

CURRICULUM VITAE OF EDMUND NXUMALO

Personal Details:

Surname	Nxumalo
First Name	Edmund
Known As	Mr Nxumalo
Nationality	South African
Languages	English, Zulu, Afrikaans
Date of birth	
Contacts	
Email Address	

Education:

School	Mawombe High School
Completed	1988
Qualification	Matric

Tertiary Academic Qualifications:

Institution	University of Zululand, Faculty of Education
Completed	1992
Qualification	Senior Secondary Teachers Diploma (SSTD)

Institution	University of Zululand, Faculty of Education
Completed	1993
Qualification	Bachelor of Paedonomiae (Arts) degree (B. Paed-Arts-Education)

Institution	University of Zululand, Faculty of Education
Completed	1996
Qualification	Bachelor of Education (Honours) degree (B. ED-Hons)

Institution	University of South Africa, Centre for Business Management
Completed	2004
Qualification	Human Resources Management Certificate (HRM Cert)

Institution	South Africa, Centre for Business Management
Completed	2005
Qualification	Labour Relations Certificate (LR Cert)

Institution	University of Stellenbosch, School of Public Leadership
Completed	2007
Qualification	Bachelor of Public Administration (Honours) degree (BPA Hons)

Institution	University of Pretoria, Faculty of Economic and Management Sciences
Completed	2009
Qualification	Workplace Employment Relations Certificate (WPR Cert)

Institution	University of Stellenbosch, School of Public Leadership
Completed	2009
Qualification	Master of Public Administration (MPA) degree

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Institution	University of South Africa (UNISA)
Qualification	Bachelor of Laws (LLB), Law degree
Grade	Post-Graduate (Hons) Degree NQF Level 8
Completed	December 2024
Institution	Law Society of South Africa (LSSA)
Qualification	Engineering and Construction Law Engineering and Construction Contracts (Part A)- Completed In-Depth Analysis of Standard Form Engineering and Construction Contracts (Part B)- Completed
Completed	December 2025

Achievements:

Professional Associations and Memberships:

- Institute of Directors in Southern Africa (IODSA)-Current
- Association of Arbitrators Southern Africa NPC-Current
- Black Management Forum (BMF)-Current
- International Society of Business Leaders (ISoBL)- Current
- Compliance Institute of South Africa (CISA)- Current
- South African Council of Educators (SACE)-Previous

Completed International and Local Study Programmes:

- 2016- Managing Power (Energy) Sector Reforms and Regulation Course at University of Cape Town (UCT), Graduate School of Business (Cape Town, South Africa)
- 2015- Nuclear Energy Course at World Nuclear University (London, UK)
- 2009- Dangerous Goods Training; Management of People Performance; Aviation Security Course; and Crisis Management in Civil Aviation Certificates at the International Air Transport Association (IATA, Canada)
- 2008- Senior Management of Civil Aviation; Airline Security Operations; Screener Certification and Airport Security Operations Certificates at the International Civil Aviation Organization (ICAO, Canada)
- Conflict Management; Effective financial management; Procurement in Government (SA)
- 2007-Master of Public Administration/Management (MPA/M) International Summer School Certificate at Copenhagen Business School (Denmark)
- 2014-2015: Management Programme (Manage-Mentor) at Harvard Business School (USA) in Partnership with BMF (SA)
- 2021-Corporate Governance and Board Effectiveness at the Institute of Directors if South Africa (IODSA)
- 2025- In-Depth Analysis of Standard Form Engineering and Construction Contracts at the Law Society of South Africa (LSSA, LEAD)
- 2025- Engineering and Construction Contracts at the Law Society of South Africa (LSSA, LEAD)
- 2026- Artificial Intelligence (AI) and Data Protection at the Compliance Institute of Southern Africa (CISA)
- 2026- Intellectual Property and Human Rights at the Justice and Universal Rights Initiative (JURI)
- 2026- Professional Ethics and Codes of Conduct at Learning and Development Academy
- 2026- Diploma in Aviation, Airlines, Air Transportation and Airports at the Institute of Management, Technology and Finance (MTF Institute), Lisbon, Portugal

