



CURRICULUM VITAE

OF

DR. SEFISO BENEDICT KHUMALO



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PERSONAL INFORMATION

Name: Sefiso Benedict Khumalo
Nationality: South African
Residential Address: Postal
Address:

E-mail Address: Code 8
Drivers License: MS Office: MS Word, PowerPoint and Excel
Computer Skills:

SKILLS

Dr Khumalo has acquired various skills and competencies which include amongst others:

- Monitoring and Evaluation (over 15 years' experience);
- Academic Supervision for students (over 30 students supervised at UNISA);
- Research and writing;
- Independent examiner for Post Graduate Thesis and Dissertations
- Leadership;
- Management;
- Mentorship;
- Facilitation and coordination;
- Negotiating;
- Conflict resolution and Management; and
- Authorship,
- Producing Annual Reports

QUALIFICATIONS

2005 **Doctor of Technology (D.Tech) Degree:** Education obtained at Tshwane University of Technology (TUT)

TITLE THE IMPLEMENTATION OF TECHNOLOGY EDUCATION AS A
LEARNING AREA

2001 **Masters in Technology (M.Tech) degree:** Education obtained at
TUT (former Technikon Northern Gauteng)

TITLE	CLASSROOM MANAGEMENT INFLUENCES THE PERFORMANCE OF MATHEMATICS LEARNERS IN TEMBA DISTRICT IN NORTHWEST PROVINCE
2012	<p>BA Theology at Global University</p> <p>Courses include the Following</p> <p>Old Testament Literature: History</p> <p>Principles of Bible Interpretations</p> <p>New Testament Literature</p> <p>The Life of Christ</p> <p>The Bible and the Church</p> <p>Apologetics</p>
1999	<p>B.Tech: Technical Education at TUT (former Technikon Northern Gauteng)</p> <p>Courses:</p> <p>Technology,</p> <p>Mathematics,</p> <p>Theory of Education,</p> <p>Research Methodology,</p> <p>Classroom Management</p> <p>Subject Didactics</p>
1999	<p>B.Tech: Educational Management at Technikon Northern Gauteng.</p> <p>Courses:</p> <p>Theory of Education,</p> <p>Research Methodology,</p> <p>Educational Management,</p> <p>Classroom Management</p> <p>Subject Didactics</p>
2000	<p>HED (mathematics) at Potchefstroom University.</p> <p>Courses:</p> <p>Mathematics,</p> <p>Subject Didactics,</p> <p>Computer Literacy,</p>

Education

1995 National Higher Diploma (Educational Management) at Technikon Northern Gauteng

Courses:

Financial Management,
Personnel Management
Research Methodology,
School Management,
Classroom Management,
Information Management
Theory of Education

1994 Secondary Teachers Diploma: at Technikon Northern Gauteng **Courses:**

Mathematics,
Subject Didactics (Mathematics)
Education,
English Communication,
Subject Didactics (General),
Strength of Material
School Management,
Bible and Philosophies of Life
Welding and Metalworking

2008 Assessor and Facilitation Certificates: Matthew Goniwe School of Leadership & Governance

Courses: School Governance at a Glance

Legislative Roadmap

Getting to Grips

It's a Match

Money Matters (Application of PFMA)

EMPLOYMENT HISTORY

- 1. Position:** Senior Manager: Corporate Monitoring and Evaluation
Institution: Government Pensions Administration Agency
Duration: 2009 to date
Duties: Corporate Planning
 Writing Reports
 Annual Report
 Stakeholder Reports
 Assessing Research Requests
 Addressing Audit Findings from Auditor-General of South Africa.
 Addressing actions on the Risk Register
 Ethics Management
 Financial Management
- 1. Institutions:** Government Pensions Administration Agency
Position: Acting General Manager: Management Support
Duration: 01 July 2016 to July 2021
Units Headed: Monitoring and Evaluation; Policy and Strategy; Management Information and Analytics and Communications.
Duties: The Duties are contained in the Table below:

