

**MUGOVE HAMADZIRIPI, Mr. (Rotarian),**

Born 24 September 1980, Married

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**SUMMARY OF CAPABILITY**

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Mugove's abilities and experience lie in the fields of Safety, Health, Environmental Impact Assessment, Environmental Management, Public Participation, Environmental Management Systems, Mine Closure and Rehabilitation, Environmental Compliance, Environmental Due Diligence, Environmental Auditing (Performance, ISO and Legal). These abilities have allowed him to gain first-hand (direct and indirect) experience in the mining industry, industrial, property, infrastructural and commercial development, the food and beverage industry, the petrochemical industry, town planning and the automotive industry. His experience has been focused on Developing Countries - Africa, having been involved in projects in Zimbabwe, Botswana, Zambia and Namibia. This experience has exposed him to the diverse biophysical and socioeconomic pressures, constraints and opportunities within the developing world. Mugove currently lives in Swakopmund, Namibia, where he is involved with the rapidly growing construction, mining and industrial sectors.

- Experience of working in any environment, strong communicator
- Mature approach to interpersonal relationships, supervision and diplomacy in cross cultural environments.
- Performance-driven, leading/driving solution development and implementation
- Strong believer in effective communication and information sharing
- Realistic, pragmatic and results oriented through planning, implementation and practice
- Ability to evaluate and critique new information and situations
- Sound commitment to training and proactive ownership of rules and procedures
- Competent assessor and analyst of personnel and contractor competence
- High personal and professional standards, self-starter and responsible while being commercially aware

**SELECT WORK EXPERIENCE**

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I am currently volunteering in the Green Mining Fund / Initiative project, an initiative that congregates diverse stakeholders to develop green technologies, processes and knowledge for sustainable mining. The fund targets the development of innovative energy-efficient technologies required for mining to leave behind only clean water, rehabilitated landscapes and healthy ecosystems. It aims to improve the mining sector's environmental performance, to promote innovation in mining. The Green

Mining Fund is a program that was initialized to conduct research and development in an effort to make mining a greener and more sustainable industry.

**2014/2015: Institute of Public and Environmental Affairs  
Capacity Building Advisor / Instructor**

- Design and delivery of innovative , practical and relevant safety training solutions that counter a wide range of global threats
- Design and deliver training that empower clients with the necessary tools to be able to continually risk assess threats to personal safety in volatile environments
- Management System for business and undertook Audits and Workplace Inspections
- Representing the organization at national, regional meetings
- Responsible for Risk Assessment strategies
- Acted as Planning Supervisor in respect to projects
- Developing target programmes based on poor performing areas so to reduce incident frequency
- Offering a wealthy of safety, health, environment knowledge, tips and practical advice and training, aimed at raising awareness and minimising risk
- Designing pre-deployment training programmes that work, which complement supported organizational and operational needs, and support their legal obligations
- Helping clients identify potential risks to staff, formulating training programmes, and delivering effective safety solutions

**2012/2013: Health Safety, Environment Officer / Trainer  
Coal Brick Mine, Hwange**

- Introduced Behavioural Safety Programme
- Trained all levels of management extensively on SHE System
- Production of Management Systems in line with Operational and Legislative requirements
- Trained, controlled and monitored on-site Risk Assessment teams to establish progress, minimised Accidents in the Workplace

**2011/2012: Safety, Health, Environment Advisor  
Coal Producers and Processors Association of Zimbabwe**

- Undertook various Risk Assessment courses to establish the requirements of the environmental requirements
- Developed policy for COPAZ and introduced personnel in Risk Assessment
- Introduced Inductions for new starters and developed Safety Procedures and Literature
- The provision of advice, interpretation of standards and legislative requirements, guidance on the application of management resource with respect to the implementation of management systems

- The detailed assessment of the company's environmental impact to air, land, water or society
- The detailed assessment of system policy, environmental compliance, environmental improvement, documentation content, application and structure
- The provision of detailed training and assessment reports with regards to sites understanding of management systems
- The interpretation and application of systems contents against the environmental risks associated with site activity
- The presentation of assessment findings and the setting of grades to assessed systems with regard to approval, deferral or withdrawal of certification, to senior management.