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- 2026- Executive Diploma in Leadership and Management at Institute of Management, Technology and Finance (MTF Institute), Lisbon, Portugal

Legal/Law Master Classes and Seminar Programmes completed 2025

- Competition Law – ENSAfrica
- Default Judgements- Legal Seminars SA
- Administration of Deceased Estates- Legal Seminars SA
- Cybersecurity/Cyber Law, Artificial Intelligence and Privacy Law- Legal Seminars SA
- Conveyancing and Notarial practices- Legal Seminars SA
- Legal Practitioners Indemnity Insurance Fund- Legal Seminars SA
- Court Procedures and Etiquette- South African Legal Practice Council (SALPC)

Computer Literacy:

- Microsoft Office (Word, Excel, PowerPoint, Outlook)

Current Corporate Governance Involvement:

- Department of Transport's Economic Regulating Body/Authority for Airports Company South Africa (ACSA) and Air Traffic and Navigation Services (ATNS)
- Human Resources Development Council of South Africa (HRDCSA)(Mpumalanga)
- Southern African Institute for Mining and Metallurgy (SAIMM) -SAMCODES Standards Committee (SSC)

Previous Corporate Governance Involvement:

- Non-Executive Member of the South African Council for Natural Scientific Professions (SACNASP) Institutional Review Panel
- Member of the National Bargaining Council for the Road Freight and Logistics Industry Exemptions Body (NBCRFLI).
- Board Member of the Council on Higher Education (CHE).
- Board Member of the Council on Higher Education (CHE): Monitoring and Evaluation Committee.
- Board Member of the Council on Higher Education (CHE): Human Resources and Remuneration Committee (HRRC).
- Non-Executive Director and board member of (SEDA) Technology Demonstration Centre Pty Ltd (TDC).
- Board Member of the Technology Demonstration Centre Pty Ltd: Human Resources and Remuneration Committee (HRRC).
- Board Member of the Technology Demonstration Centre Pty Ltd: Audit and Risk Committee (ARC).
- Advisory Board Member of the Talent Management Alliance.
- Chairperson of the Institute for Public Finance and Auditing's Education, Training and Management Committee (IPFA ETMC).
- Member of the Board of the Tshwane South TVET College Council.
- Deputy Chairperson of Tshwane South TVET College Council.
- Board Member of the Tshwane South TVET College Council: Finance, Audit and Risk Committee (FARC).
- Member of the Nuclear Industry Association of South Africa's Supply Chain Management Committee.
- Board Member of the Nuclear Industry Association of South Africa: Education and Training Committee (ETC).

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- Member of the Institute of Directors in Southern Africa (IODSA): Adjudication and Disciplinary Panel (ADP)

International Involvement:

- Part of the South African Delegation to China to negotiate China and South Africa Mutual Recognition Agreement (China, Beijing)
- Member of the South African National Department of Higher Education and Training: Committee of Technical Experts for the discussion of bilateral agreement between China and South Africa.
- Part of the South African Delegation to the Regional Transport Aviation Security Conference- Abuja, (Nigeria, Africa).
- Aviation Security and Safety Training and Certification Forum- (Kenya, Africa).
- Involvement in the South Africa/Israel aviation collaboration and development initiatives- (Israel, Middle East).
- Participated in the development of the African Aviation Roadmap on Aviation Security under the auspices of the African Union (AU), African Civil Aviation Commission (AFCAC) and International Civil Aviation Authority (ICAO) - (Nigeria, Africa).
- International academic exchanges and seminars: Cracow University (Poland, Europe); Budapest University (Hungary, Europe)
- Climate Change Judge- Federation for the African Engineering Organisation (FAEO)-October 2023

National Structures Involvement:

- National Inter-Departmental Counter-Terrorism Working Group (Department of Foreign Affairs)
- National Government Safety and Security Council (South Africa Police Service)
- National Transport Policy Coordinating Committee (NATPCC) (Department of Transport).

