

# Curriculum Vitae



1. **Family name:** NGWENYA
2. **First names:** Hlamalani Judith
3. **Nationality:** South African
4. **Country of Residence:** South Africa
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## 6. Education:

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
University of Free State (2016-2019)	PhD in Sustainable Agriculture
University of Potchefstroom (now known as North-West University); 2001 – 2003 (Part-time study)	Master Consumer Science (Specialising in Community Nutrition)
University of Potchefstroom (now known as North-West University); 1995-1997 (Part-time study)	Honours Home Economics (Specialising in Community Nutrition)
University of Zululand (now known as University of KwaZulu-Natal), 1989-1992	Bachelor of Education (Home economics and Nutrition)
University of Zululand (now known as University of KwaZulu-Natal); 1992	Senior Secondary teachers' diploma

## 7. Language skills: (1- excellent, 5- basic)

Language	Reading	Speaking	Writing
English	1	1	1
Tsonga	1	1	1
Tswana/ Sotho/ Pedi	5	2	5
Zulu/Xhosa/SiSwati	5	1	5
Venda	5	4	5
German	5	5	5

## 8. Membership of professional bodies:

- An associate for the South African Society for Agricultural Extension (SASAE)

## 9. Specialisation

- Policy advocacy
- Agricultural extension and Sustainable Development
- Food and Nutrition Security; Social protection & livelihoods
- Capacity Building, Agricultural Education and Training (AET)
- Organisational Development, Institutional reform, strategic planning and change management
- Knowledge Management and Communication for Development
- Monitoring and Evaluation
- Gender and youth

## 10. Present positions:

- Freelance International Development Consultant (Since 2004 to date)
- Lecturer: University of Free State (since 2015)
- Founder of Facilitation of Systemic Change Consultancy (Since 2014)

## 11. Key Skills and expertise

### ***Moderation and Facilitation of multi stakeholder engagements***

- ✓ High level Policy dialogues, seminars, Innovation platforms

### ***Agriculture, Food, Nutrition, and Natural Resources***

- ✓ Agricultural Extension and Advisory services
- ✓ Climate Change, Climate Adaptation and Climate Smart Agriculture and Sustainable Development (with triple wins and SDGs)
- ✓ Agricultural Research and Development
- ✓ Agricultural value chains, and agricultural entrepreneurship (and business incubation)
- ✓ Food and Nutrition security
- ✓ Agricultural Innovation Systems and Innovation Platforms
- ✓ Smallholder farmer development, Farmer Organisational Development
- ✓ Post-Harvest Loss Management

### ***Community Development and social mobilisation***

- ✓ Facilitate community participation and Organising the demand side and local organisational development.
- ✓ Apply Sustainable livelihoods Framework (SLMF) and asset-based approaches

### ***Communications & Knowledge Management***

- ✓ Design, implement & coordination Integrated Knowledge management systems;
- ✓ Science communication and Communications for development (including theatre for advocacy)
- ✓ Development of a mix of communication products for targeted audience;
- ✓ Presentation skills (globally)
- ✓ Program director

### ***Program planning and Project management***

- ✓ Project coordination (international scale);
- ✓ Strategic partnerships and stakeholder mapping
- ✓ Integrated planning and service delivery systems

### ***Cooperatives and Local Economic Development***

- ✓ Agribusiness Incubation
- ✓ Entrepreneurship
- ✓ Agricultural Value chains
- ✓ Public-Private Partnership
- ✓ Cooperative Governance

### ***Competence development, capacity building, Training and development***

- ✓ 21st century skills development, Skills Planning, skills audit, skills mapping, competency framework
- ✓ Development of training material and study guides (suitable for face-to-face learning, distance learning and Massive Online Open Curriculum (MOOCs))
- ✓ Facilitation of writeshops and short- course
- ✓ Lecturing and student supervision

