

# CURRICULUM VITAE (CV)



<b>1. NAME</b>	Charity Kagiso Kruger (knee Kerapeletswe)
<b>2. DATE OF BIRTH</b>	14 November 1966
<b>2. NATIONALITY</b>	Motswana, Kumakwane, Plaatjie Ward
<b>3. CONTACT DETAILS</b>	
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<b>3. PHYSICAL ADDRESS:</b>	80 Lion Park estate
<b>4. POSTAL ADDRESS</b>	PO Box 403697, Gaborone, Botswana
<b>5. PROFESSION</b>	Environmental /Agricultural Economist /Policy Analyst
Competencies include development program leadership, executing strategic plans, capacity strengthening, consensus building and gaining commitment action, strategic management, development policy analysis, program management, advocacy and leadership at regional and global levels, and institutional reform. Areas of expertise include agricultural development, food security, rural development and environmental management, economics of climate change and green economy; sustainable development, monitoring and evaluation and socio-economic.	

<b>6. EDUCATION</b>		
Address of institution	Qualification Received	Year
Heslington, York YO10 5DD, United Kingdom. Tel. +44 1904 320 000 <a href="https://www.york.ac.uk/">https://www.york.ac.uk/</a>	PhD. Environmental Economics and Management	2004
Manhattan, KS 66506, United States Tel. +1 785-532-6011 <a href="https://www.k-state.edu/">https://www.k-state.edu/</a>	M.Sc. Agricultural and Resource Economics	1995
Private bag 0022, Plot 4775 Notwane Rd, Gaborone, Botswana. Tel. +267 355 0000 <a href="https://www.ub.bw/">https://www.ub.bw/</a>	Bachelor of Arts Economics and Statistics	1990

<b>7 OTHER RELEVANT TRAINING</b>			
Course Title	Institution	Address of institution	Year
Capacity Building AWARFA-N Continental, Regional and National Executives on Resourcing, Negotiating and Utilizing Innovative	African Union InterAfrican Bureau for Animal Resources	African Women in Animal Resources Farming and Agribusiness Network Secretariat African Union-InterAfrican Bureau for Animal Resources	2019

Investment Finance and Insurance		Westlands Road, P.O. Box 30786-00100, Nairobi, Kenya <a href="https://www.au-ibar.org/">https://www.au-ibar.org/</a>	
Turn Down the Heat: From Climate Science to Action	The World Bank Group /Coursera,	<a href="https://www.coursera.org/learn/climate-science">https://www.coursera.org/learn/climate-science</a>	2016
Professional Development in Evaluation and Applied Research Methods	University of Claremont, Claremont Evaluation Centre, USA	150 E 10th St, Claremont, CA 91711, United States Tel. +1 909-621-8000 <a href="https://www.cgu.edu/">https://www.cgu.edu/</a>	2015
International Program for Development Evaluation Training (IPDET)	Carleton University, Canada	1125 Colonel By Dr, Ottawa, ON K1S 5B6, Canada +1 613-520-2600 <a href="https://carleton.ca/">https://carleton.ca/</a>	2015
Corporate Governance Principles and International Best	Practice Institute of Directors in South Africa in Collaboration with Public Enterprise Evaluation and Privatization,	1st Floor, Block B, Grayston Ridge Office Park, 144 Katherine Ave, Sandown, Sandton, South Africa. +27 11 430-9900 <a href="https://www.iodsa.co.za/">https://www.iodsa.co.za/</a>	2015
Role of Patents and Patent Cooperation Treat (PCT) in Knowledge Transfer and Commercialization of Technology	World Intellectual Property Organization (WIPO)	World Intellectual Property Organization 34, chemin des Colombettes CH-1211 Geneva 20, Switzerland Tel. +41 22 338 9111 <a href="https://www3.wipo.int/contact/en/">https://www3.wipo.int/contact/en/</a>	2012
Senior Management Program on Managing Research Technology Organizations (RTOs)	SIRIM Berhad, Shah Alam, Malaysia	1, Persiaran Dato' Menteri, P.O. Box 7035, Section 2, 40700 Shah Alam, Selangor, Malaysia. Tel: (603) 5544 6000 <a href="https://www.sirim.my/">https://www.sirim.my/</a>	2011
Multi-Criteria Decision Analysis for Decision Makers	International Association for Impact Assessment	1330 23RD STREET SOUTH, SUITE C FARGO, ND 58103-3705 USA. Tel. +1 701 297 7908 <a href="https://www.iaia.org/">https://www.iaia.org/</a>	2007
Mainstreaming Biodiversity in EIA for Improved Environmental Decision Making: Capacity Building for Biodiversity and Impact Assessment	International Association for Impact Assessment	1330 23RD STREET SOUTH, SUITE C, FARGO, ND 58103-3705 USA. Tel. +1 701 297 7908 <a href="https://www.iaia.org/">https://www.iaia.org/</a>	2005

