

## CURRICULUM VITAE: VICTORIA NAPIER

**Name:** Victoria Napier  
**Position within Firm:** Project Manager  
**Profession:** Environmental Consultant  
**Specialisation:** Integrated Environmental Management  
**Date of Birth:** 06 March 1981  
**Years of Experience:** 18  
**Nationality:** South African



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### KEY QUALIFICATIONS

Experience in (some 17 years):

- Project managing large multi-disciplinary teams to meet project timeframes, client expectations and deliver within the budget.
- Mentoring and peer review of impact assessments.
- Quality Management in terms of maintaining a high standard of product delivery.
- Excellent working knowledge of environmental legislation and regulations.

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### EDUCATION

- Postgraduate Certificate in Education (Senior and Further Education and Training (FET) Phase), University of South Africa (2014)
- Masters in Conservation Biology, University of Cape Town, South Africa (2004/5)
- Honours in Zoology, University of Cape Town, South Africa (2003)
- Bachelor of Science, University of Cape Town, South Africa (2000-2002)
- Diploma, General Secretarial, Academy of Learning, South Africa (1999)
- Diploma, Comprehensive Computers, Computer Career Training College, South Africa (1999)

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### MEMBERSHIPS IN PROFESSIONAL BODIES

- South African Council for Natural Scientific Professions – Professional Natural Scientist: Zoological Science (Reg. No.: 400215/09)
- Environmental Assessment Practitioners Association of South Africa (EAPASA) – Registered EAP (Reg. No.: 2022/4749)

#### Membership with other bodies

- South African Chapter of the International Association for Impact Assessment (IAIAsa)

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### EMPLOYMENT RECORD

- ▶ **(March 2022 – present) Independent Environmental Assessment Practitioner**
  - Same as for Sustainable Environmental Solutions (Pty) Ltd – still work in close collaboration with SE Solutions as well as other independent clients.
- ▶ **(July 2013 - Feb 2022) Project Manager: Sustainable Environmental Solutions (Pty) Ltd.**
  - Same as for Strategic Environmental Focus (Pty) Ltd below

- ▶ **(2008 – June 2013) Project Manager: Strategic Environmental Focus (Pty) Ltd.**  
**Previous positions include Environmental Manager.**
    - Project Management
    - Undertaking Strategic Environmental Assessments
    - Conducting Basic Assessment and Scoping & Environmental Impact Reporting Applications (all aspects from start to finish)
    - Managing and facilitating appeal applications (applicant and I&APs)
    - Undertaking Environmental Authorisation Amendment Applications
    - Water Use License Applications (WULAs) (predominantly Section 21 (c) and (i))
    - Integrated Waste Management Plans
    - Integrated Air Quality Management Plans
    - Conducting 24G Applications (for illegal activities)
    - Conducting Environmental Authorisation Amendment Applications
    - Public Participation and facilitation of public meetings
    - Compilation of Environmental Management Plans/ Programmes
    - Compiling the environmental component of Spatial Development Frameworks
    - Environmental Control Officer
    - Environmental Auditing
    - Specialist appointments and management
    - Client liaison
    - Budgeting and invoicing of projects
    - Direct Marketing to new clients
    - Drafting of tenders and proposals
    - Authority liaison and interaction
    - Mentoring interns
    - Training of staff with respect to Environmental Impact Assessments; Strategic Environmental Assessment and various other types of environmental assessments or processes
  
  - ▶ **(2006) Environmental Control Officer: Peninsula Permits**
    - Compliance monitoring of film/ advertising shoots or campaigns against permits obtained and providing general environmental management guidance.
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## **SELECTED PROJECT RECORD**

- ▶ **Strategic Projects**
  - 2013 – 2014: Project Manager: Application for the Postponement of Minimum Emission Standards (MES) for Eskom's coal and liquid fuel-fired power stations – Eskom Holdings SOC Limited. Responsible for assisting with quality control of applications and reports and (most importantly) driving the project programme and ensuring the project team meet strict and tight deadlines.
  - 2012 – 2013: Project Manager: Phase 2 of the Sustainable Development Management System for the Department of Water Affairs, South Africa. Responsible for developing the SDMS for the Department and undertaking various pilot tests to provide recommendations for implementation. Managing the project team, programme and budget.
  - 2010 – 2012: Project Manager: Developing a Coordinated and Integrated Permitting System (C&IPS) for the National Department of Environmental Affairs, South Africa. Responsible for managing and guiding the project team in terms of the project programme, deliverables and meeting client expectations.
  - 2011: Project Manager and Environmental Manager: Strategic Environmental Assessment for the Eskom Electrical Master Plan – Polokwane Service Area, South

Africa. Responsible for delivering on the SEA through the integration of specialist input and GIS mapping.

