

PABALLO SANDISIWE MOHAFA
CURRICULUM VITAE

CONTACT DETAILS

Work : +27 11 085 2196
Mobile: +27 82 490 8674
E-mail: mohafapaballo09@gmail.com

PERSONAL DETAILS

Surname	Mohafa
First Name	Paballo Sandisiwe
Date of Birth	08 June 1982
Nationality	South African
Gender	Female

EDUCATIONAL BACKGROUND

1. Kaffrarian Girls High School - Matric (1999)
2. University of Pretoria - **Bachelor Heritage & Cultural Tourism Sciences** (09 April 2003)
3. University of Pretoria - **Post-graduate Diploma: Heritage & Museum Studies** (17 April 2008)
4. University of South Africa - **Programme in Archival Studies** (01 December 2009)

SHORT COURSES & TRAINING

INSTUTION / ORGANISATION	COURSE
Technikon Pretoria	Short Course Certificate -Basic Catering Skills, (15 May 2000)
University of Pretoria	Certificate Basic Tourist Guiding Skills (30 November 2000)
University of Pretoria	Certificate- Fidelio Front Office (30 June 2001)
University of Pretoria	Certificate- Lanmark Front Office (30 June 2001)
University of Pretoria	Short Course Certificate- Fidelio Food & Beverage (30 June 2001)
University of Pretoria	Short Course Certificate- Lanmark Inventory Management, (30 November 2001)
EmpowerEd / Getty Conservation Institute	Certificate Cultural Site Guide: Specialising in Mapungubwe Rock Art, NQF Level 4 (01 September 2006)
Getty Conservation Institute	Short-Course Certificate- Rock Art Tourist Guiding Level 4 (11 -31 August 2019)
Getty Conservation Institute	Certificate of Attendance- Rock Art Interpretation and Presentation (2007)
Getty Conservation Institute	Certificate of Attendance - Rock Art Management Plans (18 August – 4 September 2008)
Getty Conservation Institute	Certificate of Attendance and Completion - Rock Art Conservation and Treatment (13 -29 August 2009)
UNESCO	Certificate of Participation - Heritage Impact Assessment Training for World Heritage Properties (31 October – 09 November 2016)
National School of Government	Certificate of Completion - Compulsory Induction Programme, 2016
ICCROM-IUCN World Heritage Leadership programme	Certificate of Completion- Managing World Heritage: People Nature Culture (PNC23), 2023

CAREER RECORD

#	EMPLOYER	POSITION	PERIOD
1.	Department of Economic Development	Deputy Director – Intergrated Conservation and Environment Management	02 March 2020 - Current
	DUTIES: <ul style="list-style-type: none"> Overall management and coordination of the natural and cultural resources of the Cradle of Humankind World Heritage Site (COHWHS). 		

	<ul style="list-style-type: none"> • Implementation of the Integrated Management Plan for the COHWHS including management of the water resources in the COHWHS. • Management of the National Heritage Sites (registered fossil sites in the COHWHS) including landowner agreements and liaison with stakeholders to promote best practice World Heritage management. • Manage and coordinate all UNESCO reporting including State of Conservation (SoC) and State of Environment (SoE) reports. • Manage relationships and obligations with relevant National and provincial, local departments. • Management of the Joint Fossil Hominid Sites of South Africa (FHSSA) meetings/liaison with Department of Environment, Forestry and Fisheries. • Manage consultants and service providers. • Work with local authorities and national and provincial departments in implementing appropriate and relevant legislation in the COHWHS. • Provide input for the Directorate into Environmental Impact Assessments (EIAs) and Heritage Impact Assessments (HIAs). • Promote ecologically sound conservation practices in the core area of the site. • General sub-directorate administration and strategic planning; annual, quarterly, and monthly reporting; attend and contribute to COHWHS Programme meetings. • Prepare and manage budgets for unit requirements and participate in the appropriate forums to achieve objectives. • Prepare and supervise business plans for the unit.
--	---

#	EMPLOYER	POSITION	PERIOD
2.	Department of Environmental Affairs	Assistant Director- World Heritage Management	01 July 2013 – 29 February 2020