#### WORK EXPERIENCE

**Name of Organization/Employer:**

Democracy Works Foundation (DWF)

<i>Position Held (Title of the role)</i>	Country Director, Botswana
<i>Duration (Start Date to End Date)</i>	August 1, 2018 to August 31, 2021
<i>Responsibilities</i>	<ol style="list-style-type: none"> <li>1. Team leader and official representative for DWF's office in Botswana.</li> <li>2. Provide strategic leadership to design, implement, and evaluate high-quality projects in Botswana.</li> <li>3. Serve as the legal representative in Botswana for DWF.</li> <li>4. Foster a strong ethical culture and healthy, supportive working environment for employees in Botswana and among stakeholders.</li> <li>5. Oversee financial, procurement, and administrative operations in the country office, including, but not limited to prudent fiscal management, value-for-money procurement, and use of DWF resources in line with best practice.</li> <li>6. Oversee the development and implementation of performance monitoring plans, as well as lead timely reviews to identify issues and drive evidence-based interventions to fulfill programmatic outcomes and objectives.</li> <li>7. Ensure compliance with the organization's operating and financial policies and procedures, Botswana rules and regulations, and compliance with local and applicable international law.</li> <li>8. Ensure project results, impact, innovations, and lessons learned are documented and disseminated.</li> <li>9. Other duties as assigned.</li> </ol>

<b>Name of Organization/Employer:</b> Ministry for Presidential Affairs Governance and Public Administration, Long-term Development Strategy/Vision 2016	
<i>Position Held (Title of the role)</i>	Vision 2016 Coordinator
<i>Duration (Start Date to End Date)</i>	April 1, 2014 to December 31, 2016
<i>Responsibilities</i>	<ol style="list-style-type: none"> <li>1. To lead and coordinate functions of the Vision 2016 Council and ensure delivery on mandate of transformation to prosperity for all by 2016.</li> <li>2. Continually measuring performance of Botswana's various sectors towards attainment of the seven goals of Vision 2016</li> <li>3. Gather the views of Botswana about their knowledge of Vision 2016 and views of citizens for informed decision making and policy formulation with respect to the attainment of Vision 2016 goals.</li> </ol>