Papers presented in International Jurisdictions:

- **CONFERENCE:** International Engineering Education Symposium 2023:16 to 17 **NINGBO, CHINA**
- **THEME OF THE CONFERENCE:** Unleashing Potential, Empowering Future: Embracing Graduate Attributes and Professional Competencies
- **TITLE OF THE PAPER DELIVERED:** The adoption of the Fourth Industrial Revolution (4IR) Technologies in the South African Engineering Education

Career Progression:

Company	Engineering Council of South Africa
Period	1 April 2025 to Date
Position	Divisional Executive: Improper Conduct , Investigations & Enforcement
Company	Engineering Council of South Africa
Period	1 April 2024 to March 2025
Position	Divisional Executive: Regulatory Services & International Relations
Company	Engineering Council of South Africa (ECSA)
Period	1 April 2022 to 31 October 2022
Position	Chief Executive Officer (Interim)
Company	Engineering Council of South Africa (ECSA)
Period	1 April 2016 to 31 March 2024
Position	Divisional Executive: Regulatory Functions (ERF) and Research & Knowledge Management, Policy, Standards and International

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Relations (ERPSIR)

Company	Private Sector Security Provident Fund (PSSPF)
Period	2013 to 2015
Position	Chief Operations Officer (COO)
Company	Mining Qualifications Authority (MQA)
Period	2011 to 2013
Position	Chief Operating Officer (COO)
Company	South African Civil Aviation Authority (SACAA)
Period	2008 to 2011
Position	Senior Manager: Aviation Security Training and Certification
Company	ISSETT SETA
Period	2005 to 2008
Position	Senior Manager (Acting) and Manager: Quality Assurance of Training and Development
Company	Institute for Public Finance and Auditing (IPFA)
Period	2005 to 2005
Position	Manager: Professional Development
Company	Health and Welfare Sector Education and Training Authority. (HWSETA)
Period	2003 to 2004
Position	Manager: Quality Assurance (Learner Achievements)
Company	Gauteng Provincial Education Department (GDE)
Period	2001 to 2003
Position	Deputy Chief Education Specialist (DCES)
Company	University of Natal (Pietermaritzburg), and South African College for Teacher Education (SACTE)
Period	1998 to 2001
Position	Lecturer/Academic Tutor

Employment History:

Company	Engineering Council of South Africa (ECSA)
Type of Industry	Engineering, Construction, Design, Supervision and Built Environment
Period	1 April 2022 to 31 October 2022
Position	Chief Executive Officer (Interim)
Responsibilities	• Provide leadership and vision to manage ECSA in the best interests of all its stakeholders. • Provide leadership in communicating the Vision, Mission, Objectives, Principles, Values, and the organisation's Strategic Plan and the Annual Performance Plan, in conjunction with the Council. • Lead ECSA's growth in a sustainable manner through resourceful people and innovation • Lead Human Capital by creating a strong culture of professional excellence and independence, engagement and cohesiveness, which is aligned to ECSA's principles and values.

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- Enable a climate conducive for operational and performance excellence leading into employee growth and organisational sustainability.
- Be an inspirational leader leading with humanity, performance culture and sustainability thereby create an environment of organisational wellness.
- Manage and create a conducive environment for highly motivated and productive staff for the organisation
- Ensure compliance with ECSA Governance Framework & Timeously liaise with Council on material matters affecting ECSA and all its stakeholders.
- Comply with all reasonable and lawful directions and policies received from the Council.
- Ensure Council is provided with information necessary to fulfil their responsibilities and statutory obligations, including regulatory requirements.
- Oversee the developing of an induction programme for Council and a continuing education program for Council members.
- Foster ethical and responsible decision making by Management.
- Set the ethical tone for ECSA and its Management, including (i) overseeing the administration and implementation of, and compliance with the ECSA's policies and procedures; (iii) taking all reasonable steps to satisfy the Council that the CEO and other senior management create a culture of integrity throughout the organisation.
- Assist the Council with the development and implementation of a Strategic Plan and Annual Performance Plans for the organisation for realisation of optimal value.
- Ensure the development of an aligned Balanced Score Card and its associated key performance indicators and targets to assist achievement of the organisational and employees' performance.
- Provide general supervision and management of the ECSA's day-to-day affairs within the guidelines and frameworks established by the Council, consistent with decisions requiring prior approval of the Council and the Councils' expectations of Management.
- Provide the Council assurance that the proper systems are in place to identify and manage High Level Risks and that such risks are acceptable to the organisation and are within the guidelines established by the Council.
- Ensure the accuracy, completeness, integrity and appropriate disclosure of the organisation's financial statements and other financial information through appropriate policies and procedures.
- Establish and maintain ECSA's disclosure controls and procedures through appropriate policies and procedures.
- Establish and maintain ECSA's internal controls over financial reporting through appropriate policies and procedures.
- Ensure that ECSA has complied with all regulatory requirements for the organisation's financial information, reporting, disclosure requirements and internal controls over financial reporting.
- Provide required regulatory certifications regarding ECSA and its activities.
- Ensure appropriate organisation's policies and procedures are developed, maintained and disclosed.
- Ensure management, maintenance, and satisfaction of good and excellent ECSA relationships will all of its stakeholders.
- Oversee the effective functioning of ECSA's supporting functions with specific reference to ICT management and the ICT Strategic Plan.