KEY RESULT AREAS	KEY OUTPUTS
<p>Managing and Heading Business Units:</p> <ul style="list-style-type: none"> • Monitoring and Evaluation • Strategy and Policy • Management Information Systems • Complains Management 	<ol style="list-style-type: none"> 1. Performance Reports: Performance Monitoring and Evaluation including Annual Performance Plan (APP). Improving Organisational Performance. 2. Annual Report: ensuring that it is submitted and presented to National Performance. 3. Integrated Performance: Linking Organisational Performance and Performance Management. 4. Strategic Planning Documents: Organising Lekhotla to develop the strategy of the organisation. 5. APP: developing indicators and targets for the APP and submitting the document to the National treasury and National Treasury. 6. Reports to GEPF and National Treasury and Internal Stakeholders: Administration Reports; Resignation, Backlogs, Funeral Benefits. 7. Complaints Reports: A comprehensive report consisting of: Presidential Hotline, Public Protector, Media, Public Service Commission, Office of the CEO, National Treasury, Financial Services Board and from General Members of the Public. <p style="text-align: right;">Total Staff Responsible For: 61 Staff Members Total Budget Responsible for: R91 Million</p>
KEY RESULT AREAS	KEY OUTPUTS

Lead and guide	<ol style="list-style-type: none"> 1. Develop an effective short, medium and long-term operating strategy for the Management Support Department to support effective and efficient service delivery. 2. Develop, deliver and monitor achievement of the Business Plans and budget for the Management Support Department, to contribute to the achievement of the GEPF strategic objectives. 3. Perform supply-demand planning and develop a production plan to ensure sufficient resources are in place, to timely meet service delivery demands / needs from members, pensioners, beneficiaries and stakeholders.
Monitor and control quality of support	<ol style="list-style-type: none"> 1. Identify service delivery gaps and challenges, perform root cause-analysis, define service delivery operational measures and targets, and implement remedial action strategies. 2. Cooperate with the Risk Manager to implement an appropriate operational risk management model for Management Support to mitigate and minimise high-risk areas to acceptable levels. 3. Monitor quality of service outputs to improve overall departmental performance and support to management. 4. Monitor weekly and monthly departmental performance and where problems occur, perform root cause analysis and propose corrective actions.
Manage the Management Support Process	<ol style="list-style-type: none"> 1. Accepts accountability for all aspects of being a Process Owner for the Management Support Process. 2. Develop, document, implement, maintain and improve policies, standard operating procedures, guidelines and processes for Management Support. 3. Train staff in policies, operating procedure, guidelines and processes, to ensure that staff understand and apply this correctly. 4. Monitor operational compliance with applicable legislation, statutes, policies and rules to ensure that the GEPF is not exposed to any risk of non-compliance. 5. Seek opportunities to continuously improve (i.e. optimise the efficiency and effectiveness) all internal process performance levels within EB Operations and CRM, to work towards an integrated client service and improved service delivery levels.
Develop an effective internal control environment	<ol style="list-style-type: none"> 1. Implement and maintain an effective system of internal controls, control environment and delegation of authority for Management Support, to ensure that managers and staff are accountable for decisions made and work performed.
Develop team-based performance culture	<ol style="list-style-type: none"> 1. Actively develop staff to ensure high level of relevant competence in Management Support to deliver results, and improve overall quality of service delivery. 2. Implement and maintain a team-based approach to ensure effective business results within Management Support. 3. Develop and sustain a culture of high performance, professionalism and integrity within Management Support to support overall quality of service delivery.