- 2011: Project Manager and Environmental Manager: Strategic Environmental Assessment for the Eskom Electrical Master Plan – Tzaneen Service Area, South Africa. Responsible for delivering on the SEA through the integration of specialist input and GIS mapping.
- 2010 – 2011: Mentor, Guide and Reviewer: Capacity Building and Mentoring to Eskom Holdings Limited – Transmission for a Strategic Environmental Assessment (SEA) for transmission corridors in the north-eastern area of South Africa, South Africa. – Eskom Holdings Limited. Responsible for up-skilling and building capacity of Eskom Transmission staff on correctly undertaking an SEA process in order to inform future Eskom Master Plans.
- 2010: Project Manager and Environmental Manager: Strategic Environmental Assessment for the Eskom Electrical Master Plan – Thohoyandou Service Area, South Africa. Responsible for delivering on the SEA through the integration of specialist input and GIS mapping.
- 2010: Project Manager: Integrated Environmental Implementation Plan for the Bushbuckridge Local Municipality, Mpumalanga, South Africa. Responsible for finalising the Implementation Plan and providing training to the Local Municipality on the use of the tool for Municipal Planning.
- 2009 – 2010: Project Manager and Environmental Manager: Strategic Environmental Assessment for the Eskom Electrical Master Plan – Western West Coast Service Area, South Africa. Responsible for delivering on the SEA through the integration of specialist input and GIS mapping.
- 2009 – 2010: Project Manager and Environmental Manager: Strategic Environmental Assessment for the Eskom Electrical Master Plan – East Rand North Service Area, South Africa. Responsible for delivering on the SEA through the integration of specialist input and GIS mapping.

► **NEMA Scoping and Environmental Impact Reporting (S&EIR) Applications**

- 2023: Environmental Authorisation for the proposed Multi-Purpose nuclear research Reactor (MPR) at Necsa's Pelindaba site – Necsa.
- 2022: Environmental Authorisation for proposed Char Plants within the Amajuba District Municipality – Quantum Screening & Crushing (Pty) Ltd.
- 2020 - 2021: Proposed gas-to-power generation facility (Nseleni Independent Floating Power Plant (NIFPP) and associated infrastructure) within the Port of Richards Bay, KwaZulu Natal, South Africa. Responsible for managing the environmental team, including specialists, to complete the ESIA process in order to obtain Environmental Authorisation (EA), but also comply with International Finance Corporation (IFC) Performance Standards, Equator Principles and International Lender Requirements. Including reviewing of all project documentation, project programme and budget management.
- 2015: Proposed establishment of a 500MW combined cycle gas turbine power generation facility at Matadi, Kongo Central, Democratic Republic of Congo (DRC) - Anchor Energy Systems. Project placed on hold until further notice.
- 2015: Environmental and Social Impact Assessment (ESIA) of the Lubumbashi Waste Recycling Project at the old Gécamines Copper Plant in Lubumbashi, Democratic Republic of Congo (DRC) - SHAMROCK MINING RESOURCES SARL. Project terminated after Scoping Phase.
- 2013 – 2018: S&EIR for the decommissioning and remediation of the Bayside Aluminium smelter in Richards Bay (Waste Management License) – South32 Aluminium SA Limited.
- 2012 – June 2013: Project Manager: S&EIR for the proposed Giant Flag Project, Graaff-Reinet, South Africa. Responsible for managing the environmental team, including specialists, to complete the S&EIR process in order to obtain Environmental

Authorisation (EA). Including reviewing of all project documentation, project programme and budget management.