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	Oversee the upgrade of ICT processes, digital skills, and technology to position the organisation for potential fundamental transformation of the business model.
Reason for leaving	My term as CEO (Interim) ended
Company	Engineering Council of South Africa
Type of Industry	Engineering, Construction, Design, Supervision and Built Environment
Period	1 April 2025 to date
Position	Executive: Improper Conduct , Investigations and Enforcement (ICIE)
Responsibilities	Case and complaints management, management and conduct of Investigations, and disciplinary Tribunals. Oversees and manages section 24, 33 and 35 of the Engineering Professions Act, 2000 and CBE appeals. Strategically drive and manage improper conduct in accordance with the Rules, Code of Conduct and Overarching Code of Practice. Oversight over statutory functions to ensure compliance by the engineering sector as stipulated in sections 24, 26, 28-33 of the Engineering Professions Act 46 of 2000. Ensures that the role of ECSA in safeguarding public interest and safety is known and understood by the sector and the public through the code of practice for the engineering sector. Development and implementation of strategies to monitor sector compliance and oversee all enforcement actions pursuant to the Engineering Professions Act, Identification of Engineering Work (IDOEWS) and other applicable legislative frameworks like OHSA, National Building Regulations and Building Standards Act, National Environmental Management Act, SANS 10400 etc. Running disciplinary hearings, and implementation of procedures and standards for handling investigations and inquiries Collaborating with regulatory bodies like South African Police Service (SAPS), National Prosecuting Authority (NPA), NHBRC, SABS, Department of Labour, Department of Mineral Resources and Municipalities responsible for engineering, and construction works. Management of the establishment and the procedural workings of the disciplinary Tribunals Development and implementation of the Rules for Improper Conduct Development and implementation of the Rules for Enforcement Development and implementation of the Rules for the Code of Conduct for all registered engineering practitioners Development and implementation of the Rules for All Engineering Appeals Develop and implement mechanisms for compliance, conformance with the Identification of Engineering Work, regulatory and legislative requirements. Strategically manage compliance, infringement and enforcement notices and associated statutory, common law, criminal law, civil law and administrative penalties including sanctions and awards. Manage research related to Advisory Notes, contract management and

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legal service provider monitoring and evaluation, procurement, legal risks and compliance related functions

Keeping ECSA Council and the Investigating Committee and EMCO informed of progress related to improper conduct and enforcement matters including case handling process, and any Court proceedings and processes as a result of Council decisions.

Legal, regulatory and legislative compliance management.

Overall Risk management strategy development and management

Provision of legal services to the organisation including legal advice, management of litigations, and disciplinary hearings.