2. Position: Deputy Director: Public Service Monitoring and Evaluation

Institution: Public Service Commission

Duration: 2006 to 2009

Duties: State of the Public Service Report

Writing Reports

Conducting Research on Government Departments

Monitoring and Evaluation

Providing Feedback to Stakeholders.
Developing M&E Tools

- 3. Position:** Deputy Chief Education Specialist: Monitoring and Evaluation.
Institution: Gauteng Department of Education
Duration: 2002 to 2006
Duties: Monitoring Schools
 Conducting Systemic Evaluation
 Whole School Evaluation (WSE)
 Monitoring Report
 Evaluation Reports
 Technology Education Lesson Observations
 Provide Guidance and advice to Technology Teachers
 Subject and Learning Area Report: Maths, Science and Technology

ACADEMIC SUPERVISION/ MENTORSHIP FOR SENIOR UNIVERSITY STUDENTS

STUDENT	TOPIC	INSTITUTION	QUALIFICATION	YEAR GRADUATED
1. Precious Thembela Masuku 70494320	The Implications Of Digitally - Driven (E-Learning) ECommerce Training In South Africa	UNISA	MBL	2022
2. Shirley Tsakani Rikhotso 47245700	Strategic processes and practices in organisations	UNISA	MBA	2022
3. Sergio Tivane	An Empirical Investigation of Risk Events at Mozal in Mozambique, Maputo Causes and Impact	UNISA	MBL	2022
4. Lloyd Nyesvu	Assessing Opportunities and Challenges Facing Marketers to Penetrate Growth in Emerging markets Using Quantitative Research Methods.	UNISA	MBL	2022
5. Mpumi Muchena	The Impact Of Economic Uncertainties Induced By Global Covid-19 Economic Meltdown On Business Operational And Corporate Strategic Practices: A Case Study Of The South African Banking Industry	UNISA	MBL	2022
6. Nomkhosi Gumede	"Impact of leadership styles on employee motivation and performance in a public sector organization"	UNISA	MBL	2022
7. Lethiwe Kubheka	Student Leadership in Higher Education during Covid-19.	UNISA	MBL	Passed awaiting graduation

8. Stafies Makwela	The Effectiveness of Implementing Change Management Projects of Business Transformation in the Government Pensions Administration Agency	Da Vinci Institute	MBA	Passed awaiting graduation
9. Gama, K Supervised	Sustainable HR Practices, Ethical Leadership and organisational cultural profile of supportiveness in the Public Sector	UNISA	MBL	2021

10. Hatches, C Supervised	Ubuntu leadership, sense of coherence and organisational cultural profile of competitiveness	UNISA	MBL	2021
11. George L Supervised	Investment in Employee Development, Empowering Leadership and organisational cultural profile of supportiveness in the Public Sector	UNISA	MBL	2021
12. Dlamini, N. Supervised	Servant leadership, work efficacy and organisational cultural profile of competitiveness in the private sector	UNISA	MBL	2021
13. Dagama, P. Supervised	Sustainable HR Practices, Ethical Leadership and organisational cultural profile of supportiveness in the Public Sector	UNISA	MBL	2021
14. Hlabahlanba Supervised, T	Investment in Employee Development, Empowering Leadership and organisational cultural profile of performance orientation in the public sector	UNISA	MBL	2021
15. Govender, M Supervised	Transformational Leadership, sense of coherence and organisational cultural profile of social responsibility in the Private Sector	UNISA	MBL	2021
16. Hlangwane, N Supervised	Work Design, Ethical Leadership and organisational cultural profile of innovation in the Public Sector	UNISA	MBL	2021
17. Letsoalo WNS Supervised	Talent Management Practice, Hope and Optimism and organisational performance in the private sector.	UNISA	MBL	2019
18. Manaka M Supervised	Talent management Practices, organisational structures configuration and organisational Competitiveness in Private Sector	UNISA	MBL	2019
19. Masango HND Supervised	Talent Management practices, Ubuntu leadership and team based learning in the private sector.	UNISA	MBL	2019 (Passed with Distinction)
20. Melise SK Supervised	Talent Management practices, Organisational structural configuration and Organisational competitiveness in the Public sector	UNISA	MBL	2019

