

LINEO LYNNETTE TOOLLO

PERSONAL DETAILS

Gender : Female
Drivers' Licence : Code B
Health : Excellent
Home Language : South Sotho
Other Languages : English (Full Professional Proficiency)
: Afrikaans (Working Proficiency)
: South Sotho (Working Proficiency)
: IsiXhosa (Working Proficiency)
Marital Status : Married
Nationality : South African
Race : Black

EDUCATIONAL BACKGROUND

Name of Institution : **University of South Africa (UNISA)**
Qualification : PHD: Curriculum Studies
Thesis Title : "An Awareness Programme to Improve the Participation
Of Young Women in the Science, Technology, Engineering and
Mathematics (STEM) in South African Universities"
Date Completed : 2019

Name of Institution : **Vista University**
Qualification : M.ED. Degree: Leadership and Management
Thesis Title : "Appraisal of Educators in Schools in the Bloemfontein
Area" (QUALITY ASSURANCE MANAGEMENT SYSTEM)
Modules Passed : 1. Leadership and Strategic Management
2. Curriculum Management
3. Financial Management and Public Relations
4. Human Resources Management
Date Completed : 2000

Name of Institution : **University of the Orange Free State**
Qualification : B.A. Honours (African Languages)
Specialisation : Linguistics (South Sotho)
Script : The Presentation of Time in the novel:
"Moeti wa Botjhabela" by T.M. Mofolo
Date Completed : 1993

Name of Institution : **Vista University**
Qualification : Bachelor of Arts
Major Subjects : 1. South Sotho
2. History
Date Completed : 1990

Name of Institution : **Vista University**
Qualification : Secondary Education Diploma
Major Subjects : 1. South Sotho
2. History
Date Completed : 1988

Name of Institution : **University of South Africa (UNISA)**
Qualification : Skills Development Facilitation
Courses Passed : 1. Skills Development Legislation
2. The Workplace Skills Plan
3. Implement the Workplace Skills Plan
4. Reporting on the Workplace Skills Plan
Date Completed : 2014

Name of Institution : International Business Management Institute
Qualification : Human Resource Management
Courses Passed : 1. Introduction to Human Resource Management
2. Human Resource Planning
3. Recruitment and Selection

4. Training and Development
5. 360 Degree Assessment
6. Motivation and Satisfaction
7. Compensation and Rewards
8. Organisational Structure
9. Organisational Culture
10. Methods and Control

Date Completed

: 2020

Name of Institution

: **Moemedi High School**

Qualification

: National Senior Certificate

Date Completed

: 1983

EMPLOYMENT PROFILE

01/03/2019 – To date

: **University of South Africa (UNISA)**

: **Chair of Department:** Educational Leadership and Management

: **Associate Professor**

16/04/2018 – 28/02/2019

: **Tshwane South TVET College**

: Lecturer: Early Childhood Development (Contract)

Reason(s) for leaving

: Permanent Employment

01/10/2009 – 29/02/2016

: **Department of Women in the Presidency**

: Deputy Director, Department of Women Initially known as Department of Women, Children and Persons with Disabilities

Reason(s) for leaving

: Full-time studies (01/03/2016 – 31/05/2018)

01/09/2007 – 30/09/2009

: **Department of Premier (Free State)**

: Deputy Director, Office on the Rights of the Child

Reason(s) for leaving

: Transfer

01/01/2003 – 31/08/2007

: **Department of Education (Free State)**
: Senior Education Specialist and Deputy
Education Specialist
: Integrated Quality Management Systems,
Learner Support and Special Programmes
: Promotion

Reason(s) for leaving

01/06/2001 – 31/12/2002

: Deputy Principal: Bainsvlei Combined School
: Transfer

Reason(s) for leaving

01/01/2001 – 31/05/2001

: Lecturer: University of the Free State (Secondment)
: Promotion

Reason(s) for leaving

01/04/1994 – 31/12/2000

: Lecturer - Kagisanong College of Education and
Bloemfontein Onderwys Kollege
: Closure of Colleges