Current position

Reason for leaving

Company

Engineering Council of South Africa (ECSA)

Type of Industry

Engineering, Construction, Design, Supervision and Built Environment

Period

1 April 2024 to March 2025

Position

Executive: Regulatory Services (ERSIR) and International Relations (ERSIR)

Responsibilities

Regulatory Services like Policy Development, review and execution; Standards, Regulatory Frameworks and models development and execution; development and execution of engineering regulatory enforcement framework; international relation strategy, framework and models development and execution; international stakeholder engagements; corporate affairs strategy and international stakeholder service offering management; organisational international brand repositioning and organisational growth; international regulatory agency capacity building and participation in South African strategic delegate work. Strengthening of the BRICS, South-South, North-South, African Continental Trade and Engineering Agreements and initiatives as well as African Continental Free Trade Area initiatives. Participation and strengthening relations with all countries and engineering regulators in the South African Development Community (SADC), Federation of African Engineering Organisation, World Federation of engineering Organisation (WFEO), International Engineering Alliance (IEA) as well as Commonwealth of World Engineers Council (CEC)

Reason for leaving

Re-assigned to a bigger executive management role within the Legal Division to Head Improper Conduct and Enforcement

Company

Engineering Council of South Africa (ECSA)

Type of Industry

Engineering, Construction, Design, Supervision and Built Environment

Period

1 April 2016 to March 2024

Position

Executive: Regulatory Functions (ERF) and Research& Knowledge Management, Policy, Standards, and International Relations (ERPSIR)

Responsibilities

- Regulate the Engineering profession in accordance with the Engineering Professions Act, Act 46 of 2000, International Standards, Educational Accords and International Competency Standards and related Agreements.
- Develop and deliver a strategy for the strategic management of all Regulatory Functions with the Engineering Council of South Africa.
- Undertake research and international benchmarking exercises to

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- Enhance the engineering profession and all regulatory functions within ECSA.
- Regulatory oversight pertaining to the education and registration functions of Engineering Council of South Africa (ECSA) in accordance with the Engineering Professions Act, related legislation as well as Council-defined and approved processes and procedures.
- Oversee engineering education policy implementation, Engineering Council of South Africa's compliance with local and international obligations in respect of University Engineering Programme Standards, the evaluation of local and international educational qualifications, continuing professional development monitoring and evaluation.
- Oversee the implementation of the new and online Registration System for the Professional Engineering Practitioners, Professional Technologists, Professional Engineering Technicians, Certificated Engineers and specified categories.
- Oversee the implementation of registration policies, procedures, processes as well as compliance with the Engineering Council of South Africa's international obligations in respect of Engineering Competency Standards.
- Facilitate liaison with the international Engineering Alliance on the Engineering Council of South Africa's international relations obligations, Higher Education Institutions, Professional Councils and Government Departments.
- Review and continuously optimize business processes.
- Ensure compliance with governance protocols of related Council Committees.
- Ensure that an accessible, fair, transparent, efficient and credible system for the registration of Professional Engineers, Professional Engineering Technologists, Professional Engineering Technicians, Certificated Engineers and engineers in specified categories is established and implemented.
- Ensure that all ECSA's special engineering projects are strategically managed.
- Develop and implement policies, procedures and processes for effective management of practitioner certification.
- Ensure effective stakeholder relations management for ECSA stakeholders like the Competition Commission, Office of the Public Protector, Departments of Higher Education and Training, Trade and Industry, Labour, Public Works, Home Affairs, Local Government, SALGA, Council on Higher Education, Council for the Built Environment, National Regulator for Compulsory Specifications (NRCS), Municipalities and ECSA recognized Voluntary Associations.
- Manage the strategic planning and secure all preparations for the international delegation to conduct Washington Accord, Dublin Accord and Sydney Accord International Engineering Alliance Visits to conduct scheduled accreditation visits.
- Ensure that a Policy is developed and implemented for an effective and efficient Continuous Professional Development (CPD) system for the Engineering Council of South Africa and its associated registered practitioners.
- Effective management of all staff within the Regulatory Functions of the Engineering Council of South Africa.