21. Mosime JM Supervised	Talent management practices, Hope and optimism and organisational competitiveness in the Public Sector	UNISA	MBL	2019
22. Ndlovu TS Supervised	Talent management practices, Ubuntu leadership and climate for creativity in the private sector	UNISA	MBL	2019
23. Ratshitanga M Supervised	Talent management practices, Hope and optimism and Individual work performance in the Public Sector	UNISA	MBA	2019 (Passed with Distinction)
24. Mkone, N.A Supervised.	The relationship between a rational goal (market) culture, organisational learning capability and the risk of poor client relations in the private sector.	UNISA	MBL	2018

25. Maqungo, K.N Supervised	Transactional leadership, work locus of control and perceived transparent organisational communication in the public sector.	UNISA	MBL	2018
26. Mashamba. T.R Supervised.	Empowering leadership, work locus of control and organisational culture, with specific reference to rational goal (market) culture in the private sector.	UNISA	MBL	2018
27. Matlala, P.C Supervised	Transformation leadership, work locus of control and organisational culture, with specific reference to an internal process(hierarchical) culture in the private sector.	UNISA	MBL	2018
28. Shiburi L Supervised	Authentic Leadership, Employee Trust in leaders and Employee Work Engagement at a Telecommunication Company in South Africa – Telkom SA	UNISA	MBL	2018
29. Moodley M Supervised	Ethical Leadership, constitutes to be one of the key factors to a successful Organisation.	UNISA	MBL	2018
30. Phosa L Supervised	The impact of leadership and ethics in economic development. a case for Limpopo Economic Development, Environment and Tourism (LEDET).	UNISA	MBL	2018
31. Khumalo, N. Supervised	Perceived organisational support, psychological ownership and commitment for change in the Private sector	UNISA	MBL	2017 (Passed with Distinction)
32. Motlagomang, M. Supervised	Perceived Organisational Support, Psychological Ownership and Job Security in the Public sector	UNISA	MBL	2017
33. Nchabeleng, M.S Supervised	Effective change management , psychological ownership and person organisational fit in the Private sector	UNISA	MBL	2017

34. Qelesile, M.T. Supervised	Perceived organisational support, psychological ownership and person organisational fit in the Public sector	UNISA	MBL	2017
35. Zhou, L.P. Supervised	Effective change management, psychological ownership and psychological capital in State Owned Entities	UNISA	MBL	2017 (Passed with Distinction)
36. Z Maseko Supervised	Assessing how leader-member exchange and passion for work affect the organisation energy in the Public Sector	UNISA	MBL	2016
37. Panday, R Supervised	Type of Ethical Climate: Complementary/Supplementary Fit and Organisational Loyalty	UNISA	MBL	2016
38. Cass, C Supervised	Structured Leadership and Organisational Behaviour research.	UNISA	MBL	2016 (Passed with Distinction)
39. Mphule, L Supervised	Employee attitude and perception towards Phalabora Mining Company's Performance Management System.	UNISA	MBL	2016
40. Sithole, M Mentored	Leadership Challenges in Implementing Inclusive Education in the Primary Schools of Doctor Moroka's Municipality	Tshwane University of Technology	MBL	2015
41. A Motsoto Mentored	Investigation of municipal services: a case study of Matlwangtlwang	Tshwane University of Technology	MTech	2015
42. R Thoka Mentored	The Impact of Training and Development Initiatives on staff performance at the Government Pensions Administration Agency, Head Office.'	Management College of South Africa	MBA-General	2014
43. V Chauke Mentored	The Impact of facility management on the Performance and production of an Organisation	UNISA	M.Com	2014
44. T. Seleka Mentored	Sound Audit is Central to effective corporate governance practices: a case study of Government Pensions Administration Agency	UNISA	MBL	2014
45. NJ Boroko Mentored	The difference in performance between girls on the subject technical drawing at Grade 10 to 12	University of Pretoria	MED	2007

PRESENTATION OF ACADEMIC PAPERS

- 2012 Presented paper at the Gauteng Legislature consultative process. 2012.
- 2007 Presented a paper at the 2nd Public Administration Conference 30 – 31 Conference, University of Pretoria. August 2007
- 2006 Presented a paper at the International Science and Technology Conference Hosted by Vaal University of Technology. The implementation of technology

education: a South African experience L. Mafisa, SB Khumalo & M. November 2006.