- 2012 – June 2013: Project Manager: S&EIR for the proposed Huddle Residential and Business Retail Development, Johannesburg, South Africa. Responsible for managing the environmental team, including specialists, to complete the S&EIR process in order to obtain Environmental Authorisation (EA). Extensive public consultation due to the controversial nature of this proposed development. Including reviewing of all project documentation, project programme and budget management.
- 2012 – June 2013: Project Manager: S&EIR for the proposed Lanseria Commercial Crossing Development, Lanseria, Gauteng, South Africa. Responsible for managing the environmental team, including specialists, to complete the S&EIR process in order to obtain Environmental Authorisation (EA). Including reviewing of all project documentation, project programme and budget management.
- 2012 – June 2013: Project Manager: S&EIR for the proposed extension of the Samrand Estate, Midrand, Gauteng, South Africa. Responsible for managing the environmental team, including specialists, to complete the S&EIR process in order to obtain Environmental Authorisation (EA). Including reviewing of all project documentation, project programme and budget management.
- 2011 – 2012: Project Manager: Numerous S&EIR applications for proposed PV Solar Plants within the Northern Cape, Free State and Mpumalanga Provinces, South Africa. Responsible for managing the environmental team, including specialists, to complete the S&EIR process in order to obtain Environmental Authorisation (EA). Including reviewing of all project documentation, project programme and budget management.

► **NEMA Basic Assessment (BA) Applications**

- Various BA applications associated with the decommissioning of the Bayside Aluminium smelter site, Richards Bay – South32.
- 2016 – July 2017: BA for the proposed Pretoriuspark Extension 40 residential development on Part of the Remainder of Portion 284 of the Farm Garstfontein 374-JR – sub-consulted by Digby Wells Environmental on behalf of the City of Tshwane Metropolitan Municipality.
- March – June 2016: BA for the Hillside Aluminium smelter Desalination Plant, Richards Bay – Hillside Aluminium Proprietary Limited.
- 2014 – July 2016: BA for the proposed Devonbosch Mixed-Use Estate Development on previously mined land, near Koelenhof, Stellenbosch, Western Cape – Killarney Brickfields (Pty) Ltd.
- 2013 – 2015: BA for the decommissioning of the Bayside Aluminium smelter in Richards Bay (NEMA Environmental Authorisation) – South32 Aluminium SA Limited.
- 2014 – June 2015: BA for the alternative 88kV powerline route for the Mareetsane Batho Batho PV Solar Facility near Mareetsane in the North West Province.
- 2012 – June 2013: Project Manager: Basic Assessment for the proposed Tri-generation Gas Power Plant for Standard Bank, Johannesburg, South Africa. Responsible for managing the environmental team to complete the BA process in order to obtain Environmental Authorisation (EA). Including reviewing of all project documentation, project programme and budget management.
- 2011 – 2012: Project Manager: Numerous BA applications for proposed PV Solar Plants within the Northern Cape, Free State and Mpumalanga Provinces, South Africa. Responsible for managing the environmental team, including specialists, to complete the BA process in order to obtain Environmental Authorisation (EA). Including reviewing of all project documentation, project programme and budget management.
- 2010 – 2011: Project Manager: BA for the proposed new 132 kV powerline in Kimberley, South Africa. Responsible for managing the environmental team, including specialists, to complete the BA process in order to obtain Environmental Authorisation (EA). Including reviewing of all project documentation, project programme and budget management.