Reason(s) for leaving

21/01/1991 – 31/03/1994

: Teacher: Tsosetso Secondary School
: Promotion

Reason(s) for leaving

WORK EXPERIENCE

Name of Institution

: **UNIVERSITY OF SOUTH AFRICA (UNISA)**

Current Position

: **Chair of Department: Educational Leadership and
Management**

Period

: 01 January 2025 – To Date

Duties:

Educational Management and Leadership Department, by:

- Enhancement of student success rates to improve the throughput rate for the 2026 academic year
- Increase the level of student support
- Improve exam sitting results to at least an average of 75%

- Ensure 85% of timeous completion of marking assessment within 14 days, and give students constructive feedback
- To participate in CPD/ CEU in a niche area
- Implementation of Co-curricular activities (Optimising the 'Student support and co-curricular activities' Catalytic Niche Area)
- Provide leadership to staff to conduct Teaching Practice
- Fosters Catalytic Niche Area - Fourth Industrial revolution and digitalisation
- Digitization of teaching, learning, and student support
- To use LMS effectively
- Monitor staff participation of the College of Graduate Studies (CGS) Dashboard for M&D Student support
- Institute Catalytic Niche PQM in alignment with the College PQM
- Encourage staff to develop or refine programmes in niche areas
- Institute research in catalytic niche areas
- Increase research output productivity
- Participate in research activities and increase research output by 10%
- Institute research in catalytic niche areas
- Increase M&D output productivity
- Participate in M&D activities and increase research output by 10%
- To improve research capacity in the department
- Monitor staff participation in the Research Ethics Training Course/ refresher course
- To improve the quality of research and outputs
- Published in high-impact peer-reviewed journals in line with the High Impact Journals Framework (HIJF) towards increasing the impact of research outputs
- Ensure 50% staff apply/ maintain the NRF rating
- Ensure 100% of academic staff and Post Docs
- Participate in postgraduate supervision
- Monitor implementation of multilingualism in teaching, learning, and research
- Monitor the advancement of ODL research on the African continent and internationally
- Quality Assurance: To review 1 PQM programme
- Participate in Engaged Scholarship
- Advance African scholarship through global collaborations
- Improve the collaborations in engaged scholarship to increase related research and engaged outputs
- Develop Engaged Scholarship Flagship projects in the department
- Provide leadership and oversight of tuition in the Department: teaching and learning revitalization
- To compile PQM reports based on compliance with accreditation and registration of qualifications with external bodies

- Provide leadership and oversight of tuition in the Department: teaching and learning deliverables
- Provide leadership and oversight of tuition in the Department: teaching and learning quality assurance
- Provide leadership and oversight of tuition in the Department: teaching and learning curriculum transformation
- Provide leadership and oversight of tuition in the Department: teaching and learning assessment
- Ensure adherence to all financial policies and procedures in the budgeting process and the expenditure against the approved budget by 31 December 2026
- Plan financial spending in line with university policy
- Enhance controls by ensuring accurate financial management
- Offering of short learning programme
- Provide leadership and oversight of undergraduate student support
- Provide leadership and oversight of postgraduate student support
- To develop strong relationships with communities
- To collaborate with African scholars
- Participate in academic citizenship activities
- Enhance work delivery through academic staff leadership in professional bodies by 31 December 2026
- Participation in optimising a Catalytic Niche Area
- Participate in a project that is linked to a Catalytic Niche Area
- Participate in academic citizenship activities
- Lead the team effectively in the area of work, with clear work allocation for 2026.
- Ensure there is a fair, equitable, and realistic distribution of workload
- Manage/ optimise talent for the environment to enhance employee excellence by 31 December 2026.
- Ensure Talent development for all colleagues
- Develop/ enhance own competencies
- Lead the development and implementation of the Departmental climate improvement plan by 31 December 2026.
- Contribute to a socially cohesive and transformed environment
- Continuously enhance organisational and individual health and wellness
- Enhance interpersonal relations and create a culture of work ethics
- To support and encourage staff to use training/ skills development funds for professional growth
- Manage/ optimise talent for the environment to enhance employee excellence by 24 December 2026
- To monitor regularly departmental operational systems for Teaching and Learning
- To establish a departmental operational system for Research & Innovation
- To establish departmental operational systems for Postgraduate studies
- Departmental operational systems for Community Engagement