- 2006 Presented a paper at the South African Association for Research in Mathematics, Science and Technology. Pretoria University. January 2006.
- 2003 May Presented a paper at the Educationally Speaking Conference organized by the Gauteng Department of Education titled: Implementing NEPAD in the classroom through the curriculum
- 2002 May Presented a paper at the Educationally Speaking Conference organized by the Gauteng Department of Education titled: Improving Mathematics, Science and Technology Learning. Klein Kariba, Warmbaths 7 – 10 May 2002.
- 2002 June Presented a paper at an International Franco-SA Conference: Education and Decentralisation: African Experiences and Comparative Analysis, hosted by the Gauteng Department of Education and the French Research Institute.
- 2002 Sep-Oct Implementing technology education in school. A paper presented at South African Society of Education organized by the Technikon Pretoria.

PUBLICATIONS/AUTHORSHIP/ CONTRIBUTIONS

- 2019 Khumalo, S.B. 2019. **Teaching Technology Education**, Oxford University Press. Contributed Chapter 12 of the book.
- 2018 Khumalo, S.B. 2018. **Breaking the Cycle of Poverty, Unemployment and Inequality**. Minute Printers, Pretoria.
- 2020/2021 GPAA Annual Report (Project Leader)
- 2019/2020 GPAA Annual Report (Executive Project Leader)
- 2018/2019 GPAA Annual Report (Executive Project Leader)
- 2017/2018 GPAA Annual Report (Executive Project Leader)
- 2016/2017 GPAA Annual Report (Executive Project Leader)
- 2015/2016 GPAA Annual Report (Executive Project Leader)
- 2014/2015 GPAA Annual Report (Project Leader)
- 2012/2013 Contribution to GPAA Annual Report.
- 2011/2012 Contribution to GPAA Annual Report.
- 2012 Khumalo, SB, Lotter T and Khanyile T. 2012. Roadshows as Tools for Public Participation. Gauteng Legislature. Conference Proceedings.
- 2010/2011 Contribution to GPAA Annual Report.
- 2010 – 2013 GPAA, Annual Performance Monitoring Reports.
- 2012 GPAA Employee Satisfaction Survey Report.
- 2011 GPAA, Employee Satisfaction Survey Report.

- 2011 GPAA, Monitoring and Evaluation Annual Performance Report.
- 2010 GPAA, Monitoring and Evaluation Baseline Report.
- 2010 Monitoring and Evaluation Core Concept Document.
- 2006-2007 Public Service Commission, Contribution to the writing of the State of the Public Service Reports.
- 2006 – 2007 Public Service Commission, Contribution to the writing of the State of the Public Service M&E Consolidated Reports.
- 2006 Khumalo, S.B. Mafisa, L. & Makgato, M. 2006. The implementation of technology education: a South African experience. International Science and Technology Conference. 2006. Conference Proceedings. Vaal University of Technology.
- 2006 Khumalo, SB, 2006. Challenges in the Implementation of Technology Education. Conference Proceedings of the South African Association for Research in Mathematics, Science and Technology. University of Pretoria. Pretoria January 2006
- 2006 Khumalo, SB and L. Mafisa. 2006. The implementation of technology education: a South African experience. Vaal University of Technology Conference Proceedings. November 2006.
- 2005 Khumalo, S.B. 2005. The Teaching of Technology Education in South Africa. *Technology Education Journal*.
- 2005 Khumalo, S.B. 2005. The Implementation of Technology Education as a Learning Area. Unpublished Thesis. Tshwane University of Technology.
- 2002 Khumalo, S.B. 2005. Improvement of maths, science and technology. Conference Proceedings. Gauteng Department of Education. 2002.
- 2001 Khumalo, S.B. 2001. Classroom Management Influences the Performance of Mathematics Learners in Temba District of North West. Unpublished Master Dissertation. Technikon Northern Transvaal.