► **Water Use License Applications (WULAs)**

- 2022 – current: Environmental Project Lead for WULA and WUL amendment applications for Eskom’s Kusile Power Plant.
- 2021: WULA for the proposed gas-to-power generation facility (Nseleni Independent Floating Power Plant (NIFPP) and associated infrastructure) within the Port of Richards Bay, KwaZulu Natal, South Africa.
- 2015 – 2021: WULA for the decommissioning and remediation of the Bayside Aluminium smelter in Richards Bay – South32 Aluminium SA Limited.
- 2015 – 2016: WULA for the proposed Devonbosch Mixed-Use Estate Development near Koelenhof, Stellenbosch, Western Cape – Killarney Brickfields.
- 2012 – June 2013: Project Manager: WULA for the Kagiso Integrated Housing Project, Gauteng, South Africa. Took over the project to finalise the WULA and address Department of Water Affairs’ comments. Responsible for managing the environmental team, including specialists, to complete the WULA process in order to obtain a Water Use License. Including reviewing of all project documentation, project programme and budget management.
- 2012 – June 2013: Project Manager: WULA for the proposed Lanseria Commercial Crossing, Lanseria, Gauteng, South Africa. Responsible for managing the environmental team, including specialists, to complete the WULA process in order to obtain a Water Use License. Including reviewing of all project documentation, project programme and budget management.
- 2010 – May 2013: Project Manager: WULA for the Upgrading of Atterbury Road, Menlyn, Pretoria, Gauteng, South Africa. Responsible for managing the environmental team, including specialists, to complete the WULA process in order to obtain a Water Use License. Including reviewing of all project documentation, project programme and budget management.
- 2011 – 2012: Project Manager: Integrated Waste and Water Management Plan (IWWMP) for a Water Use License Application for the MeerKAT (Karoo Array Telescope) Project in the Northern Cape, South Africa. Responsible for managing the environmental team, including specialists, to complete the WULA process in order to obtain a Water Use License. Including reviewing of all project documentation, project programme and budget management.
- 2010 – 2011: Project Manager: WULA for the West Lake View Township Development, Modderfontein, Gauteng, South Africa. Responsible for managing the environmental team, including specialists, to complete the WULA process in order to obtain a Water Use License. Including reviewing of all project documentation, project programme and budget management.
- 2010 – 2011: Project Manager: WULA for the proposed Marlboro Road (M60) Extension, Modderfontein, Gauteng, South Africa. Responsible for managing the environmental team, including specialists, to complete the WULA process in order to obtain a Water Use License. Including reviewing of all project documentation, project programme and budget management.

► **Waste Management License (WML) Applications:**

- 2022 – current: WML for the decommissioning and closure of the various historical waste management facilities at the Metalloys facility in Meyerton – South32.
- 2021 – 2022: Proposed Hazardous Waste Facility (Waste Management License) for Hillside Aluminium smelter in KwaZulu-Natal, South Africa – South32 (Hillside Aluminium (Pty) Ltd).
- 2018 - 2019: Waste Management License for the decommissioning of the various legacy landfill sites at the Bayside smelter, Richards Bay – South32.
- 2015 – 2017: Various Waste Management License (WML) applications by way of BA and S&EIR application processes for numerous unlicensed landfill sites across the country – Department of Environmental Affairs.

- 2012 – June 2013: Project Manager: WML Application for the proposed biodigester and bio-gas digesters for the on-site treatment of sewage for the Giant Flag Project, Graaff-Reinet, Eastern Cape, South Africa. Responsible for managing the environmental team, including specialists, to complete the WML S&EIR process in order to obtain a WML. Including reviewing of all project documentation, project programme and budget management.
- 2012 – June 2013: Project Manager: WML Application for the proposed Lanseria Commercial Crossing, Lanseria, Gauteng, South Africa. Responsible for managing the environmental team, including specialists, to complete the WML Basic Assessment process in order to obtain a WML. Including reviewing of all project documentation, project programme and budget management.
- 2011 – 2012: Project Manager: Waste Management Licenses (Basic Assessment Application Process) for the MeerKAT (Karoo Array Telescope) Project in the Northern Cape, South Africa. Responsible for managing the specialist team and reviewing the reports generated. Responsibilities included managing the project timeframes, budget, authorities and client.

► **Atmospheric Emissions Licenses:**

- 2021- 2022: Atmospheric Emissions License for proposed Char Plants within the Amajuba District Municipality – Quantum Screening & Crushing (Pty) Ltd.
- 2009: Environmental Manager: Application for Air Emissions License for More Asphalt located at the Lafarge Quarry, Durbanville, South Africa. Responsible for compiling the documentation for conversion of the Atmospheric Pollution Prevention Act (APPA) Registration to an Air Emissions License.