	<ol style="list-style-type: none"> <li>4. Design, implement and maintain internal control relevant to the preparation and fair presentation of annual financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances</li> <li>5. Galvanize the nation in the implementation of the Vision 2016</li> </ol>
<i>Achievements</i>	Set up and registered DWF in Botswana and set up operational procedures. Conducted baseline studies for DWF specifically the Political Economy Analysis for Water and Energy Sectors in Botswana and the Political Party Capacity Assessment Study for Botswana which formed the basis for DWF programmatic implementation. Implemented capacity development for political parties in Botswana prior to the 2019 general elections to better respond to and articulate the needs of society particularly in the areas of water and energy resources management in their manifestos
<b>Name of Organization/Employer:</b> World Bank	
<i>Position Held (Title of the role)</i>	Wealth Accounting and Valuation of Ecosystems (WAVES) Coordinator
<i>Duration (Start Date to End Date)</i>	April 1, 2013 to March 31, 2014
<i>Responsibilities</i>	<ol style="list-style-type: none"> <li>1. To coordinate Wealth Accounting and Valuation of Ecosystems (WAVES) in Botswana and facilitate mainstreaming of natural capital in development planning</li> <li>2. Using economics tools to solve a range of practical problems in the areas of Natural Capital Accounting, forestry and biodiversity</li> <li>3. Integrate economic analysis and bio-physical modeling in the assessment of ecosystem services.</li> <li>4. Develop effective communication strategy to senior leaders in government and institutions of the results of these studies through both written and verbal medium.</li> <li>5. Keeping abreast of research and development knowledge in the environment and natural resources sector, and relevant safeguard management process.</li> <li>6. Coordinate and carry out other tasks as requested by the relevant leadership.</li> </ol>

<i>Achievements</i>	<ol style="list-style-type: none"> <li>1. Pioneered in establishing the operations of the WAVES am in Botswana, starting by identifying relevant stakeholders to serve in the technical reference committee for approval by Government of Botswana and World Bank.</li> <li>2. Mobilized relevant sectors dealing with mining, energy, water and land to participating in the natural capital accounting.</li> <li>3. Lobbied the government to integrate natural capital accounting in development planning. Through my pioneering work, natural capital accounting is an integral part of planning in Botswana.</li> </ol>
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<b>Name of Organization/Employer:</b> National Food Technology Research Centre (NFTRC)	
<i>Position Held (Title of the role)</i>	Managing Director
<i>Duration (Start Date to End Date)</i>	April 1, 2008 to March 31, 2013
<i>Responsibilities</i>	<ol style="list-style-type: none"> <li>1. Lead and Coordinate research and development in food security, food technology, processing, nutrition and dietetics and food sector policy analysis</li> <li>2. Direct and lead all institutional operations including administration, budget development and implementation and resource mobilization.</li> <li>3. Give strategic direction to the board to ensure the institution achieved its vision, mission and long-term goals.</li> <li>4. Prepare and implement institutional business plans</li> <li>5. Team building and ensuring positive work environment</li> <li>6. Implement performance appraisals and professional development of staff</li> <li>7. Represent NFTRC national and internationally</li> </ol>
<i>Achievements</i>	<ol style="list-style-type: none"> <li>1. Transformation of the operations of NFTRC to focus on generating technologies and services that contributed to food industry development in Botswana</li> <li>2. Facilitated developed fortified foods (Tsabana) to address malnutrition in children under 10 years of age, which was distributed in government clinics to tackle malnutrition</li> <li>3. Weaned NFTRC from government financial dependence by commercializing some technologies by establishing a subsidiary company to manufacture food products based on NFTRC technologies</li> <li>4. Introduce consultancy services to assist entrepreneurs to set up food manufacturing enterprise</li> <li>5. Scale up training on food processing and nutrition to promote food</li> </ol>

	manufacturing through skill development.
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<b>Name of Organization/Employer:</b> Botswana Institute for Development Policy Analysis (BIDPA)	
<i>Position Held (Title of the role)</i>	Senior Research Fellow
<i>Duration (Start Date to End Date)</i>	August 1, 1997 to March 31, 2008
<i>Responsibilities</i>	<ol style="list-style-type: none"> <li>1. Development policy research and analysis with emphasis on: agriculture, biodiversity conservation, sustainable development; HIA/AIDS, gender and poverty and social welfare</li> <li>2. Develop strategy and vision to position projects from inception to completion, working with teams and relevant.</li> <li>3. I did planning and budgeting and administration of resources</li> <li>4. Resources mobilization</li> <li>5. Production of publications and policy briefs to input in policy development</li> </ol>
<i>Achievements</i>	<ol style="list-style-type: none"> <li>1. Generated policy papers that led to establishment of meaningful programs and policies that were implemented by government</li> <li>2. Published books, book chapters and papers in reputable journals</li> </ol>