Previous Position : **Senior Lecturer: Educational Leadership and Management**

Period of Employment : 01 March 2019 – 31 December 2024

Duties:

Conduct Teaching and Learning activities, by:

- Taking a leading role, as the primary lecturer, in the activities of the module, 'Teacher as Classroom Manager' (TAM2601);
- Submitting the reviewed module for internal and external review;
- Developing the improvement plan for TAM2601 module;
- Reviewing the effectiveness of the yearly assessment plans;
- Training the markers on the principles of marking, as per the policy, as well as holding meetings to discuss memoranda for assignments and examinations;
- Distributing both print and J-Router (on-line) assignment scripts to the markers and examination ones at the relevant time;
- Signing off of exams and receiving the results;
- Developing tutorial letters and setting examination papers;
- Initiating and participating in the development of new curricula and programmes and see through the planning, approval and implementation thereof;
- Drafting the drafting of tutorial letters, setting examination papers;
- Ensuring submission of Reports to COD (Chair of Department);
- Reporting on new curricula;
- Ensuring 100% adherence to due dates;
- Ensuring availability to students published on myUNISA
- Adhering to and managing quality assurance measures put in place in the Department;
- Monitoring and managing of use of Quality Assurance (QA instruments (e.g. examiners and moderator's reports) and measures;
- Ensuring implementation of QA measures;
- Critically evaluating QA mechanisms;
- Ensuring high quality moderator's and external evaluator's reports;
- Ensuring error free examination papers.

Conduct Research, by:

- Producing research output units (accredited journal articles, book chapters, books, conference proceedings);
- Supervising postgraduate students to successful completion.

Conduct Community Engagement, by:

- Initiating/identifying and participating in community engagement projects and /activities, preferably in my subject field;

- Publishing from community engagement projects where possible and applicable
- Planning the integration of community engagement in teaching and learning where possible and applicable for implementation in 2018.

Participate in the Academic Citizenship, by:

- Adhering to and promoting Unisa's policies, procedures and values in all official conduct;
- Actively promoting academic freedom and scientific rigor as a core value of academic work;
- Actively participating in academic citizenship (committees) activities.

Quality Assurance Chairperson:

As part of the Academic Citizenship, I am the chairperson of Quality Assurance Committee in the Department, and my main duties are to:

- Adhere to and manage quality assurance measures put in place in School
- Monitor and manage use of QA instruments (e.g. examiners and moderator's reports) and measures.
- Ensure implementation of QA measures
- Critically evaluate QA mechanisms
- Verify Moderators' and external evaluators' reports
- Ensure sufficient progress with implementation of QA measures
- Ensure high quality moderators' reports
- Ensure error free examination papers

Name of Institution

: TSHWANE SOUTH TVET COLLEGE

Position Held

: Lecturer: Early Childhood Development (Contract)

Period of Employment

: 16 April 2018 – 28 February 2019

Duties:

- Conducting teaching to the ECD Level Four students in the lecture room;
- Managing learning during practical sessions at ECD Centres;
- Preparing and marking the Programme Modules' Assessment;
- Using technology to deliver teaching and learning;
- Organising, preparing and conducting workplace and simulated experiential learning for students;
- Performing duties related to learning and teaching;
- Implementing the curriculum and delivering content as per ETDP SETA's process;
- Providing learners with guidance regarding compilation of files and Portfolio of Evidence;
- Providing strategic and managerial leadership to co-ordinate the implementation of programme.