► **Environmental Authorisation Amendment Applications**

- 2023: Amendment of the Bayside Aluminium smelter EA, request for extension of the expiry date. KwaZulu-Natal.
- 2022 – current: Environmental Project Lead for various amendment applications for Eskom's Kusile Power Plant.
- 2021: Amendment of various Environmental Authorisations for the Transfer of Ownership from South32's Samancor Manganese (Pty) Ltd Metalloys smelter to new ownership. Gauteng.
- 2020: Amendment of various Environmental Authorisations for South32's Samancor Manganese (Pty) Ltd smelter plant in Meyerton, Gauteng.
- 2011: Project Manager and Environmental Manager: Amendment to the Partial Record of Decision for the Upgrading of Atterbury and Dallas Roads, Menlyn, Gauteng, South Africa. Responsible for compiling the Amendment Application and liaising with the Project Team and Authorities.
- 2011: Project Manager and Environmental Manager: Amendment to the Record of Decision for the Township Development on Erf 236, Randjiespark Extension 140, Gauteng, South Africa. Responsible for compiling the Amendment Application and liaising with the Project Team and Authorities.
- 2010: Project Manager: Amendment to the Environmental Authorisation for the Extension of Marlboro Road (M60), Modderfontein, Gauteng, South Africa. Responsible for managing the Project Team and Authorities. Including reviewing of all project documentation, project programme and budget management.

► **Section 24G Rectification Applications:**

- 2012 – June 2013: Project Manager: 24G Rectification Application for the Calvary Christian College, Johannesburg, South Africa. Responsible for managing the environmental team, including specialists, to complete the S24G Application process in order to obtain Environmental Authorisation. Including reviewing of all project documentation, project programme and budget management.



- 2009 – 2010: Project Manager: 24G Rectification Application for the existing clay brick manufacturing plant at the Atlantis Apollo Brick plant, Atlantis, South Africa. Responsible for managing the environmental team, including specialists, to complete the S24G Application process in order to obtain Environmental Authorisation. Including reviewing of all project documentation, project programme and budget management.
- 2008 – 2010: Project Manager and Environmental Manager: 24G Rectification Application for the proposed single residential dwelling on Erf 2833 on Beach Road, Gordon's Bay, South Africa. Responsible for managing the environmental team, including specialists, to complete the S24G Application process in order to obtain Environmental Authorisation. Including reviewing of all project documentation, project programme and budget management.

► **Desktop Environmental Legal Reviews (Professional Opinion):**

- 2022: Operational Abattoir near Middleburg, Mpumalanga Province.
- 2021: Proposed Commercial Pharma Plant on Erf 49/170, Waltloo Industrial Business Park, Pretoria. Chemical Process Technologies Pharma.
- 2021: Proposed re-commissioning of Char Plants P1 and P2, Ballengich, KwaZulu-Natal. Southern Coal T/A Quantum Screening and Crushing Pty Ltd.
- 2015: Proposed Active Pharmaceutical Ingredients (API) Pilot Plant on Erf 49/170, Waltloo Industrial Business Park, Pretoria. Chemical Process Technologies.

► **Environmental Feasibility/ Due Diligence Studies:**

- 2020: Environmental and Social Due Diligence: 175MW Central Termica de Ressano Garcia (CTRG) Reciprocating Engine Gas-Fired Power Plant in Mozambique.
- 2019/2020: Assisted International Lenders with the review of the following Environmental and Social Impact Assessments (ESIA) for the
  - A solar power project located in Zanzibar;
  - An industrial city development project in Ethiopia; and,
  - Various ESIA's for solar projects throughout Ethiopia.
- 2015: EAP: Desktop Environmental Feasibility Assessment of seven (7) proposed PV Solar Farms in the North-West Province, South Africa. Responsible for compiling the report based on GIS information provided through specialist input. Responsibilities included managing the project timeframes, budget and client.
- 2013: Project Manager: Environmental Feasibility Assessment for the proposed PV Solar Farm near Mareetsane Batho-Batho in the North-West Province, South Africa. Responsible for managing the specialist team and reviewing the report generated. Responsibilities included managing the project timeframes, budget and client.
- 2011: Project Manager: Environmental Due Diligence Assessments for various proposed PV Solar Farm sites within the Northern Cape, South Africa. Responsible for managing the specialist team and reviewing the report generated. Responsibilities included managing the project timeframes, budget and client.