### ***Organisational & Leadership development and Change Management***

- ✓ Organisational Development and institutional reforms (include agile organisations)
- ✓ Strategic planning and Change management
- ✓ Leadership development and Governance
- ✓ Personal mastery and soft skills (incl. Social and Emotional Intelligence, Systems thinking & systemic intervention, analytical and critical thinking)
- ✓ Team building (incl. Multinational, Multi-cultural, Multi-disciplinary teams)
- ✓ Talent management, succession planning

### ***Monitoring, Evaluation and Impact assessment***

- ✓ Monitoring and Evaluation Including development of Theory of Change (ToC), Results-based M & E tools, participatory tools, Logical framework, etc.)
- ✓ Impact studies and Program evaluation

### ***Research and Development***

- ✓ Scoping studies, Market research, Impact studies
- ✓ Managing of interdisciplinary and international research projects,
- ✓ Systems analysis, Policy research, Action oriented research
- ✓ MSc student supervision and thesis external review
- ✓ Scientific writing and publication
- ✓ Householder vulnerability Index

### ***Gender, Youth and talent development***

- ✓ Gender mainstreaming and gender-sensitive approaches
- ✓ Women emancipation and economic inclusion
- ✓ Youth development and mentoring & coaching
- ✓ Running a campaign on PERFECT Opportunities for youth in agriculture

**Other skills: (e.g. Computer literacy, etc.)**

- Computer literate (e.g. Microsoft office, including 365 office tools)
- Digital literacy (including the use of a wide range of with the use of a wide range of digital platforms that support virtual operations, communications, research and other useful tools)

**12. Specific experience in the region:**

Country	Date from - Date to
I have been and have physically done assignments in the following countries	Between 2004 to date.
<b>African countries (23 countries excluding home country)</b> Botswana (lost count), Benin (x 1), Burundi (x 1), Cameroon (x 2), Egypt (x 1), Ethiopia (x 4), Ghana (lost count), Kenya (Lost count), Lesotho (x 6), Madagascar (x 2), Malawi (x lost), Mozambique (lost count), Nigeria (x 1), Uganda (Lost count), Rwanda (x 1), South Africa (home country), Swaziland (x 6), Senegal (x 1), Seychelles (x 1), Tunisia (x 1), Tanzania (x 4), Zambia (x 2), Zimbabwe (x 6)	
<b>Other countries (22 countries)</b> Australia (x 1), Austria (x 1), Belgium (x 1), Brazil (x 1), Canada (x 2), Denmark (x 1), Germany (lost count), Italy (x lost count), France (x 3), Switzerland (Lost count), The Netherlands (Lost count), United Kingdom (x 3), Peru (x 1), USA (x 5), Vietnam (x 1), Kyrgyzstan (x 1), China (x 1), Dubai (x 1), Trinidad and Tobago (x 1), Thailand (x 3), Jamaica (x1), South Korea (x1)	
<b>N.B.</b> I have established contacts in more than 100 countries world-wide	

**Experience with International organisations and programmes**

I have worked directly with a wide range of organisation and programmes at global, Continental, regional and national levels, including: **Selected examples:**