### **2008/2013: United Nations Children's Fund (UNICEF) and NANGO**

Involved in database creation, updating for all child-based NGOs in Zimbabwe

### **2007/2012: Econet Wireless Zimbabwe**

HIV & AIDS in the Workplace: Training of Champions

Drafting of the HIV & AIDS in the Workplace Document, Refresher Courses, Evaluation – "*Live to Love Project*"

## **(SELECT) ACADEMIC QUALIFICATIONS**

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**Msc. Degree in Development Studies**  
**(Majored in Environment and development)**  
**National University of Science and Technology,**  
 Institute of Development Studies  
 Ascot, Bulawayo, Zimbabwe

**Bsc. Honours Degree in Political & Administrative Studies**  
**University of Zimbabwe,**  
 Faculty of Social Studies, Department of Political & Administrative Studies  
 Mount Pleasant, Harare, Zimbabwe

**(SELECT) STANDARD BASED COURSES UNDERTAKEN:**  
**Standards Association of Zimbabwe (SAZ), [www.saz.org.zw](http://www.saz.org.zw)**

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### **ZWS ISO 9001:2008 QMS Internal Auditing**

- Principles and concepts of quality control, assurance and management systems
- Analysis and interpretation of requirements
- Quality system documentation
- Auditing phases, exercises and audit team roles

## **ZWS 806 Hazardous Waste Management**

- Characterization of hazardous waste
- Management of specific waste types
- Waste minimization procedures
- Environmental audits
- Hazardous waste identification
- Hazardous substance segregation
- Hazardous waste handling and documentation
- Legislation and compliance
- Risk assessment and control and cleaner production
- Cleaner production

## **Basic Food Hygiene and Hazard Analysis and Critical Control Point (HACCP)**

- Causative factors behind food poisoning outbreaks and how they can be avoided
- Principles underpinning the HACCP system and how these can be used by a food business operation to control potential food hazards
- SAZS 749 – Implementation and management of a hazard analysis and critical control point
- Implementation of HACCP system within the industry

## **ZWS ISO 9001:2008 Lead Auditor**

- Purpose and benefits of auditing
- The difference between 1st, 2nd, and 3rd party audits and other types of audits
- Interpretation of ZWS ISO 9001:2008 - Quality Management Systems as a basis for audits
- Eight Quality Management Principles
- Preparing and planning for audits (audit schedules, audit plans, audit checklist)
- Performing audits, displaying appropriate lead auditor traits, such as using effective questioning techniques and recording non-conformances
- ZWS ISO 19011:2012 – Guidelines for auditing management systems
- The "Process Approach" to Auditing
- Role of the Lead Auditor (Audit management)
- Report writing and follow-up on corrective actions
- Auditing principles
- Explaining the process of certification

## **ZWS ISO 26000 Guidance on Social Responsibility**

- Objectives and expectations
- Introduction to sustainable development and social responsibility
- Corporate social responsibility and social responsibility – the difference

- Overview of ISO 26000 development process
- Overview of contents of ISO 26000 (clause by clause)
- Situation analysis on Zimbabwe's perspective on social responsibility
- Case studies
- Participants design their own organization social responsibility programme and the implementation plan

### **ZWS ISO 14001 Environmental Management System development and implementation**

- Overview of ZWS ISO 14001 series
- Environmental protection as a business issue
- Environmental and legal issues
- Identification of environmental aspects
- Interpreting and implementing ZWS ISO 14001

### **ZWS ISO Enterprise Risk Management**

- The role of the Board of Directors & Executive Management in developing and improving risk oversight, governance and compliance structures.
- Embedding and aligning ERM into the business operating model
- Developing robust internal controls systems for insurance companies implementing ERM
- Understanding the new international regulatory landscape and the interaction among international laws and standards.
- Building robust enterprise operating models for Insurance companies implementing ERM
- Optimal risk measurement models for measuring insurance company risk capital under regulated environments
- Issues arising from valuing and accounting for insurance liabilities under the new IFRS
- The impact of implementing ERM on insurance company investment portfolio selection strategies
- Optimal product and corporate level capital management strategies for financial institutions implementing ERM

### **ZWS ISO 50001 Energy Management Systems (EnMS)**

- Why ISO 50001 Energy Management Standard (EnMS)
- Business benefits
- Basic principle and philosophy of EnMS
- ISO 50001 requirements
- Energy policy
- Objectives, targets and action plans
- Energy planning
- Implementation and operation
- Auditing
- Integration with other ISO standards

## **SELECT KEY ENVIRONMENTAL AREAS OF EXPERTISE:**

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### **Environmental Management**

- Project Management
- Environmental Authorisations, Permits, Certificates, Licenses.
- Environmental Impact Assessments (EIAs)
- Environmental Compliance Audits
- Designing and implementing Environmental Management Plans / Statements (EMPs / EMSs)
- Mine Closure Plans and Costing
- Desktop Sensitivity Assessments
- Site assessments & Selections
- Biodiversity Offsets
- Strategic Environmental Assessments (SEAs)
- Vapor Intrusion Assessments
- Bank Environmental Risk Policy
- Government (Agency) Reports
- Industrial Hygiene Services
- Environmental Transaction Screens
- Baseline Environmental Assessments, Due Care Compliance and Continuing Obligation Plans
- Environmental Compliance Services, Permitting, Spill Plans