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- Manage the conduct of all quality assurance and accreditation visits to any educational institution which has a department, school or faculty of engineering and where necessary grant, refuse or withdraw accreditation with regard to all educational institutions and their educational programmes with regard to engineering.
 - Establish mechanisms for registered persons to gain recognition of their qualifications and professional status in other countries.
 - Enter into agreement or agreements with any person or body of persons, within or outside the Republic, with regard to the recognition of any examination of qualification for the purposes of the Engineering Professions Act.
 - Provide advisory services and render assistance to any educational institution, voluntary association or examining body with regard to educational facilities for and the training and education of registered persons and prospective registered persons
- Reason for leaving Quest for challenging and bigger role

Company
Type of Industry

Private Sector Security Provident Fund (PSSPF)
Retirement/Provident Fund Administration, benefits, investment and Insurance

Period
Position
Responsibilities

2013 to 2015
Chief Operations Officer (COO)

- Be strategically responsible for all PSSPF divisional functions with respect to Operations Management, Human Resources Management, Talent Management, Quality Assurance, Training and Development and Skills Development.
- Manage the development and implementation of the Fund HR strategy, labour relations management, training and development, payroll management and employee wellness.
- Take responsibility and accountability for all Fund Human Resource Management Functions.
- Take responsibility and accountability for the Talent management and HR value chain.
- Take responsibility for Talent management, talent acquisition, talent management review, talent onboarding, talent engagement, training and development, remuneration and rewards.
- Take responsibility and accountability for performance management, retention strategy and Employee Value Proposition.
- Be responsible for the organizational re-engineering, organizational behaviour and design.
- Provide strategic management and leadership and guidance of all the HR and Legal Services for the PSSPF.
- Ensuring that the organization has appropriate capacity and skills to support its mandate and that there is business continuity and operational effectiveness and to develop the HR, Legal Services and Operations strategy for PSSPF.
- Provide strategic guidance to the PSSPF with respect to Talent and change management and to ensure that PSSPF has a research strategy, Technology Development and Technology Transfer systems and processes.

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- In collaboration with the Board/Trustees of the PSSPF, develop, plan, implement and take accountability for the strategy and fund operating model in response to the greater PSSPF
- Strategy and effective management of the PSSPF's national offices.
- Monitor and evaluate the services of service providers contracted by the board.
- Provide the board with strategic guidance with respect to Fund Administration, Marketing and Communication, Claims processes, Investment issues, legal and compliance as well as governance and risk issues.
- Make strategic recommendations and options reflecting operational and market imperatives.
- Responsible for the integration of fund-wide fund processes.
- Ensures effective management processes are in place at all levels and to develop systems, processes policy for the effective functioning of the Fund.
- Translates corporate vision and strategy into organizational policies, directives, and procedures and set performance targets
- Translate fund vision, strategy, and performance targets into department plans and performance targets.
- Deploy fund vision, strategy, and performance targets into department plans and performance targets.
- Reviews and approves department strategies.
- Manage operations of the fund in ways consistent with strategic goals and performance targets and monitor operational progress against performance targets and organize counter-measures when required.
- Manage infrastructure required to support operating units.
- Manage resources (including people and capital) across the departments and regions with respect to operational and resolve issues of conflict between departments and staff functions.
- Communicate a meaningful strategic context to guide and direct operational best practice and continuous improvement.
- In collaboration with the Board/Trustees, develop, implement and manage a people-capability plan throughout the departments within Operations to ensure organization has the necessary human resources and skills required to deliver on the strategy for the short-, medium- and long-term.
- In collaboration with the Board/Trustees, identify, attract, appoint, grow, engage, reward and retain top talent to drive strategic and operational execution.
- Identify, develop, embed and demonstrate aligned values that drive and support the required behaviour to achieve the articulated vision and strategy.
- Communicate a meaningful strategic context to apply people best practice, fostering an environment of continuous learning and Improvement.
- Be in charge of change management and knowledge management strategies of the Fund across national front offices and other fund departments and acting as a change agent.
- Ensure the right leadership team is in place, with complementary skills represented and oversee the implementation of effective financial, risk management and internal control, including corporate governance