Global level	<b>International AgriFood Network</b> <b>UN Agencies:</b> Committee on World Food Security (CFS), World Bank, FAO, IFAD, UNFCCC, UNDP; <b>Other global program:</b> WorldVision, USAID Feed the Future, GIZ – Green Innovation Centres; Save the Children. <b>International research institutions:</b> Consultative group for International agricultural research or CGIAR (i.e. IFPRI, ICRISAT, ILRI, IMWI, ICRAF, CYMMIT, CIFOR, CIP) and some of their challenge programs (SSA-CP, CPWF, AWARD, CCAFS) <b>Others:</b> Global Forum for Rural Advisory Services (GFRAS), Global Forum for Agricultural Research and Development (GFAR), GCHERA, AgMIP, CTA, PAEPARD, INGENAES, NUFFIELD, Earth Systems Governance (ESG) network, Siemens-Stiftung Network, Adelphi, Prolinnova, Agrifood Network, Land Matrix Index (LMI)
Donor agencies or development partners	GIZ, FAO, NORAD, USAID, IFAD, IDRC, World Bank, Bill and Melinda Gates foundation, AGRA, GIZ, CIDA, SIDA, SDC, IDRC, ADB, Australian aid, ACBF Global Donor Platform
Universities and training institutions	<b>International universities</b> and training institutions in Germany, UK, France, USA, The Netherlands, Australia, France, Switzerland (and training institutions like ICRA) <b>National universities:</b> in Botswana, Benin, Kenya, Ethiopia, Ghana, Nigeria, Seychelles, Mauritius, Uganda, Mozambique, Swaziland, Tanzania, Malawi, Zambia and Zimbabwe
Continental level	African Union Commission, NEPAD/ CAADP, RUFORUM, FARA, AFAAS, AFAAS
Regional level	<b>RECS</b> (SADC, EAC, COMESA, ECOWAS); <b>Research</b> (CCARDESA, ASARECA, CORAF); Extension and advisory services (15 regional networks including AFAAS, CAEPNet); <b>Farmer organisation</b> (SACAU, EAFU); Policy network (FANRPAN)
National Level	<b>Extension and Advisory Services country Fora</b> (e.g. Malawi, Uganda, Ghana, Ethiopia, Trinidad, Madagascar, Kenya, Fiji, Trinidad); <b>Policy network country nodes</b> (in 16 countries in Africa), NGOs, Farmer Organisations (e.g. Lesotho, Malawi and through SACAU links), Government institutions, Private sector.

### 13. Professional experience (Formal employment and Assignments/consultancies)

Date from - Date to	Location	Organisation	Position	Description of Duties and achievements
2014 to date	South Africa	Facilitation of Systemic Change Consulting	Founder & CEO	<p>Offer consultancy services on Moderation of High level Multistakeholder engagements, Strategic Planning, Organisational development, Change Management, Competency development and skills audit and other related soft skills related.</p> <p>So far moderated more 250 Multistakeholder engagements in 45 countries globally.</p> <p><b>Selected examples:</b>  2016- to date: Facilitated Strategic Development process for:  - Culture, Religion and Linguistic (CRL) Commission in South Africa, 2019;  - Commission for Gender Equality (CGE), 2018;  - South Africa Society for Agricultural Extension (SASAE), 2018;  - Government Employee Medical Scheme (GEMS) (Human resources Strategy), 2017;  - Fiscal Financial Commission (FFC), 2016  2017 to 2019: Change Management and team building for GEMS (including conduction change readiness survey)  2017: Organisational Development for Siemens-Stiftung Empowering People Network  2017: Team building and working together effectively: Save the children international organisation</p>
2015 to date	South Africa	University of Free State	Lecturer	Lecturing Advance Diploma and Master program in Sustainable Agriculture and Extension for Innovation as well as Rural Development Sociology at the Centre for Sustainable Agriculture. Including student supervision.
2018 - 2020	Canadian based, working Global	Emerging Ag  Ms Robynne Anderson ( <a href="mailto:robynne@emergingag.com">robynne@emergingag.com</a> )	Special Facilitator  (Short-term consultancy)	<p>Emerging Ag is a Canadian Base company providing secretariat services for the Private Sector Mechanism (PSM) of the UN World Committee on Food Security (CFS).</p> <p><b>My Role included:</b></p> <ul style="list-style-type: none"> <li>Policy advocacy training material design and Moderation of High-Level Policy dialogues; and other Multi-Stakeholder engagements at UN and regional level</li> <li>Global World Milk Day 2019 campaign: Conduct virtual trainings for the Mobilizers for the World Milk Day across the different time zones. This included, developing training materials, coordination and conduct training across the different time zones (in 2019)</li> </ul> <p>I am aware and up to date with the UN policy processes related to Agriculture, Food Systems and Nutrition.</p>
2015 - 2019	Switzerland based, working globally	Global Forum for Rural Advisory Services (GFRAS)  Mr Joep Slaats ( <a href="mailto:Joep.Slaats@agridea.ch">Joep.Slaats@agridea.ch</a> )	Consultant (Short-term)	<p>GFRAS works with 19 regional networks Globally.</p> <p><b>My role</b> included, program coordinator, Moderator and resource person.</p> <ul style="list-style-type: none"> <li>Coordination of the Consortium for Education and Training Working Group; Part of the Youth Working Group and the Policy Working group across the 19 regional networks.</li> <li>Coordinated the development of New Extensionist Learning kit and dissemination across the 19 regional networks (Including coordination write-shops, conducting trainings at nation,</li> </ul>