	<p><u>DUTIES (PLANNING AND MONITORING)</u></p> <ul style="list-style-type: none"> • Monitoring the implementation of policies, legislation, spatial development and regulatory tools (e.g. Mining and Biodiversity Guidelines, 2013, World Heritage Convention Act, 1999 (Act No. 49 of 1999), National Heritage Resources Act, 1999 (Act No.25 of 1999, National Environmental Management Act, 2003 (Act No. 57 of 2003), Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002) and any other specific Environmental Management Acts. • Reviewing and commenting on Environmental Impact Assessments (EIA) processes (basic assessments, scoping reports, EIA/EAMP), Heritage Management Plans (HMPs) and Heritage Impact Assessments (HIA) for development applications in world heritage sites. • Management of world heritage upstream processes, including stakeholder consultation towards inscription of properties. • Development and updating of an inventory of world heritage sites. • Compiling operational and business plans for the Directorate: World Heritage Management. • Compiling reports, submissions, letters and minutes of meetings. • Ensuring sound financial management (budget preparation and administration) for the Directorate • Developing and implementing financing and marketing strategies. • Ensuring the development and implementation of programs and projects (e.g. Coal of Africa Limited Biodiversity Offsets Programme in relation to the Mapungubwe Cultural Landscape World Heritage Site). • Development of national programmes, policies and strategies as well as other relevant plans aimed at promoting sound management of world heritage properties. • Managing local government relations to local heritage sites. <p><u>FACILITATION AND CO-ORDINATION</u></p> <ul style="list-style-type: none"> • Facilitating and coordinating processes of compliance relating to world heritage sites within the context of international conventions e.g. UNESCO World Heritage Convention, 1972, RAMSAR. • Facilitating the development, submission, evaluation and stakeholder consultation process of Integrated Management Plans for World Heritage sites. • Reviewing and providing comments on land, archaeological sites rehabilitation reports • Facilitating stakeholder engagement and manage the proclamation of world heritage sites in terms of domestic law.
--	---

	<ul style="list-style-type: none"> • Develop and maintain a database of all external stakeholders. • Co-ordinating the implementation of decisions of the South African World Heritage Convention Committee and the World Heritage Committee. • Facilitating the appointment of Management Authorities for World Heritage Sites. • Providing technical support on the development, review and analysis of Nomination Dossiers for world heritage sites • Develop minutes of meetings, maintain records of meetings and follow-up on the meeting resolutions. • Developing and facilitating continuous broad stakeholder engagement with agencies, landowners, mining companies, government, African World Heritage Fund and international bodies such as IUCN, ICOMOS and UNESCO on issues pertaining to protection and management of World Heritage Sites. • Providing support in recording of properties with potential to be included on the South African Tentative List and ensure that such List is revised according to the Operational Guidelines of the World Heritage Convention. • Providing technical support on the process of integrating the World Heritage Convention Act, 1999 (Act No. 49 of 1999) and the National Environmental Management: Protected Areas Act, 2003 (Act No. 57 of 2003). • Providing technical support on the development, review and analysing of policies, legislation, spatial development and regulatory tools. • Participating in the Inter-departmental Joint Planning Task Team which makes recommendations in respect of future planning in respect of Mining, Protected Areas Expansion Plans and Strategic Inter-sectoral Planning. • Building relationships with key community stakeholders • Facilitating research, education, training and awareness 		
#	EMPLOYER	POSITION	PERIOD
3.	South African National Parks	Cultural Heritage Manager – Mapungubwe National Park & World Heritage Site	01 December 2005- 30 June 2013
	DUTIES <ul style="list-style-type: none"> • Providing strategic direction to and manage the park so that it contributes to the overall achievement of the organisation's mission and vision. • Developing strategies to balance access, understanding, preservation and, as needed conservation or restoration of heritage sites. • Development and facilitation of stakeholder engagement (interested & affected parties). • Facilitation of the Repatriation and Reburial of the Mapungubwe Human Remains • Identification, monitoring, documentation and reporting on cultural heritage assets to create a detailed inventory of the park's cultural heritage assets. • Planning, organizing, directing, coordinating and implanting program plans for heritage activities and events • Reviewing activity reports and periodically check work in progress and upon completion, to ensure compliance with policy, standards and directions (e.g. Archaeological Rehabilitation Project) • Ensuring sound financial management (budget preparation and administration) • Provision of information for press releases and publications • Community outreach projects development, facilitation and participation to gather support and encourage community participation and education about the park • Development of partnerships on Cultural Heritage issues and represent the Park on related fora • Develop and implement operational guidelines for the Mapungubwe Interpretive Centre Museum Collection • Development and implementation of an Integrated Cultural Heritage Sites Management Plan • Interpretation and implementation of World Heritage Site Regulations. • Identification and coordination of research projects that respond to the Park's Cultural Heritage research objectives • Facilitate the development and implementation of the Park's interpretation plan. • Facilitate community engagement in the implementation of the Park's Cultural Heritage Programme. • Managing and developing the Human Capital of the People & Conservation division. • Provide effective conservation development and management with a focus on, amongst others, aspects such as climate change and eco-system adaptation. • Manage the commitments / grievances and complaints from communities • Develop, implement and monitor a cultural heritage strategy. • Comply with sound corporate governance and financial management practices and policies. • Ensuring community alignment to plans to manage risk. 		