### **Stakeholder Engagement**

- Stakeholder Engagement
- Mediation
- Trainings

### **Environmental Management Systems**

- Development and implementation of Environmental Management Systems
- Environmental Management Systems Auditing

### **Auditing**

- Environmental Performance Auditing
- Environmental Legal Compliance Auditing
- Environmental Due Diligence Auditing
- Environmental Site Assessments (All Phases)
- Health & Safety Legal Compliance Auditing
- Environmental Management Systems Auditing

### **Other capabilities exposed to include:**

- Air quality management
- Consent applications
- Contaminated Land Management
- Environmental due diligence
- Environmental labelling
- Environmental regulation monitoring and alerts
- Greenhouse gas/Carbon management
- Hazardous substances management
- Resource management and statutory planning
- Restoration ecology
- Sustainable business services
- Terrestrial and aquatic ecology
- Water quality
- Occupational Health & Safety Management
- Safety, Health & Environmental Management
- First Aid
- HACCP & Food Safety Management

### **(SELECT) PROFESSIONAL AFFILIATIONS AND ASSOCIATIONS**

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- **Mining Standards Council of Zimbabwe, Member, [www.saz.org.zw](http://www.saz.org.zw) Standards Association of Zimbabwe**

The Standards Association of Zimbabwe is the national standards body whose mission is to facilitate the development and use of standards in order to enhance Zimbabwe competitiveness and safeguard the welfare of communities.

The Mining Standard Council (SCO) in general terms approves or rejects proposals for national standards as well as supervises the appointment and functions of the Technical Committees (TCs) which deal with the development of standards.

- **Zambezi Basin Environmental Assessment Practitioners Association:**

Aided in the establishment of the Greater Zambezi Basin Environmental Assessment Practitioners Association and was appointed as a member of the founding Executive Committee of the Association.

**Membership categories:** Practitioner & Reviewer

- **Rotary International: [www.rotary.org](http://www.rotary.org)**

Aided in the founding and chartering of the Rotary Club of Hwange, District 9210. Been directly involved in community development – water and sanitation, education, public health, infrastructure, children,

- **Also:**
  - Junior Chamber International (JCI), [www.jci.org](http://www.jci.org)
  - Zambezi Basin Project on Climate Change Communication
  - Greater Zambezi Basin Green Belt Initiative
  - International Fellow / National Press Foundation, USA, [www.nationalpress.org](http://www.nationalpress.org)
  - Management Express, British Council, [www.britishcouncil.org](http://www.britishcouncil.org)
  - Green Peace
  - Zambezi Basin Climate Change Communication Project
  - Chartered Institute of Project Managers
  - Green Peace
  - Climate Outreach

## **(SELECT) RECENT PROJECT EXPERIENCE**

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Select Key aspects of Mugove's hands on project experience are summarised below.

<b>Project</b>	<b>Mugove's Role</b>
<b>ENVIRONMENTAL ASSESSMENTS</b>	
• Garlpex Mine Expansion Project	Assist Project Manager
• Victoria Falls Municipality Housing Scheme EIA & EMP	Team Member
• Zimbabwean Coal Ash Association EIA & EMP	Team Member
• Ecotourism Zimbabwe/Zambia EIA & EMP	Team Leader
• Paratus Telecom EIA & EMP	Team Member
• Bulawayo City Council Township Establishment EIA	Team Member
• Hwange Thermal Power Company EMP	Team Member
• Southern Energy / Makomo Resources / Sino Hydro EIA, EMP	T/Member /Local Leader
<b>AUDITING</b>	
• Lafarge (formerly Circle Cement) Due Diligence Audit	Team Member
• Zimbabwean Coal Ash Association Environmental Performance Assessment	Team Leader
• COPAZ Environmental Liability Assessment	Lead Auditor
• Hwange Colliery Mine Due Diligence Audit	Team Member
• Garlpex Mine Monthly Performance Assessments	Team Leader
• COPAZ quarterly Performance Assessments	Assistant Auditor
• IPEA Environmental & Health and Safety Legal Compliance audits	Assistant Auditor

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## REFEREES

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**Vilho S. Kaulinge, Manager**

**Community Development Services**

Municipality of Swakopmund, Swakopmund

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**Dr. Stanley Mpofu, Director**

**National University of Science and Technology (NUST)**

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