				<p>regional and global levels)</p> <ul style="list-style-type: none"> <li>• Moderation of High-Level Policy Dialogues and Annual Meetings (moderated more than 30 Multistakeholder engagements between 2015-2019)</li> <li>• Coordination Professionalisation of Rural Advisory Services (RAS) and policy advocacy</li> <li>• Conduct Regional Capacity Assessment studies. On the Last Mile Programme (2019) To assess the readiness of 3 regional networks (Africa, Asia-Pacific and Latin America &amp; the Caribbean) to support countries to deliver on the Private Public Partnerships on Agricultural extension initiatives (2019)</li> </ul>
		<p>Food and Agriculture Organisation (FAO)</p> <p>Mr John Ruane (Italy HQ)  <a href="mailto:John.Ruane@fao.org">John.Ruane@fao.org</a></p>	Consultant (Short-term)	<p><b>Moderator</b> of High-level Policy Dialogues, seminars and symposia. In the past 3 years alone, I have moderated 15 such engagements at Global, regional and national levels.</p> <p><b>Selected examples</b> (More details can be made available on request)</p> <ul style="list-style-type: none"> <li>• Global Forum for Agriculture and Food: High Level Panel discussion on Tropical agriculture: innovation for inclusive, sustainable and safe value chains <b>(2020, 17 January, Berlin, Germany);</b></li> <li>• Operationalizing the FAO-UNHCR partnership in East Africa <b>(2019, 13 – 14 November, Nairobi, Kenya);</b></li> <li>• Committee on World Food Security Plenary session on “Monitoring the CFS policy recommendations on smallholders <b>(2019, 17 October, Rome, Italy);</b></li> <li>• FAO Side Event on Strengthening Agricultural Innovation Systems for Family Farming: Multi-stakeholder processes to develop capacities to innovate for food and nutrition security.) <b>(2019, 17 October, Rome, Italy);</b></li> <li>• FAO Digital Transformation Seminar; <b>June 2019, Rome, Italy</b></li> <li>• Youth Access to Finance Plenary session at the IFAD Governance Council <b>(2019, February, Rome, Italy)</b></li> <li>• FAO Agricultural Innovation Symposium; (November 2018; Rome, Italy)</li> </ul> <p><b>Resource person:</b> Serves as a panelist in High level policy dialogues, including the negotiation on the Voluntary Guidelines on the Governance of Tenure (VGGT) and the Voluntary guidelines on Food System and Nutrition.</p>
2004-2010 & 2018, 2019		African Union Development Agency - NEPAD	Consultant (Short-Term)	<p>Providing short consultancy and moderation of High-Level Policy Dialogues, Regional Workshops and Private-Public Partnerships.</p> <p><b>Selected examples:</b></p> <ul style="list-style-type: none"> <li>• Moderated Africa Creates Job- Private Sector Round table <b>(in Addis Ababa, Ethiopia, 2019);</b></li> <li>• NEPAD/SADC Food and Nutrition Security Knowledge Sharing and Monitoring Platform VALIDATION WORKSHOP <b>(July 18th-20th 2016, Johannesburg, South Africa)</b></li> <li>• I was part of the moderation team that supported development of Comprehensive African Agriculture Development Program (CAADP) frameworks and moderation of a series of strategic/ technical meetings and Public-Private Partnership meetings between 2004 to 2010</li> </ul>
2011- 2018	South Africa	University of Pretoria	Lecturer (Part-time)	Part-time lecturer in Communication of Development for Master and undergraduate programmes, including student supervision
2016, 2019, 2020	Netherlands based, working globally	<p>Technical Centre for Agricultural and Rural Cooperation (CTA)</p> <p>Dr Olu Ajayi  <a href="mailto:Ajayi@cta.int">Ajayi@cta.int</a></p>	Consultant (Short-term)	Resource Person and Moderator of Multistakeholder workshops. Including Conducting scoping study on the state of Agricultural extension, ICTs and Knowledge Management solutions to Climate Resilient Solutions in Southern Africa (2016) and moderating regional workshops on Climate Finance (in 2019 and 2020).

