

Mxolisi Sibanda

22 Beechwood Close, Brighton, East Sussex BN1 8EP

Tel (h) +44 1273 278495 (m) +44 7538044422

email: mxosibanda@gmail.com

CAREER OBJECTIVE

With over 14 years of work experience and expertise in forest and wildlife conservation, social development, programme management and research covering species, freshwater and woodlands/forests; community based natural resources management (CBNRM); climate change as well as Policy, Communications, Monitoring & Evaluation I am seeking an opportunity as a Leader in a dynamic, forward thinking organisation.

PROFESSIONAL PROFILE

Mxolisi is an ambitious, dedicated and focused self-starter with over 14 years of experience in environmental conservation, social development, project development and management, leadership, monitoring and evaluation expertise. This has been in several countries in east and southern Africa, including Botswana, Malawi, Zimbabwe, Zambia, Tanzania and Kenya; as well as the United Kingdom. Strong in flexible, adaptable working Mxolisi is also an effective and passionate advocate for forest and wildlife conservation. He is sensitive to different cultures and colleagues and possesses broad technical knowledge on forests, wildlife, social development and policy work. This is complemented by strong strategic skills gained from working at different levels from the local to the global.

Over years he has been recognised as a motivated and able 'big picture' person who narrows down to detail using incisive critical thinking. Further, Mxolisi has well rounded skills in communication, negotiation, fundraising, team work and leadership to plan and carry out such broad work with outstanding results.

KEY SKILLS

- | | | |
|--------------------------|----------------------|----------------------|
| •Project management | Proposal development | Negotiating |
| •Monitoring & evaluation | Fundraising | Strategy development |
| •Communication | Writing and editing | |

EDUCATION

- MPhil Conservation Leadership, University of Cambridge, United Kingdom, 2011
- M.Sc. Resources Conservation Biology, University of Witwatersrand, South Africa, 2010
- B.Sc. Biological Sciences (Honours), University of Zimbabwe, 2002

PROFESSIONAL EXPERIENCE

Employer: WWF UK
Position: Regional Manager, East Africa
Dates: Sept 2015 – Present

Responsibilities and achievements

Working within the Conservation Programmes Team this role is responsible for managing WWF UK's investment into East Africa through a portfolio of several projects worth over £4 million per annum. These projects cover Forests in Tanzania, Trillion Trees in Tanzania, black rhino conservation in Kenya and Tanzania, freshwater in Tanzania and marine work in RUMAKI, Tanzania. Responsibilities of the role

involve programme management (financial, delivery and reporting), technical support and capacity building to colleagues in overseas locations including monitoring and evaluation. Internally in WWF UK the position acts as gatekeeper for projects in the portfolio and any media and communications requests. Responsibilities and achievements include:

- Reviewing project concepts and proposals as well as evaluations in order to ensure that appropriate methods, indicators and monitoring tools are used;
- Facilitating common understanding and positions among WWF National Offices (NOs) on common issues for rhino conservation in East Africa, freshwater and forests in Tanzania;
- Leading development of fundraising bids to Government Aid Agencies like DFID and other donors. Recent wins include €4 million from the Blue Action Fund working in collaboration with WWF Germany;
- Supporting crisis management response to loss of rhinos during a translocation operation in Kenya;
- Contributing project achievements to WWF UK's Annual Report, stories to supporter magazines and various media houses and audiences;
- Coordinating content acquisition from ideation, formulating the story board to actual acquisition, processing and final production;
- Ensuring technical input, progress and financial reporting from projects; and,
- Contributing to team planning, activities and reports.

Employer: WWF UK
Position: Design, Standards and Learning Advisor
Dates: March 2013 – Jan 2015

Responsibilities and achievements

As part of the Design and Impact Unit I supported various teams (working with WWF country office in our priority places like east and southern Africa, the Amazon in South America, China and India) to design projects that can be monitored and evaluated to reflect progress towards WWF UK's mission and strategy goals. My responsibilities and achievements in the unit included:

- Reviewing project concepts and proposals as well as evaluations in order to ensure that appropriate methods, indicators and monitoring tools are used;
- Monitoring and evaluation support to field teams e.g. Namibia;
- Supporting the East Africa Unit and the Transitions Team in reviewing, adapting and monitoring their operating plan in line with WWF UK's new strategy and direction;
- Contributing to collated GPD half year reports aimed at synthesising, encouraging learning and summarising the analysis from various reports;
- Providing coaching support to colleagues in WWF UK and the network on WWF programme standards
- Supporting the pre-evaluation of the PPA process including the TORs;
- Working as a team member for the final evaluation of the Coastal East Africa Global Initiative (CEA GI), one of WWF's global Initiatives;
- Engaging in the development of guidelines for exit strategies for use in WWF UK and more widely in the WWF network;
- Participating in the establishment of a programme standards coaches hub in East Africa;
- Rolling out well-being measurement to other programmes and projects as required or necessary; and,
- Support the piloting of digital monitoring in the Mara through the Life project.

Employer: International Institute for Environment and Development (IIED)
Position: Consultant Researcher
Dates: November 2011 – August 2013

Consultancies undertaken

- Conducting a systematic review of the state of knowledge on biodiversity contribution to poverty alleviation from peer reviewed and grey literature (IIED/ UNEP WCMC).
- Carried out a review of literature on protected area complementarity and developed a framework for measuring complementarity of different protected area forms including state, private and community PAs. in Kenya (IIED/ AWF, UNEP WCMC)
- Contributed to the formulation of a project proposal on biodiversity-poverty links to the ESPA Network. The proposal was funded (IIED/WCMC).

Employer: Worldwide Fund for Nature Southern Africa Programme Office (WWF SARPO)

Position: Research Fellow, Miombo Ecoregion Conservation Programme

Dates: April 2005 - October 2010

Responsibilities and achievements

As the ecologist in a multi-disciplinary team I was responsible for biological aspects in the ecoregion programme's work. I contributed to project development through to planning, implementation and review processes; and, supported the field teams implementing the projects on biological aspects such as plant and mammal surveys. As a result I gained valuable all round experience with conservation implementation in several southern African countries (Botswana, Namibia, Malawi, Mozambique, Zambia and Zimbabwe). A key achievement during this time was leading the integration of Climate Change into the work of the programme. I conceived and produced the first funded project in this area examining the local perceptions of climate change in Malawi. This formed the basis for other work on Reducing Emissions from Deforestation and forest Degradation Plus (REDD+), biofuels in southern Africa, awareness of climate change in Zimbabwe and use of conservation farming as an adaptation strategy. By the time of my departure from WWF Southern Africa in October 2010 this was the largest portfolio of projects by funding and number of projects in the region and particularly in Zimbabwe. In this role I did the following:

- Contributed to project development and management of projects on climate change, biofuels, environmental flows and Community Based Natural Resources Management (CBNRM) among other issues;
- Led and supported the biological-ecological components at project sites and across regional projects.
- Carried out research and reviews required for proposals, on-going projects and projected activities for up to date knowledge;
- Formulated, drafted and finalised technical and policy reports using outputs from our projects.
- Arranged and facilitated meetings for various stakeholders (local communities, NGOs, regional organisations and governments);
- Facilitated and managed the work of expert consultant contracts;
- Assisted in reviewing various consultant technical reports;
- Coordinated project reporting to donors and WWF International as well as writing news articles/ updates and pamphlets for the bulletin;
- Supported the Miombo Leader/ Acting Country Director for Zimbabwe to execute his strategic management responsibilities for the regional and country programmes; and,
- Provided assistance with organisational and administrative tasks as needed.

Employer: Worldwide Fund for Nature Southern Africa Programme Office (WWF SARPO)

Position: Acting Miombo Ecoregion Leader, Miombo Ecoregion Conservation Programme

Dates: January 2008 - May 2008

Responsibilities and achievements

In an acting capacity I led the team in a transition period between two substantive holders of this senior post. Despite being fairly young at the time and new to the role I was able to provide the required leadership for a team of 8 persons including field based staff in another country. During this time I led the successful closure of several projects and negotiated continuing support for the major field project in the programme valued at USD1 million over three years. When a new leader was secured I assisted them to settle into their new role. In this role I gained valuable experience as a senior manager. During the course of my time in this post I did the following:

- Provided strategic leadership to the MECP (financial, personnel, project development and management) in several southern Africa countries including donor management; reporting coordination; management of field staff; budget management; and, project development;
- Managed the delivery of work packages under the Reclassification and Effective Management of the National Protected Areas System GEF programme in Zambia;
- Handled external and internal communication with donors, management and public; and,
- Prepared inputs for various meetings on behalf of the programme.