<b>Name of Organization/Employer:</b> Ministry of Agriculture, Government of Botswana	
<i>Position Held (Title of the role)</i>	Planning/Monitoring and Evaluation Officer
<i>Duration (Start Date to End Date)</i>	September 1 1990 to June 30, 1997
<i>Responsibilities</i>	<ol style="list-style-type: none"> <li>1. Monitoring and evaluation, policy formulation analysis, rural development food security policy</li> <li>2. Development planning of agricultural programs and projects</li> <li>3. Conduct needs and impact assessment of development programs</li> </ol>
<i>Achievements</i>	Implement management information system that provided insights into program implementation and informed review and repackaging of programs.

#### **POSITIONS HELD: REGIONAL AND GLOBAL EXPERIENCE**

**a. Southern African Regional Representative for the African Agricultural Incubation Network (AAIN)** July 2018 to date as Southern African Regional Representative for the African Agricultural Incubation Network (AAIN) and board member, where we promote agribusiness and trade in Africa and beyond.

**b. Deputy President Southern African Women in Animal Resources and Agribusiness Network (SAWARAN)** 2018 to date I also serve as Vice President/co-chair the Southern African Women in Animal Resources and Agribusiness Network (SAWARAN) established

under the auspices of the African Union-Inter-African Bureau for Animal Resources (AU-IBAR).

**c. Board Chairperson of Forum for Agricultural Research in Africa (FARA) Board of Directors** July 2013 to June 2016 I was appointed the Chairperson of the Board of Directors for Forum for Agricultural Research in Africa (FARA) for the term July 2013 to June 2016: Forum for Agricultural Research in Africa (FARA) is the apex continental organisation responsible for coordinating agricultural research in Africa and advocating for agricultural research-for-development. (AR4D). FARA serves as the technical arm of the African Union Commission on matters concerning agriculture science, technology and innovation.

**d. Steering Committee Member: Global Forum on Agriculture (GFAR):** July 2013 to June 2016: I represented in the African Continent in the Executive Committee of the GFAR Board of Directors. GFAR is the unique multi-stakeholder global forum on agricultural research and innovation. GFAR is an open, voluntary forum and a movement for change. GFAR is a networked organization, made up of Partners working together, through collective advocacy and actions, to shape the future of agriculture and food and their role in achieving sustainable development. I represented in the African Continent in the Executive Committee of the GFAR Board of Directors.

**e. Agribusiness Expert on Board of Directors for Centre for Coordination of Agricultural Research and Development for South Africa (CCARDESA), 2011-2015.** I served as Agribusiness expert on the Board of Directors of CCARDESA is a Sub Regional Office (SRO) whose Secretariat is headquartered in Gaborone, Botswana. The mission of CCARDESA Secretariat is to increase the productivity and competitiveness of smallholder agriculture by supporting the implementation of Pillar IV of CAADP for the Southern Africa Development Community (SADC) region.

**f. Board Member of World Association of Industrial and Technological Research Organisation (WAITRO), 2011- 2014** I served in the Board of Directors of WAITRO, which is an independent, non-governmental and not-for-profit association that promotes and encourages co-operation among industrial and technological research and development organizations (RTOs). It was founded under the auspices of the United Nations system and has 160 members in 80 countries g. Chairperson: Sub Regional Focal Point for the Southern African Region, 2011 to 2014 I appointed pioneering chairperson of the World Association of Industrial and Technological Research Organisation (WAITRO)'s Sub Regional Focal Point for the Southern African Region. Under my leadership, within a few years the National Food Technology Research Centre (NFTRC) became recognised nationally and internationally as a centre of excellence in science and technology research and development and was appointed. regional focal centre for international organisations.