Reason(s) for leaving

: Permanent Employment

Name of Institution : **DEPARTMENTS: PREMIER (FS) and WOMEN IN THE PRESIDENCY**

Position Held : **Deputy Director:** Office on the Rights of the Child and Institutional Support, Capacity Development and Research

Period of Employment : 01 September 2007 – 29 February 2016

Duties:

- Promoting and coordinating programmes on the rights and responsibilities of children in provincial departments;
- Developing the National Plan of Action for Children;
- Determining Skills Development Programmes for Women and Young Women in the FET Colleges;
- Working with Department of Public Services and Administration (DPSA) in creating the job-description of Gender Focal Points;
- Developing requirements and activities for young employees for contracts;
- Developing and Reviewing Policies, Frameworks, Training Manuals and Presentations e.g. Gender Responsive Budgeting (GRB) Framework, National Policy on Gender Equality and Women Empowerment, National Plan of Action for Children, training manual and the necessary documents for presentations and training sessions;
- Monitoring the implementation of the Techno-Girl Programme, Gender Policies and other related programmes;
- Generating and sharing knowledge of issues, identifying challenges and initiatives pertaining to the development of policies and programmes for government departments;
- Identifying and coordinating Support and Capacity Development Needs of Stakeholders, i.e. Government Departments, Provinces and Municipalities;
- Advocating, mainstreaming and coordinating programmes in different Government Departments, Provinces and Civil Society;
- Conducting qualitative and quantitative analysis of the identified issues for the development of research;
- Conducting desktop review of research towards the development of the Research;
- Conducting data analysis, interpretation and develop the Gender Research Briefs;
- Providing Policy Analysis and Coordinating Services;
- Ensuring Compliance with SADAC, AU, UN and EU Protocols and Systems;
- Aligning Departmental Research Agenda, Policy Development and Coordination processes as well as principles with the expectations of the above entities in cases where the country is a signatory;
- Implementing policies, programmes and projects as per the guidelines of the above institutions and as guided by Department of International Relations and Coordination;

- Creating database of NGOs and other Stakeholders as per the Coordination Framework criteria;
- Monitoring and evaluating the impact of training, by tracking performance against training indicators;
- Developing intervention strategies based on the monitoring and evaluation results;
- Compiling and consolidating reports after every training as well as developing monthly, quarterly and annual reports for Government, Parliament and contributing towards the development of Continental and International Reports as per the reporting periods.

Reason(s) for leaving : Full-time studies.

Name of Institution : **DEPARTMENT OF EDUCATION (FS)**

Positions Held : **Senior Education Specialist: IQMS**
Deputy Chief Education Specialist: Learner Support and Special Programmes

Period of Employment : 01 January 2003 – 31 August 2007

Duties:

- Ensuring the integration of IQMS principles into the Strategic Plan of the Department and the Operational Plan of the Section
- Identifying the developmental needs of the teachers through the School Development Plans of different schools
- Participating in the development of the Departmental Workplace Skills Plan
- Identifying Developmental Programmes to address the identified needs as per teachers' Personal Development Plans
- Organizing training as per the required needs of the Department
- Conducting training on the Skills Development Act and the IQMS Policy for Schools and FET Colleges
- Developing Training Manuals and Presentations that are necessary for training
- Creating database of trained schools and teachers
- Monitoring and evaluating the impact of training, by tracking performance against training indicators
- Developing intervention strategies based on the monitoring and evaluation results
- Compiling reports for submission at Provincial and National levels
- Making recommendations on issues for research
- Forging partnerships with relevant stakeholders within and outside the Department .

Reason(s) for leaving : Promotion

Name of Institution : BAINSVLEI COMBINED SCHOOL

Position Held : Deputy Principal

Period of Employment : 01 June 2001 – 31 December 2002

Duties:

- Deputising the Principal by managing and leading the School – Grades R to 11;
- Managing operational activities and compliant aspects of the School;
- Familiarising myself with the trends and developments within the education field, IQMS System, Curriculum Assessment Policy Statements and the Inclusive Education dynamics;
- Implementing the Integrated Quality Management System in the School and staff development;
- Resolving conflict by deploying a collaborative approach as this enables the participants to own the outcome;
- Developing content to simplify the delivery of curriculum;
- Undertaking teaching as per scheduled periods;
- Participating in developmental workshops and meetings as well as ensuring such for staff members;
- Collaborating with other schools on information sharing sessions;
- Compiling School and Exam time-tables and ensuring smooth implementation thereof.