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	- throughout the departments within Operations. • Ensure effective compilation, management and reporting of the Operations budget. • Take accountability for the management of Fund Wide Risk Management Strategy.
Reason for leaving	Career Advancement
Company	Mining Qualifications Authority (MQA)
Type of Industry	Mining, Minerals, Training and Skills development
Period	2011 to 2013
Position	Chief Operating Officer (COO)
Responsibilities	• Manage on -going skills development initiatives for the production of artisans, technicians and technologists within the mining sector for the benefit of the local municipalities, mining sector and South Africa. • Ensure effective, efficient, and economic operational performance of all organizational business divisions that relate to projects, quality assurance, standard generation (ISO-compliance), workplace skills plan and Skills development, and service delivery programme. • Research and analyse skills development initiatives in the mining and mineral sector and determine intervention strategies. • Oversee the management of the total financial, operational and administrative functions of the following core divisions: Artisan development, Standards Generation, Learning Programmes, Education Training and Quality Assurance (ETQA), Sector Skills Planning and Strategic Projects. • Monitor and implement the objectives of the National Skills Development Strategy (NSDS) and the Mining Charter. • Drive all skills development initiatives at local government, provincial and national government levels in collaboration with key role players. • Ensure integration of local government IDPs with mining companies' Social and Labour Plans within the broader parameters of the National Skills Development Strategy and Human Resource Development Strategy for South Africa. • Develop and implement MQA's transformation and HR strategies and alignment thereof with the strategic plan. • Oversee the MQA's organizational development, job profiling, strategic planning and change management initiatives. • Provide technical specialist support and advice to MQA business units on planning, implementation, management and reporting of socio-economic development initiatives and programmes in accordance with the company's policies, procedures, standards, guidelines, research and ongoing studies on the impact of all operational activities. • Assist MQA, the board, EXCO, and CEO with all projects including sustainability projects to increase community talent pool to enter the mining labour market. • Develop networks and partnerships with all professional bodies within the mining and mineral space and conclusion of MoU to ensure integrated support strategy implementation for the mining sector. • Monitor the operational and administrative system and workflow of the MQA office to meet the ISO 9000:2000 requirements. • Ensure effective and efficient financial management systems and

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- internal control and risk management for all operational units.
- Compile and Execute the Annual Business Plan and implement the MQA Board strategic objectives.
- Develop and implement operational targets and measurable criteria for each division.
- Manage stakeholder relationships with the department of Mineral Resources, Chamber of Mines, National Union of Mine Workers, Department of Higher Education and Training' accredited training providers, professional associations and any other stakeholders associated with MQA.
- Ensure efficacy of Mandatory and discretionary grant system and monitor various discretionary Grants disbursements and implementation of sustainability Projects.
- Develop and implement MQA provincial support and collaboration Strategy as well as the beneficiation strategies in support of the national beneficiation strategy and associated implementation plans.
- Directs and control the skills development divisions through the determination of strategic objectives and plans in accordance with the strategic plans of the Departments of Higher Education and Training and Mineral Resources.
- On-going reporting and tabling of annual business plans on the company's performance to the National Treasury, MQA board, departments of Higher Education and Training and Mineral Resources; Portfolio committees of both Mineral Resources and Higher Education and Training and the National Council of Provinces.
- Ensure effective and efficient supply chain management system with respect to tenders and contracts for human capital development service provision.
- Report to the CEO, EXCO and the Board, and bi-monthly to the standing committees on the functioning of the operational divisions.
- Ensure the implementation of the Human Resource Development plan component of the Social and Labour plan and alignment thereof with municipalities' Integrated Development Plans.
- Transformation of the mining and mineral sector through skills development within the broader parameters of the Mining Charter and Broad Based Black Economic Empowerment legislation.
- Ongoing liaison with key organizations in Africa e.g. Namibian and Botswana Authorities and Canadian mining representatives on MQA's sustainable community development initiatives like artisanal skills development initiatives.
- Support the Department of Mineral Resources in ensuring compliance with the community development and downscaling activities component of the Social and Labour plan and implement MQA's community development and support strategy for both mining communities and labour-sending areas.
- Ensure the implementation of the Mine Health and Safety and the Mineral and Petroleum Resources Development Act

Reason for leaving

Career advancement

Company

Type of Industry

Period

South African Civil Aviation Authority (SACAA)