Employer: Worldwide Fund for Nature Southern Africa Programme Office (WWF SARPO)

Position: Junior Research Fellow, Miombo Ecoregion Conservation Programme

Dates: November 2002 - February 2004

In this position my role was to work with the Programme Officer on various assignments such as research, editing and administrative support.

Responsibilities and Achievements

- Researched the ecological and biological aspects of selected conservation sites;
- Assisted with editing documents (pamphlets, technical reports and progress reports);
- Worked with communications company commissioned to design and print programme pamphlets and reports; and,
- Wrote contributions to technical and policy reports.

Employer: Marwell Zimbabwe Trust

Position: Field Researcher

Dates: July 2002 -November 2002

This was a field based position examining the movement of grey duikers in Matobo National Park.

Responsibilities

- Collected field data on the Antelope Research Project;
- Managed the field team made up of a driver and two field assistants; and,
- Managed the use and upkeep of field equipment and resources including the food budget.

RELEVANT PROFESSIONAL COURSES

WWF Programme Management Standards, Nairobi Camp, 2008

Gender and Climate Change, UNDP/ UNEP, 2009

Climate Leadership Course, University of Cambridge, 2011

LANGUAGE SKILLS

Proficient in English, Ndebele, Shona and Zulu.

Basic French, Portuguese

COMPUTER SKILLS

Highly proficient in Microsoft Office (Word, Excel, PowerPoint and Outlook); and, Apple Mac applications (Pages, Numbers, Keynote)

SELECTED PUBLICATIONS (Full list available on request)

Sibanda, M. and Mulama, M. (2018) Business contributions to extinction risk mitigation in Laikipia, Kenya. In: Atkins, J. and Atkins, B. (ed.) *Around the world in 80 Species: Exploring the business of extinction*. Routledge, Taylor and Francis Group, London UK.

Olendo, M., Okemwa, G., Munga, C., Mulupi, L., Mwasi, L.D., Mohamed, H., **Sibanda, M et al.** (2017) The value of long-term, community-based monitoring of marine turtle nesting: a study in the Lamu archipelago, Kenya. *Oryx* **53** 1-10.

Sibanda, M (2014) Lessons from conservation sector's response to a crisis in Zimbabwe. *Oryx* **48**: 488–495

Roe, D., Fancourt, M., Sandbrook, C., **Sibanda, M.**, Giulliani, A. and Gordon-Maclean, A. (2014) Which components or attributes of biodiversity affect which dimensions of poverty? A systematic map of the evidence base. *Environmental Evidence* **2**:8

Roe, D., Sandbrook, C., Fancourt, M., Schulte-Hebruggen, B., Munroe, R. and **Sibanda, M** (2013) Which components or attributes of biodiversity affect which dimensions of poverty? A systematic map protocol. *Environmental Evidence*

Sibanda, M. (2013) REDD+ and gender in Tanzania-opportunities, challenges and lessons for gender mainstreaming. *UNECA Series*

Belle, E. and **Sibanda, M.** (2012) Assessing the environmental complementarity of different types of protected areas in Kenya-Literature Review. IIED/ AWF/ UNEP -WCMC

REFERENCES

Mr David Tanner, Head of Conservation Programmes- Africa, WWF UK, The Living Planet Centre, Rufford House, Brewery Road, Woking, Surrey GU21 4LL, UK e: dtanner@wwf.org.uk t: +44 1483 426444

Dr Muyeye Chambwera, Regional Technical Specialist, Climate Change Adaptation, UNDP Botswana, Khama Crescent, Plot 22, Gaborone, Botswana e: muyeyec@yahoo.com t: +267 3 633700

Prof. Nigel Leader-Williams, Dept. of Geography, University of Cambridge, Downing Place, Cambridge CB2 3EN e: nl293@cam.ac.uk t: +44 1223 766574