2017, 2018 & 2020	Uganda	The Regional Universities Forum for Capacity Building in Agriculture (RUFORUM) Dr Anthony Egeru <a href="mailto:a.egeru@ruforum.org">a.egeru@ruforum.org</a>	Consultant (Short-term)	Conduct training of Principal Investigators (PIs) for the Community Action Research Plus program aimed to encourage universities to develop and invest in more comprehensive and sustained action research and to establish a “platform” for engagement with all the stakeholders but with particularly focus on vocational training. <b>My role:</b> Resource person and Trainer
2018 - 2019	US based, working globally	International Food Policy Research Institute (IFPRI)	Consultant (Short-term)	Part of the Human Capital research team: Role, Moderator (2020)  • Conduct scoping Studies on Agricultural Technical, Vocational Education and Training ATVET (Zambia and Botswana). To determine the status in terms of Policies and Program and opportunities. This was part of IFPRI analytical Support for Guiding National Agricultural Investment Plans Appraisal and Design.
2017-2019	South African Regional project	ICRISAT Dr Amy Sullivan <a href="mailto:amysullivan3@gmail.com">amysullivan3@gmail.com</a>	Stakeholder engagement consultant	Involved in a research project called Agricultural Modelling Intercomparison and Improvement Project (AgMIP): <b>My role:</b> Stakeholder engagement and communicating science specialist.
2016 to date	Global	NUFFIELD International Farming Scholar  Mr Jim Geltch <a href="mailto:bidgeefoods@bigpond.com">bidgeefoods@bigpond.com</a>	Ambassador	Nuffield International non-profit organization coordinating non-academic global scholarship program for farmers. <b>My role:</b> Country representation, moderator of series of annual Contemporary Scholars Conference for about 80 new NUFFIELD scholarship holders from 16 countries globally.
2013 – 2014	South Africa based, working in 15 countries in Southern Africa	Food, Agriculture, Natural Resources Policy Analysis Network (FANRPAN)  Dr Tshilidzi Madzivhandila <a href="mailto:tmadzivhandila@fanrpan.org">tmadzivhandila@fanrpan.org</a>	Manager: Knowledge Management	Responsibilities included Project management, capacity building, strategic planning, monitoring and evaluation (M & E), process design and facilitation of Policy engagement platforms and workshops at national and international, international stakeholder management. <b>Projects directly managed were on</b> Climate Smart Agriculture (CSA) and Social protection and Livelihoods. <b>Projects/ programs involved, co-managed and supported were</b> Climate Change Adaptation Policies; Post-Harvest Loss Management, Harmonization of Seed Security Policies.
2013	South Africa	Agricultural Sector Education and Training Authority (AgriSETA)	Manager: Skills Planning	Research on sectors’ critical and scarce skills. Develop Sectors Skills Plans (SSP); the organisational strategic plans (SP) and annual performance plan (APP). Coordination and overseeing the performance of the Sub-sectors committees (SSC) comprising of private sectors, employers, labour unions in the broader agricultural sectors (in relation to skills development). Managing the Mandatory grants system in the organization and the agricultural sector as a whole. Managing strategic partnerships and resource mobilisation.
2012	South Africa	CIRAD European Union funded project Dr Bernard Triomphe <a href="mailto:Bernard.triomphe@cirad.fr">Bernard.triomphe@cirad.fr</a>	Research Project Coordinator	The JOLISAA (Joint Learning in Innovation Systems in African Agriculture) an EU funded international research project implemented in South Africa, Kenya and Benin. <b>My Role:</b> Coordinating the South Africa part.
2004-2011	Global	<b>PICOTEAM</b> Southern Africa (PICO- <b>P</b> eople <b>I</b> nnovation and <b>C</b> hange in <b>O</b> rganisations)	Co-founder and Manager	A network organisation with branches in Germany, Kenya, Uganda and Dominican Republic. <b>My role:</b> Facilitator of organisational development (OD) and strategic planning processes; design and implementation of tailor-made systemic competence development programs,