**h. Focal Person: International Atomic Energy Agency-Africa (IAEA-Africa) for English Speaking Africa, 2011- 2013** I was appointed the focal person when the organization I was managing, the National Food Technology Research Centre (NFTRC) was as one of the IAEA-AFRA's Regional Designated Centres for the provision of training in Deuterium dilution techniques for human nutrition studies in October 2011. The Centre provided training on body composition analysis, Anthropometric techniques. For its contribution in hosting the Fellows, NFTRC received bench fees from the IAEA



<b>10. CONSULTANCY RECORD - SELECTED DEVELOPMENT PLANNING PROJECTS</b>	
<b>Project Name</b>	Political Economy Analysis (PEA) of Energy and Water Sectors in Botswana
<b>Client</b>	Democracy Works Foundation
<b>Year</b>	2019
<b>Location</b>	Gaborone,
<b>Position held</b>	Lead Consultant
<b>Project Name</b>	Botswana Water Accounting
<b>Client</b>	Ministry of Finance and Development Planning/World Bank
<b>Year</b>	2014
<b>Location</b>	Gaborone
<b>Position held</b>	Coordinator
<b>Project Name</b>	Fast Tracking Implementation of Vision 2016: Informal Sector and Capacity Build Components
<b>Client</b>	Botswana Institute for Development Policy Analysis
<b>Year</b>	2011
<b>Location</b>	Gaborone
<b>Position held</b>	Lead Consultant
<b>Project Name</b>	Implementation Strategy for the Agricultural Infrastructure Development Initiative (AIDI) in Botswana
<b>Client</b>	Ministry of Agriculture
<b>Year</b>	2009
<b>Location</b>	Gaborone
<b>Position held</b>	Lead Consultant
<b>Project Name</b>	Feasibility Study of Contributory Agricultural Insurance Scheme, Ministry of Agriculture Botswana
<b>Client</b>	Ministry of Agriculture
<b>Year</b>	2008
<b>Location</b>	Gaborone
<b>Position held</b>	Lead Consultant
<b>Project Name</b>	Review and Assessment of Agricultural Development Programs
<b>Client</b>	Ministry of Agriculture
<b>Year</b>	2007
<b>Location</b>	Gaborone
<b>Position held</b>	Lead Consultant

<b>Project Name</b>	Review of Livestock Sub-Sector
<b>Client</b>	Ministry of Agriculture
<b>Year</b>	2007
<b>Location</b>	Gaborone
<b>Position held</b>	Consultant
<b>Project Name</b>	Economic Evaluation of Maun Abattoir
<b>Client</b>	Ministry of Agriculture
<b>Year</b>	2007
<b>Location</b>	Gaborone
<b>Position held</b>	Lead Consultant