Aviation Safety and Security

2008 to 2011

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Position

Responsibilities

Senior Manager: Aviation Security Training and Certification

- Manage CAA's sustainability projects, programmes and initiatives in South Africa and in the SADC region.
- Manage aviation community projects in accordance with CAA's safety and security strategy.
- Manage relations with various industry role players, enforcement agencies, public entities i.e., National Intelligence Agency (NIA), South African Police Service (SAPS), South African National Defence Force (SANDF), Airlines, Airports, cargo agencies, regulated agents and/or known consignors and state departments.
- Serve in Civil Aviation Regulations committee meetings that analyses, conceptualizes all submitted regulations for the Civil Aviation Authority.
- Liaise and set strategic direction for aviation security training regulations and cooperation with local, national, regional and international regulations as set by the International Civil Aviation Authority (ICAO).
- Develop and Implement aviation security Training and Certification regulations through the Civil Aviation Regulations Committee, Commissioner/CEO and the national Minister of Transport.
- Co-ordinate and develop Training and Certification policy framework for the implementation of the Civil Aviation Authority (CAA) Human Resources Strategy (HRD) within the aviation sector.
- Develop Training and Certification fee structure through the Civil Aviation Regulations Committee, Commissioner/CEO and the national Minister of Finance.
- Co-ordinate and develop Training and Certification policy framework for the implementation of the Civil Aviation Authority (CAA) Human Resources Strategy (HRD) within the aviation sector.
- Regularly communicate, cooperate and serve in national, African and international bodies in training and certification issues.
- Give strategic leadership and direction to the Civil Aviation Authority's Training and Certification department.
- Give strategic leadership and guidance on key strategic operational matters relating to Training organizations accreditation and approval processes.
- Manage registrations, inspections, education and capacity building of the Civil Aviation Authority.
- Regulate and manage the accreditations, approvals, certification, registration of personnel and organizations within the aviation sector.
- Manage the implementation of the Civil Aviation Act, and its accompanying Civil Aviation Regulations.
- Development and implementation of regulations and ensure compliance and conformance by all industry organisations and companies and security practitioners.
- Regulate and manage Cargo security and Dangerous Goods Training within the aviation industry.
- Conclude Memoranda of Understanding (MoU) with all regulatory training bodies like SETAs operational within the Aviation sector to effectively regulate Training and Certification.
- Regulate Aviation Security Training in SA concentrating on different areas of Airlines, Airports, Cargo, Mail, Catering, Training institutions,

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instructors training and other entities engaged in security duties.

- Enforcement of national and international training and certification standards
- Conduct job grading, evaluation and analysis to inform CAA salary structure.
- Develop recruitment, selection, appointment procedures for the department within the ambit of CAA HRM strategy and accompanying policies.
- Alignment of CAA HRD strategy with the organization wide strategy and scorecard.
- Monitor and evaluation operations of the freight forwarders, shippers, regulated agents and/or known Consignors.
- Policy analysis, implementation, monitoring and evaluation for the CAA.
- Manage the conduct of skills audits and the development and implementation of CAA Workplace Skills Plan.
- Set standards of aviation security training and Certification through regulations,
- Develop and maintain Human resources development strategy for the civil aviation authority.
- Curriculum Framework development in line with International Civil Aviation Organization (ICAO) standardized training packages.
- Co-ordinate manage & continuously review all training programmes like internships and learnerships for the aviation sector.
- Generate revenue from accreditation of training schools.
- Oversee the effective functioning of the aviation training organizations.
- Manage the system for the approval of Training Institutions
- Ensure that training is in line with the National Aviation Training and Certification programme.
- Set standards for certification of aviation security screeners in the aviation sector.
- Ensure that the certification programme encompasses all aspects from physical attributes, training, competencies etc to enable screeners to be certified.
- Generate income from certification of aviation screeners.
- Ensure that background checks medical checks are conducted on all security screeners before certification.
- Oversight training classes on a regular basis in preparation for certification.
- Manage random testing of screeners to identify the levels of compliance.
- Manage the Certification and recertification of screeners every 12 months.
- Ensure the proper maintenance of an acceptable database of aviation security training organization and screeners.
- Manage the establishment of the world class CAA electronic Certification system to meet SADC/Africa's and international needs

Reason for leaving Better prospects

Notice period: 2 Calendar Months

CURRICULUM VITAE OF EDMUND NXUMALO

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