Reason(s) for leaving : Transfer to District Office Department of Education

Name of Institution : UNIVERSITY OF THE FREE STATE

Position Held : Lecturer

Period of Employment : 1997 – 2000 (Part Time)

Duties:

- Developing modules for the courses/subjects assigned to me;
- Developing programmes around the learning activities of each subject;
- Planning and preparing for the lecture as well as conducting research in the relevant subject matter;
- Undertaking teaching during contact time with the students;
- Encouraging personal development of each student during and beyond the lectures;
- Checking and assessing students' work;
- Translating theory into practice, by providing guidance during internal and external teaching practice lessons;
- Invigilating during examinations;
- Participating in staff meetings;
- Serving in different, relevant committees within the college/university;
- Reading academic journals;

- Participating and speaking at conferences.

Reason(s) for leaving : Promotion

Name of Institution : BLOEMFONTEIN ONDERWYS KOLLEGE

Position Held : Lecturer

Period of Employment : 1996 – 2000

Reason(s) for leaving : Promotion

Name of Institution : KAGISANONG COLLEGE OF EDUCATION

Position Held : Lecturer

Period of Employment : 1994 – 1995

Reason(s) for leaving : Transfer

Name of Institution : TSOSELETSO SECONDARY SCHOOL

Position Held : Teacher

Period of Employment : 21/01/1991 – 31/03/1994

Duties:

- Class teaching, to foster a purposeful progression in learning which is consistent with the subjects and Grades as determined;
- Planning, coordinating, controlling, administering, evaluating and reporting on learners' academic progress;
- Providing leadership role in respect of my subjects;
- Planning and managing classroom activities, as well as extra-mural activities;
- Delivering Curriculum as per the Education Policy and regulations;
- Participating in subject meetings within and outside the school;
- Planning both formative and summative assessment activities;
- Invigilate during examination periods.

Reason(s) for leaving : Promotion

ADDITIONAL, RELEVANT AND NECESSARY CREDENTIALS FOR MANAGEMENT POSTS:

- My main activities throughout different employment positions that I've held were **quality assurance, capacity development, monitoring and evaluation as well as management and**

leadership. These duties require an informed person with integration model approach, knowledge and skills on diversity, communication and problem-solving. As a member of the Departmental Bargaining Council (DBC), in the Department of Women, I acquired a lot of experience in dealing with Policy Formulation and Labour Relations Legislations.

- As the Chair of Quality Assurance in the Department of Educational Leadership and Management (UNISA), I have done my duties, listed under the Academic Citizenship Key Performance Area above, but also supported the Quality Chair of the College, who was setting up the office from scratch. I was participating in the workshops and meetings that he was supposed to take part in and could not because of other competing commitments. I have also drafted comprehensive reports for his information, made decisions on behalf of the College and assisting him to implement some of those decisions. He had requested Department of Planning and Quality Assurance to copy me in all his correspondence, so that I may be informed and respond to the requests on his behalf, in cases where he was not available to do so, as well as alerting him of urgent matters that were required from that office. This had been done diligently throughout. The emails and other documents are available, as proof to the above.
- Having worked for the South African Government for more than 25 years, and in particular, in the Department of FS Premier and The Presidency, I have experience and understand the Strategic Goals of Government regarding **Monitoring and Evaluation, as well as Quality Assurance** of the government programmes, one of which, is the basic mandate of UNISA (Tuition, Student Support and Assessment, as well as in Research). I am also aware of government's desire to collaborate effort with institutions of higher learning in bettering the lives of South Africans, and my intention is to liaise on behalf of UNISA.
- Since 2018 until now, I've been a **Monitor, and a Facilitator** of UNISA's Project, in partnership with **Gauteng Department of Education and Matthew Goniwe School of Leadership, on the Early Childhood Development (ECD) Programme and Foundation Phase B Ed. Degree.**
- I am a **registered, accredited Assessor for the Unit Standards: 'Conducting Needs Analysis of an Organisation', 'Design and Develop Assessments' and 'Further Education and Training: Early Childhood Development', by ETDP SETA.**
- I have very strong research expertise as my highest qualification is a **Doctoral Degree**, and my Research Thesis topic is: **'An Awareness Programme to Improve the Participation of Young Women in the Science, Technology, Engineering and Mathematics (STEM) Fields, in South African Universities'.**