#### 11. SELECTED PUBLICATIONS

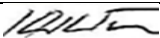
1. Gaone Mokhawa, Charity K. Kerapeletswe-Kruger, Lewis I. Ezeogu (2013) Electrophoretic analysis of malting degradability of major sorghum reserve proteins, Journal of Cereal Science Volume 58, Issue 1, Pages 191-199
2. Kerapeletswe-Kruger, C.K (2009) Biodiversity Conservation in Common Property regimes (CPR) of Botswana: The Importance of Common Property Regimes to Biodiversity Conservation; VDM Verlag; 363920073X
3. Kerapeletswe-Kruger, C.K (2008) "Policy Processes in Botswana Agriculture, a Retrospective and Perspective" Chapter 31 in Pillariseti et. al (eds) in Small Economies and Global Economics. Nova Scotia Publishers
4. Kerapeletswe-Kruger, C.K (2008) "Poverty Status and Evolution of Poverty Reduction Strategies in Botswana" Chapter 5 in Flora Kessy and Arne Tostensen (eds) Out of Poverty, Comparative Poverty Reduction Strategies in Eastern and Southern Africa, Mkuki Na Nyota Publishers
5. Kerapeletswe, C.K et al. (2008) Managing Aid Exit and Transformation, Botswana Country Case Study, Joint Evaluation of Donor Exit, Edita Publishers
6. Kerapeletswe, C.K (2005) Egalitarian Regime in the Midst of Socio-Economic Heterogeneity: Challenges and Opportunities for Institutional Success and Conservation Outcomes: Evidence from Botswana, Journal of Sustainable Development in Africa, Vol.7, No.2
7. Pienaar, Elizabeth F. Pienaar & Charity K. Kerapeletswe (2005) Community-Based Wildlife Management in Botswana: Challenges and Outcomes, International Affairs Journal at University of California, Davis Volume 2, No. 1.
8. Kerapeletswe, C.K (2004) eds "Migration, Common Property Resources and Degradation, Interlink ages to India's Arid and Semi-Arid Regions." Chopra and S.C Gulati, Sage Publications, India.
9. Kerapeletswe, C.K (2003) "Property Rights and Biodiversity Conservation in a Common Property Regime, the Case of Chobe and Ghanzi/Kgalagadi, Botswana", PhD Thesis, University York, York.
10. Kerapeletswe, C.K. and Moremi T. (2001). "Poverty and Democratization: The Case of Botswana in Poverty Reduction What Role for the State in Today's Globalized Economy." Chapter 11 in Francis Wilson, Nazneen
1. Kanji and Einar Braathen (eds) Poverty Reduction What Role for the State in Today's Globalised Economy? ZED Books, 2001

#### 12. PROFESSIONAL MEMBERSHIPS

Name of Professional Body	Professional Title	Year
International Environment Forum (IEF)	Member	2020
International Association for Agricultural Sustainability (IAAS)	Member	2020
Association of Environmental and Resource Economists	Member	2009
International Association of Innovation Professionals	Member	2019
International Program for Development Evaluation Training (IPDET)	M&E specialist	2015
International Development Evaluation Association (IDEAS)	M&E specialist	2015
American Evaluation Association	M&E specialist	2015
International Association for Impact Assessment	Environmental Impact Assessor	2006
International Association of Study on Common Property	Editor	2004

REFEREES			
Name	Position and Organization	Email Address	Telephone Number
Judge Rahim Khan	Founder Rahim Khan and Company attorneys	arkhan@@rahimkhan.c o.bw	Mobile +267 71300270
Dr Mary Goreccie Binta,	Principal Vet Officer National Veterinary Lab	mgbinta@gmail.com ,	Mobile. +267 71682718
Dr Happy Fidzani.	Economic Policy Consultant at BAHA, Botswana	Botswana Email: nhfidzani@gmail.com	Mobile: +267 71312770
Professor Wale Adenkule	Special Advisor on Agricultural Partnerships and Collective Action, Global Forum on Agricultural (GFAR), Rome, Italy	w.adekunle@gmail.com	Tel: +39 351 043 9913,
Prof. Afam	Jideani Professor and Head, Department of Food Science and Technology University of Venda, Thohoyandou, 0950, Limpopo Province, South Africa	Afam.Jideani@univen.ac .za OR jjideani@yahoo.com	+27 (0)739676383 / +27 (0)15 962 8598
Dr. Willem Janssen,	Lead Agricultural Specialist, Food and Agriculture Global Practice, World Bank,	Tel. +1 5713327324	<a href="mailto:wjanssen@worldbank.org">wjanssen@worldbank.org</a>

13. LANGUAGE PROFICIENCY												
Language	Speak				Read				Write			
	E	G	F	P	E	G	F	P	E	G	F	P
Setswana	✓				✓				✓			
English	✓				✓				✓			
(E) Excellent (G) Good (F) Fair (P) Poor (select & paste the tick sign or apply grey color cell fill)												✓

SIGNATURE	DAY-MONTH-YEAR
	October 10 2021