

Ms. Nicollete

NATIONALITY: Swazi

SUMMARY

Nicollete is a self-motivated, dedicated and enthusiastic individual with more than 10 years hands on experience in undertaking agriculture research and development with emphasis on crop nutrition, crop production and protection and irrigated agriculture. She is a well rounded professional who has solid background and experience in the field of research and development pertaining to farm development and management and aspects of crop growth and the factors that affect and dictate their mortality and development rate such as climate conditions, soil, temperature, humidity, etc. She has intensive knowledge on field and cash crop management.

Nicollete graduated from the University of Swaziland with a BSc Degree in Crop Science in 1999 after successful completion of a Diploma in Agriculture. With her very strong background in agriculture Nicollete has established various irrigation farmer organisations in the rural parts of Swaziland and trained more than 15 of them on irrigated sugarcane and commercial vegetable and crop production, marketing and transportation. She has vast experience in fields such as, irrigation management, agriculture business development, marketing and transportation including storage of crops and by products. Nicollete has experience in environmental impacts assessments, environmental management frameworks, integrated water management, and capacity building programmes all gained in working within multi-disciplinary teams and individually with irrigation water users in Swaziland and Kenya. She is involved in promoting climate smart agriculture for improved and sustainable sugarcane production through her research project which she is pursuing for a PhD degree within the sugar industry in Swaziland.

EDUCATION

2011-Ongoing

PhD Climate change Vulnerability and Adaptation in the Sugar Sector of Swaziland, University of South Africa.

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| 2005 | MSc Integrated Water Resources Management (IWRM), (Specialised in Water Policy and Development) Research: Impacts of irrigation return flows from sugarcane farms on the receiving waters: University of Zimbabwe |
| 1999 | BSc, Agriculture Crop Science, Research : Response of some M-set soils to potassium fertilizer application: University of Swaziland |
| 1997 | Diploma, Agriculture, University of Swaziland |

EMPLOYMENT RECORD

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| 2010- to- date | SSI Engineers and Environmental Consultants (now trading as Royal Haskoning DHV) Natural Scientist |
| 2008 - 2010 | Seconded: SSI Engineers and Environmental Consultants (Pty) Ltd, South Africa Position: Water and Environmental Resources Management Specialist |
| 2005 - 2008 | SCE (Pty), Swaziland Position: Water Resources Management Capacity building Specialist |
| 2002 - 2004 | Salile Consulting Position: Senior Environmentalist and Business Development Facilitator |
| 2001 - 2002 | Loxton Venn and Associates Position: Environmental Capacity building specialist |
| 1999 - 2000 | University of Swaziland Position: Assistant Lecturer |
| 1997 | Ministry of Agriculture and Cooperatives Position: Crop Production Advisor-Intern |
| 1995 | Matsapa Correctional Services Position: Farm Supervisor-Intern |

PROFESSIONAL EXPERIENCE

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| 2013 ongoing | Mpumalanga: Technical Assistance Department of Agriculture, Rural Development and Land Administration in Mpumalanga, South Africa Client: Mpumalanga Provincial Government Position: Natural Scientist Brief Description: Appointment for professional engineers to assist the DARDLA, Mpumalanga Province in planning, designing, implementation, |
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monitoring and evaluation of various infrastructure and community development projects for a period of 36 months.

Assigned Tasks: support day to day management of project and staff, including capacity building where necessary. Perform financial management of project and reporting to Project Manager on administration and invoicing. Attend project site meetings, ensuring compliance to client systems and environmental requirements.

Project Value: R15,000,000.00

Services Value: R2,960,856.40

Project Number: W01.JNB.000421

2011-2013

Lower Usuthu Smallholder Irrigation Project-Phase II Feasibility Studies-Swaziland **Position: Natural Scientist**

Client: Swaziland Water and Agricultural Enterprise (SWADE)

Brief Description: The project involves feasibility studies for the development of 11 500 ha of land for irrigated agriculture. This project involves impounding the Usuthu River and transforming existing subsistence farmers to commercial cash crops farmers.