► **Independent Reviews of EIAs:**

- 2021: Independent EAP Review of the Final Basic Assessment Report (FBAR) and Water Use License Application (WULA) Technical Report in support of the Environmental Authorisation (EA) and Water Use License (WUL) applications by the City of Ekurhuleni (CoE) for the proposed upgrade of the Blaaupan sewer pipeline, Bonaero Park - Manyabe Consultancy (MC).
- 2015: Independent EAP Review of the draft Basic Assessment Report (BAR) and Environmental Management Programme (EMPr) for the proposed construction of the Madlanzini 400kV main transmission station and the associated 88kV and 400kV turn in powerlines near Piet Retief, Mpumalanga Province - Trans-Africa Projects on behalf of Eskom Holdings SOC Limited.

- 2015: Independent EAP Review of the Draft Basic Assessment Report for the proposed Vlakfontein 132kV substation and 3km servitude lines – Mokgope Consulting cc.
- 2014: Independent EAP Review of the Final Environmental Impact Report (EIR), Draft Environmental Management Programme (EMPr), associated public participation documentation and specialist studies for the proposed Perseus-Gamma 2nd 765kV Transmission Powerline and Substations Upgrade, Northern Cape and Free State Provinces – Mokgope Consulting cc on behalf of Eskom Holdings SOC Limited (Independent Review requested by the DEA).
- 2014: Independent EAP Review of the draft Basic Assessment Report (BAR) and Environmental Management Programme (EMPr) for the proposed construction of the new Duma 400kv substation near Ulundi with associated 88kv & 400kv turn-In power lines, KwaZulu-Natal Province – Trans-Africa Projects on behalf of Eskom Holdings SOC Limited.
- 2014: Independent EAP Review of the draft Basic Assessment Report (BAR) and Environmental Management Programme (EMPr) for the proposed construction of the new 400/88kV, 160mva Substation near NZALO with associated 88kV & 400kV turn-In power lines, KwaZulu-Natal Province – Trans-Africa Projects on behalf of Eskom Holdings SOC Limited.

► **Licence Compliance Audits:**

- 2020 – 2021: 3 x Regulation 34 Environmental Audits for Amazon Data Services South Africa in the Western Cape, on behalf of AECOM SA (Pty) Ltd.
- 2018: External Environmental Compliance Audits for licenses/ permits held by Hillside and Bayside smelters – South32. Responsible for the site audit and audit reports.
- 2016: External Environmental Compliance Audits for various licenses held by the Hillside Aluminium smelter, Richards Bay, KwaZulu-Natal – Hillside Aluminium Proprietary Limited. Responsible for the site audit and audit reports.
- 2015: External Environmental Compliance Audits for numerous licenses held by Hillside and Bayside Aluminium smelters, Richards Bay, KwaZulu-Natal – BHP Billiton. Responsible for the site audit and audit reports.
- 2015: External Environmental Compliance Audit of the Waste Management License for the PetroSA Landfill site, Mossel Bay, Western Cape – PetroSA (Pty) Ltd. Responsible for site audit and audit report.

► **Transfer Applications:**

- 2022 & 2024: Transfer of existing EAs, permits, licenses during sale of entity transactions.

► **Environmental Training:**

- 2023: Trainer: Integrated Environmental Management: Yes We Can! SE Solutions training course presented online, November 2023.
- 2022: Trainer: Integrated Environmental Management: Yes We Can! SE Solutions training course presented at University of Free State, July 2022.
- 2022: Trainer: Integrated Environmental Management: Yes We Can! SE Solutions training course presented at Skukuza Science Leadership Initiative, November 2022 and November 2021.
- 2016, 2013 and 2010: Trainer: Social Impact Assessment Training to Master level students at the University of Johannesburg, South Africa.
- 2014: Trainer: Sharpening the Tool: New Techniques and Methods in Environmental Impact Assessment. SE Solutions training course presented in Pretoria (30 September 2014); Cape Town (04 December 2014) and Durban (05 February 2015).
- 2013: Assistant Trainer: Upping the EIA Game – from process to method. Training presented at the IAIA 2013 Conference, Thaba Nchu, Free State, South Africa. Assisted with compiling the training material and presenting a portion of the course to delegates.