				Facilitation of innovation platforms; training in personal mastery and soft skills; facilitator of team building initiatives as well as international workshops and seminars.
1998 – 2005	South Africa	Tompi Seleka College of Agriculture	Lecturer	Lecturing Rural Extension, Human ecology and Natural resource management: Applying and experimenting with participatory learning approaches in my teaching.
1993 – 1998	South Africa	Kheto Nxumalo Agricultural High School	Teacher	

#### 14. Other relevant information (e.g., Publications)

##### Peer reviewed Journals

Ncube, M., Madubula, N., **Ngwenya, H.**, Zinyengere, N., Zhou, L., Francis, J. *et al.*, (2016), 'Climate change, household vulnerability and smart agriculture: The case of two South African provinces', *Jambá: Journal of Disaster Risk Studies* 8(2), Art. #182, 14 pages. <http://dx.doi.org/10.4102/jamba.v8i2.182>

Swaans, K., B. Cullen, A. van Rooyen, A. Adekunle, **H. Ngwenya**, Z. Lemma and S. Nederlof. (2013). Paper. Dealing with critical challenges in African innovation platforms: lessons for facilitation. *Knowledge Management for Development Journal* 9(3): 116-135 <http://journal.km4dev.org/>

**Ngwenya, H. J** and Hagmann, J (2011) Making Innovation systems work in Practice: Experience in integrating innovations, social learning and knowledge in innovation platforms. *Knowledge Management for Development Journal*, 7:1, 109-124 <http://www.tandfonline.com/doi/abs/10.1080/19474199.2011.593867>

**N.B.** This paper was selected as the most interesting paper in this journal volume, as it presents good example from the ground. The paper was opened up for analysis. See [http://www.km4dev.org/group/km4djournal?xg\\_source=msg\\_wel\\_group](http://www.km4dev.org/group/km4djournal?xg_source=msg_wel_group)

##### Book Chapters

G Klein, **H Ngwenya**, E Chuma and J Hagmann. (2011). *Developing leadership for Climate Change: An intergrated learning approach*. In I, Mapaire, B.J., Mhango and D.K Mulenga (eds): Mitigation and Adaptation strategies to Climate Change. RAEIN- AFRICA, Namibia. p233-242.

**Ngwenya, H.J** and Hagmann, J. (2009). *Facilitation for Change: Triggering emancipation and Innovation in rural communities in South Africa*. In Scoones, I., Thompson, J and R. Chambers (eds): Farmer First Revisited: Innovation for agricultural research and development. Practical Action Publishing. p.220-237. United Kingdom.

**Ngwenya H., J.** Hagmann and J. Ramaru (2008) *“Going to scale with facilitation for change: developing competence to facilitate community emancipation and innovation in South Africa”*, in Sanginga P., A. Waters-Bayer, S. Kaaria, J. Njuki and C Wettasinha (eds.) Innovation Africa: enriching farmers' livelihood, Earthscan Publications Limited, London, UK: p340-357.

## 15. Professional Referees

### **Dr Kristin Davis**

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