#	EMPLOYER	POSITION	PERIOD
4.	Amathole Museum	Volunteer	05 April – 30 October 2005
DUTIES <ul style="list-style-type: none"> • Accessioning of photographic material • Creating inventories for museum objects • Cleaning of museum objects • Filing of museum documents 			

#	EMPLOYER	POSITION	PERIOD
5.	Pioneer Museum	Experiential training	01 May – 31 July 2003
DUTIES <ul style="list-style-type: none"> • Tour guiding • Interpretation & presentation of educational programs 			

PERIOD	WORKSHOPS & CONFERENCES
2019	Participated in the <i>Regional Launching Workshop of the Third Cycle of Periodic Reporting for the African Region</i> . Abidjan, Cote d'Ivoire
	Coordinated and participated in the “ <i>Preparatory Workshop of the Third Cycle of Periodic Reporting for the African Region</i> ”. Nelspruit, South Africa
2018	Coordinated and participated in the “Disaster Risk Management for World Heritage Properties in South Africa” workshop, Parys, South Africa
2016	Participated in the “ <i>Heritage Impact Assessment Training for World Heritage Properties</i> ” Zanzibar, Tanzania
2016	Attended a stakeholder workshop on “ <i>Mainstreaming Biosphere Reserves and the Extractive Industry</i> ” organized by the Department of Environmental Affairs. Presented on the Topic: Impact of Extractive Industries on World Heritage Sites, South Africa
2015	Delivered a speech at the “ <i>Mapungubwe Legacy Projects Conference</i> ” on the Topic: Heritage Preservation and Environmental Education , South Africa
2014	Participated in the “ <i>38th session of the UNESCO World Heritage Committee Meeting</i> ” Doha, Qatar
2012	Participated in “ <i>The Lessons of the Rise and Decline of the Mapungubwe Civilisation for Democratic South Africa Conference</i> ” organized by the Mapungubwe Institute for Strategic Reflection, South Africa Participated at the “ <i>Heritage in private hands & Monuments and statues in a changing political environment Meeting</i> ” for the National Heritage Council Focus Group, South Africa
2011	Participated in the “ <i>UNESCO Expert meeting on the global state of conservation challenges for World Heritage Properties</i> ”, Dakar, Senegal
2010	Participated in the “ <i>UNESCO Sub-regional meeting for Africa Periodic Reporting</i> ” Nairobi, Namibia
2009	Participated in the “ <i>3rd Conference of the Alliance of World Heritage Cultural Landscapes.</i> ” Alhambra of Granada, Spain
	Participated in the “ <i>Mapungubwe Rock Art Management Plans Workshop</i> ” organized by the Getty Conservation Institute. Mapungubwe, South Africa

2008	Participated in the “ <i>Documentation of Indigenous Knowledge Conference</i> ” organized by the Department of Science & Technology. Cape Town, South Africa
	Participated in the “ <i>Regional Workshop on the Evaluation and Monitoring Mechanisms for Dry Stone Structures in Great Zimbabwe</i> ” organized by ICCROM AFRICA 2009. Presented on the Topic: Cultural Heritage Legislation in South Africa , Great Zimbabwe
2007	Participated in the “ <i>Rock Art Interpretation & Presentation Workshop</i> ” organized by the Getty Conservation Institute.
	Participated in the “ <i>International Symposium on Heritage and Global Climate Change</i> ” organized by the International Council on Monuments and Site (ICOMOS), South Africa
	Participated in the “ <i>Regional Youth Workshop</i> ” organized by the United Nations Educational, Scientific and Cultural Organisation (UNESCO), South Africa
2006	Participated in the “2nd Conference & General Assembly on Intangible Heritage, African Museums and Living Cultures” organized by the International Council of African Museums (AFRICOM), South Africa

REFERENCES			
#	NAME & SURNAME	POSITION & COMPANY	CONTACT DETAILS
1.	Mr Thabo Kgomommu	Position: General Manager: Cultural Heritage Organisation: South African National Parks Relationship: Former supervisor at the Department of Environmental Affairs	Work: 012 399 9537 Mobile: 082 929 4335 E-mail: Thabo.Kgomommu@sanparks.org
2.	Mr Fhatuwani Mugwabana	Position: Executive Manager Biodiversity Conservation Organisation: Mpumalanga Tourism & Parks Agency Relationship: Former supervisor at Mapungubwe National Park & World Heritage Site	Mobile: 082 885 4336 E-mail: Fhatuwani@vultures.co.za
3.	Dr Pascall Taruvunga	Position: Lecturer and Coordinator, Heritage Studies Organisation: Rhodes University, South Africa Relationship: Colleague	Mobile: 060 503 1503 Email: pastar143@yahoo.com