2(2): 25-44. Website address: [www.tut.ac.za](http://www.tut.ac.za)

Mafuwane, H. C. 2019. Factors that affect the optimal utilization of groundwater resources at Bushbuckridge and rural areas of Mbombela in Mpumalanga Province. *Journal of Creativity, Innovation and Social Entrepreneurship*, 3(2): 31-42. Website address: [www.tut.ac.za](http://www.tut.ac.za)

Mafuwane, H. C. 2020. A study of groundwater resources in Mpumalanga Province. *Journal of Creativity, Innovation and Social Entrepreneurship*, 4(1): 49-59. Website address: [www.tut.ac.za](http://www.tut.ac.za)

Mafuwane H.C ,2021:Progress made towards clearing of Category 1a species *Pueraria montana var lobata* in Mpumalanga region -SANBI GAZZETTE VOLUME 4

Mafuwane H.C .2021: Making huge strides towards controlling *Furcraea foetida* in the Mpumalanga Province SANBI GAZZETTE Volume 4

Mafuwane H.C .2021: Making huge strides towards controlling *Furcraea foetida* in the Mpumalanga Province SANBI GAZZETTE Volume 4

## 10. Paper to be published

## References

<p><b>1.</b> Bongani Vincent Mashele Regional Co-coordinator, SANBI-BID. Lowveld Botanical Garden 0027 (0)13 7526504 Work 0027 (0)72 7711635 Mobile Fax2email: 0865473999 <a href="mailto:B.mashele@sanbi.org.za">B.mashele@sanbi.org.za</a></p>	<p><b>2.</b>Conride Mhlari -Implémentation Manager -SANBI Contact Number : 0826944310 Email Address : cmhlari@gmail.com</p>	<p><b>3. Mr. Walter Mzimba</b> <b>Implementation Manager -</b> <b>SANPARKS</b> <b>012 4265000</b> <b>W.Mzimba@sanbparks.org</b></p>
<p><b>5.</b> Prof Muchie M <a href="mailto:muchiem@tut.ac.za">muchiem@tut.ac.za</a> <b>066 197 2627</b></p>	<p><b>6.</b>Prof Zeleke Worku <b>0828702758</b> <b>Worku@tut.ac.za</b></p>	<p><b>Nomcebo Kunene</b> <b>Manager</b> <b>0823228515</b></p>