CONFERENCE ATTENDED

- 2018 International Business Continuity Institute Conference, London, United Kingdom, 6 -7 November 2018.
- 2017 5th National Clean Audit Indaba held in Durban, 30 November – 01 December 2017.
- 2015 Attended the South African Monitoring and Evaluation Association (SAMEA) Conference Held in Sandton City, Johannesburg. October 2015.
- 2012 Attended the Gauteng Legislature Public Participation consultative Conference, 2012.
- 2011 Attended the South African Monitoring and Evaluation Conference Held at the Emperor Palace, Johannesburg. October 2011.

- 2009 Attended the South African Monitoring and Evaluation Association Conference Held at the Emperor Palace, Johannesburg. September 2009.
- 2007 Attended the Fourth African Evaluation Association (AfrEA) held in Niamey, Niger. January 2007.
- 2006 Attended Technology/EMS Conference held in Buffelspoort, Rustenburg, North West. 20 – 21 July 2006.
- 2006 Attended the 14th South African Association for Research for Mathematics, Science and Technology Education. University of Pretoria. 9 – 12 January 2006.
- 2007 South African Monitoring and Evaluation Association. Birchwood. Johannesburg March 2007.
- 2004 Attended International Conference of the Consortium for Policy Research in Education Staff at the annual Meeting of the American Educational Research Association in San Diego in California in the United States of America. 12 – 16 April 2004.
- 2003 Attended Association of Mathematics Education in South Africa (AMESA). University of Cape Town. Cape Town.
- 2002 Attended 28th International Conference on Education in Africa for Africa: thoughts and Experiences. Technikon Pretoria, Pretoria.

FORMAL COURSES ATTENDED AND CERTIFICATES

- 2014 Certificate in International Program for Development Evaluation (IPDET), Carleton University, Ottawa, Canada. 23 June – 05 July 2014.
- 2012 Certificate in ITIL Information Technology Service Management Training. 5 day-workshop.
- 2011 Certificate in Conflict Management and Negotiation Skills Training, GPSSBC. 21 – 23 November 2013.
- 2000 Certificate in Whole School Evaluation, October 2000.
- 2008 Certificate in the Monitoring and Evaluation of HIV/Aids Programmes presented by University of Pretoria. 4 – 12 August 2008.
- 2008 Certificate: Writing Reports Effectively presented by Siyanqoba Seminars. May 2008.
- 2006 Certificate in Facilitating Course on facilitating training for School Governing Body members.
- 2001** Certificate in Whole-school Evaluation Training. Provided by National Department of Education. 02 – 06 October 2000.

CRITICAL READER**2019** Critical Reader**Institution** UNISA**Modules** Technology Education**ACADEMIC EXTERNAL EXAMINER****1. Position** External Examiner**Institution** UNISA**Responsibility** PhD, MBA and MBL Dissertation**Year** 2018 to date**2. Position** External Examiner for Masters Degree Student**Institution:** Tshwane University of Technology**Responsibility** Independently Examining Masters Students**Date:** 2007 to date**HONOURS AND AWARDS**

2004 National Research Foundation (NRF) doctoral fellowship to United States of America. The fellowship took three months (February – April).

1999-2001 Awarded CSD scholarship under Human Science Research Council. 1991-1993 Awarded Technikon Northern Gauteng merit award for obtaining an overall pass percentage of more than 70%.

INTERNATIONAL FELLOWSHIP

2004 Doctoral Fellowship student at the University of Wisconsin, Madison. United States of America. January – April 2004.

REFERENCES

NAME	RELATIONSHIP TO APPLICANT/POSITION	INSTITUTION/ORGANISATION	TELEPHONE/FAX-E-MAIL
Ms. Kedibone Madiehe	Chief Executive Officer (CEO) and Indirectly Report to.	Government Pensions Administration Agency	
Mr. Mack Lewele	Director: Corporate Communication. Colleague.	Government Pensions Administration Agency	
Prof. Tome Mapotse	Senior Lecturer: Technology Education and co-author.	UNISA	