Assigned tasks: Review of existing documentation. Supervise and review soil studies, Conduct an EIA, Compile EMP, Stakeholder participation processes, baseline survey, Data collection on current land use, cropping systems and patterns, impact monitoring, climate change impact assessment, vulnerability assessment, agriculture business value chain analysis, agriculture extension and service delivery problems. Stakeholder liaison and communication, data collection and report compilation. t

Duration: 2011-2013

2010 to 2011

Gauteng - Revision of National Water Resources Strategy, Countrywide, South Africa

Position: Water Resources Management Specialist and Assistant Project Manager

Client: Department of Water Affairs

Brief Description: The project involves the revision of the 2004 water resources strategy of South Africa.

Assigned Tasks: Provide specialist input and support into compilation of the strategy, Checking and applying relevance of NEMA and related environmental policies to water management. Capacity building input for DWA staff where needed. Specialist Input into future pressures such as climate change, population growth, and pollution. Specialist input and research into strategies needed for water demand and conservation. Provide inputs to all technical documents and reports compiled by the Project team for the client. These include; inception report, sub-programme annual work programmes and cost estimates, technical documents quarterly progress reports, draft and the final deliverable document.

Duration: 2010 to 2011

2009-2010

Capacity Assessment and development of action plans for Irrigation Water Users Associations (IWUAs), Nairobi, Kenya

Position: Assistant Team Leader-Policy development, Capacity building and Institutional Development Specialist

Client: National Irrigation Board

Brief Description: Baseline survey design and results analysis, Capacity assessment of all national water users associations in the country and making policy recommendations for their progress.

Assigned Tasks: Capacity Building Specialist and Assistant Team Leader. provide technical support for the capacity building component, through: (a) participatory capacity building needs assessment surveys; (b) building of physical and human capacities, including training (c) strategic planning (d) community empowerment; and (e) strengthening the ability of IWUAs to access finance and markets;

Duration: 2009 to 2010

2005 - 2006

Project Evaluation and Research Monitoring for Lavumisa Irrigation Development Project, Swaziland

Position: National Monitoring Researcher / Impact assessment

Client: International Water Management Institute (IWMI)-Pretoria

Brief Description: Baseline survey, Stakeholder analysis and Identification, Monitoring SWADE implementation of the Lavumisa Sugarcane Irrigation project, processing documentation, providing advice to both project proponents and donor agent.

Assigned Tasks: Responsible for Project coordination, monitoring and reporting. The overall management, supervision and administration of the M&E activities. Design, develop and implement a monitoring and evaluation system to track progress. Establish data gathering mechanisms, consolidating data against the program goals. Ensure that all necessary information is collected, analyzed and used in guiding internal program planning and informing funders about project activities and accomplishments. Fully document and disseminate results of project activities, accomplishments and innovations in the form of reports and presentations. Assess if the established guidelines on project monitoring and evaluation for various project components are fully complied with. Recommend any possible changes based on the lessons learnt and suggest measure to improve the monitoring system. Prepare quarterly and annual reports and contribute to the development of the annual work plan, ensuring inclusion of M&E activities in the work plan. Assess training needs relevant to monitoring, evaluation and management information systems and provide, as required, training to staff.

Duration: 2006 to 2007

2005 - 2006

Capacity building project for Irrigation Water Users, Komati Downstream Development Project, Swaziland

Position: Capacity Building Lead Facilitator

Client: CONFUND Zimbabwe

Brief Description: Capacity assessments, Capacity building of Emandla Ekuphila Water Users Association (EEWUA) in the downstream part of the Maguga Dam. Training of the association executive on administrative, social issues and technical aspects of establishing an Irrigation WUA. Training programmes of water use efficiency, sustainability and equity issues.

Duration: 2005 to 2006

2005

Capacity building for the formation of Irrigation Water Users Associations, Swaziland

Position: Training Facilitator

Client: Swaziland Water and Agricultural Enterprise (SWADE)

Brief Description: Raise awareness to downstream communities on the new Water Act and to help them establish water management institutions.