- 2013: Trainer: Introduction to Environmental Authorisations, South Africa. Training presented on the various Environmental Authorisations required prior to commencing with developments/ activities. Responsible for compiling the training presentation and presenting to delegates.
- 2012: Trainer: Environmental Management and Environmental Management Systems Training to Senior and Middle Management of BHP Billiton Coal Processing – BECSA Coal Processing, South Africa.
- 2011: Trainer: Delivering training to Environmental Health Practitioners (EHPs) on health-related water quality management in all nine provinces in South Africa.

► **Workshop/ Meeting Facilitation:**

- 2013; 2014; 2015: Facilitated the Key Stakeholder and Public Open Day meetings during the EIA process for the proposed Volspruit Platinum Group Metals Mine in the Nylsvlei river and wetland system near Mokopane, Limpopo.

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## **COURSES, WORKSHOPS AND CONFERENCES ATTENDED – 2010 to date**

- The Conservation Symposium 2021 - Online
- Integrated Environmental Management/ Environmental Impact Assessment Training – DEFF Training Workshop – 10 March 2020.
- IAIAsa Conference – 2013; 2015; 2016, 2021 (runner up oral presentation at 2021 conference).
- DWS Training Workshop – Section 21 (c) & (i) water uses – 14 November 2017.
- DWS Training Workshop – General Authorisation Section 21 (c) & (i) water uses – 28 January 2015.
- MacRobert Attorneys – Waste Management Law Update Workshop – June 2014.
- First Solar Technical Seminars – Seminars on Solar PV Technology and Implementation – November 2012.
- DEA&DP: 2010 NEMA EIA Regulations Workshop – March 2011.
- GDARD: 2010 NEMA EIA Regulations Open Days – July & August 2010.
- IMBEWU: National Environmental Management: Integrated Coastal Management Act, 2008 (Act No. 24 of 2008) Workshop – March 2010.

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## **PUBLICATIONS**

Napier, V., Branch, G.M. and Harris, J.M. 2005. Evaluating conditions for successful co-management of subsistence fisheries in Kwa-Zulu-Natal, South Africa. *Environmental Conservation* 32: 165-177

Napier, V., Turpie, J.K. and Clark, B.M. 2009. Value and management of the subsistence fishery at Knysna Estuary, South Africa. *African Journal of Marine Science* 31(3): 297-310

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## **LANGUAGES**

<b>Languages</b>	<b>Understand</b>	<b>Speak</b>	<b>Read</b>	<b>Write</b>
English	Excellent	Excellent	Excellent	Excellent
Afrikaans	Excellent	Good	Good	Good

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## PERSONAL ATTRIBUTES

Throughout my career I have developed and nurtured the following attributes:

- Ability to work in a multi-skilled and multi-disciplinary team;
  - Ability to work under pressure and still meet tight project deadlines (as demonstrated by Eskom's Reference letter to the DoE and Eris Property Group Reference letter, available on request);
  - Ability to motivate staff and team members;
  - Ability to simplify information into a form accessible to various stakeholders (as demonstrated by the number of requests to do internal training within SEF and externally to Clients);
  - Self-motivating and self-starter; and
  - Objective, just, trustworthy, honest, faithful and ethical.
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## REFERENCES

- Mr Sean O'Beirne, Sustainable Environmental Solutions (Pty) Ltd, Cell: 082 903 9751, Email: [sean@sesolutions.co.za](mailto:sean@sesolutions.co.za)
  - Mr Christopher Way, Quantum Screening & Crushing (Pty) Ltd, Cell: 071 847 6080, Email: [cway@canafinvestments.com](mailto:cway@canafinvestments.com)
  - Mr Christopher Mumby, Anchor Energy LNG (Pty) Ltd, Cell: 083 377 7605, Email: [chris@anchorenergy.co.za](mailto:chris@anchorenergy.co.za)
  - Mrs Tania Liebenberg, South32, Cell: 082 316 8690, Email: [tania.liebenberg@south32.net](mailto:tania.liebenberg@south32.net)
  - Mrs Hanlie van Greunen, Cell: 082 779 4092, Email: [hanlievang@gmail.com](mailto:hanlievang@gmail.com)
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## CERTIFICATION

I, the undersigned, certify that to the best of my knowledge and belief, these data correctly describe me, my qualifications and my experience.



May 2024