Assigned Tasks: Water resources and project management.
Duration: 2005 to 2006

2004

Water Quality Assessment and Monitoring programme design for irrigated Agriculture in KDDP, Swaziland

Position: Water Quality Specialist

Client: SWADE

Brief Description: Assessment of the water quality downstream of the Maguga Dam to check for impact by the irrigation project. Taking water samples, result analysis and making recommendations for corrective measures. Design of a monitoring programme.

Assigned Tasks: Water resources management and project management.

Duration: 2004 to 2005

2003 - 2004

Senior Irrigation Agriculture Business Development Facilitator (KDDP) Swaziland Responsibilities:

Responsible for 22 Sugarcane Farmers Association

in Komati Downstream Development Project (KDDP) with regards to planning for the various operations, ensuring adherence to plans and industry standards, ensuring timely execution of operations, analysis of farm performances in terms of yields and making necessary recommendations for improvement, development of data capturing tools as well as developing and coordinating farmers training programme to build up their capacity. Production of other crops and livestock is also under my jurisdiction. Introduction of Field attachment programme as part of capacity building exercise for Supervisors in big companies like big Estates by my team resulted in overall improvement of cane yields to above industry benchmark of 100 tons cane per hectare.

2001 - 2003

Irrigated Agriculture Business Development Facilitator Komati Downstream Development Project (KDDP) Swaziland

Responsible for 22 Sugarcane Farmers Association in Komati Downstream Development Project (KDDP) with regards to planning for the various operations, ensuring adherence to plans and industry standards, ensuring timely execution of operations, analysis of farm performances in terms of yields and making necessary recommendations for improvement, development of data capturing tools as well as developing and coordinating farmers training programme to build up their capacity. Production of other crops and livestock is also under my jurisdiction. Introduction of Field attachment programme as part of capacity building exercise for Supervisors in big companies like big Estates by my team resulted in overall improvement of cane yields to above industry benchmark of 100 tons cane per hectare.

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| PROFESSIONAL AFFILIATIONS |
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n/a

PUBLICATIONS

1. **Mainstreaming climate change into International River Organisations: A case of the Incomati Basin.** A paper submitted to UNESCO-IHE as part of the online Water and Environmental Law and Policy online course. 2011-Unpublished.
2. **Local-level Integrated Water Resource Management in Swaziland.** Capacity Building for Lavumisa Irrigation Development Project: the Power of Inclusive Integration. Pretoria: Southern African Development Community/Danish International Development Agency, in collaboration with the International Water Management Institute. www.sadcwater.com. Van Koppen, Barbara and Nicollete Mhlanga.
3. **Impacts of irrigation return flows on the quality of the receiving waters: A case of sugarcane irrigated fields at the Royal Swaziland Sugar Corporation (RSSC) in the Mbuluzi River Basin (Swaziland)** *Physics and Chemistry of the Earth, Parts A/B/C, Volume 31, Issues 15-16, 2006, Pages 804-813* B.F.N. Mhlanga, L.S. Ndlovu and A. Senzanje.
4. **Irrigated Agriculture in Swaziland and its influences on the water policy.** A chapter submitted in July 2007 and published in "Towards a new water creed, Governance and Livelihoods in Southern Africa" Published by InWEnt Capacity Building International, Weaver Press, Germany. *Pages 89-96.* N.B. Mhlanga, A. Senzanje and P. Mlilo.
5. **Water Resources Institutions development in pursuit of Water Sector reforms in Swaziland: Flowing or Following?** A paper presented at the 9th WaterNet / WARFSA Symposium held in Johannesburg, South Africa, 2009. (Un-published)
6. **Response of some M-set soils to potassium fertilizer application** (BSc Research Project 1999)-UNISWA Faculty of Agriculture-Unpublished.

Water Quality analyses of the Lower Komati River to investigate impacts of sugar cane schemes in the KDDP-Swaziland- SWADE report (Unpublished) 2005

LANGUAGES

English, SiSwati