- Based on the above outcome of my PHD research, which I have given the acronym '**i-STEM Programme**', I have developed the **Community Engagement Project, 'The i-STEM: An awareness programme to improve the participation of girls and young women in the Science, Technology, Engineering and Mathematics fields, in Motheo District, Free State'**. The intention is to **collaborate with colleagues from relevant Departments** to implement this Project, **in partnership with the Free State Education Department**, which would like to partner with UNISA in this regard.
- A Paper on the '**Love for STEM Mentorship Project: Leadership Foundation for Girls and Young Women**', was developed, based on further research that had been conducted in the Free State.
- In August 2021, I made a presentation on the paper, '**Love for STEM Mentorship Project: Leadership Foundation for Girls and Young Women**' at the '**4th Centre for Continuing Education and Training Conference**'.
- In 2019, I developed and presented a paper at the '**9th Teaching Education and Interdisciplinary Research Conference**', in Zimbabwe. The paper is in its process of being a published Article. The title of the paper is: '**Stakeholder Collaboration: The Stream for Young Women's Leadership the Socioeconomic Sphere**'.
- In 2018, I have co-authored and presented a paper at the '**South African International Conference on Educational Technology**'. The paper: '**Adult Education as a Conduit for Young women's Socioeconomic Empowerment**', has been published by the **Department of Higher Education**.
- In 2016, I was chairing one of the sessions during the '**Commonwealth Conference on Youth**', held at UNISA, as a member of the UNISA's **Commonwealth Youth Development Committee**. This committee is responsible for **Professionalization of Youth Work**, which was the main aim of the 2016 Conference. I was applauded for doing it diligently and with integrity, not only representing UNISA, but South Africa in general.
- In 2015, I was part of the South African delegation to the **SADAC's Gender Equality Summit**, in Malawi, and ended up leading and reported on behalf of the Commission on young women's socioeconomic empowerment, with a highlight on South Africa's Techno-Girl Alumni Programme.
- In 2014, I was part of the delegation of the '**World Conference on Youth (WCY)**', held at Sri Lanka, whereby, I also made remarkable inputs regarding empowerment and development of youth, through the gender responsive budgeting, which became part of the Lankan President report.
- After the WCY, off the 25 delegation of South Africa, I received the email from an official in the **Department of International Relations and Cooperation**, to inform me that **my report was the best**, and would be the one taken to the President.
- I am a **qualified Skills Development Facilitator** and studied the latest trends (in 2014) with UNISA.

- **Research is one of the Key Performance Areas** in my current job and I have developed strong skills around it.
- I am a **self-motivated and a confident** individual who is self-driven and able to manage my time and tasks excellently.
- I have the ability and the drive to **work under pressure and within the tight timelines** as I regard meeting my objectives and targets as very important.
- In my previous workplaces, I had a number of **projects which I managed continuously, and I did that successfully** by applying my knowledge of Project Management, which I studied as a short course and also as part of the Skills Development Facilitation Qualification.
- I have the experience regarding **Budget Itemisation, development of Strategic Plan and Annual Performance Plan Documents**. I also represented the Departments where I was working, in a number of meetings with different stakeholders. Such meetings need a mature, diligent and decisive person who understand Government Policies and Treasury Prescripts, as well as taking appropriate decisions, which if not properly applied, may land the Departments into disrepute and financial audit queries.
- The mission of the Department that I am currently leading is **to nurture education leaders in the African Continent and beyond**, on issues of **leadership, management, governance, and policy**. These are carried out through research and module-based teaching, which also instill the values necessary for educational leaders to be relevant and diligent.
- **Collaboration with relevant stakeholders** and the implementation of community engagement projects are among the key performance areas of my department.
- I have served as **an adjudicator for the Information Regulator's Performance Excellence Awards since 2024**. I am therefore braised with the work of the Regulator and have been a collaborator, on behalf of UNISA, as part of my **academic citizenship role and professional responsibilities**.
- I have completed courses relevant to this role, including **'Being a Director': Parts 1–5**, with the **Institute of Directors South Africa (IODSA)**, which is the only institution that offers formal courses on **Board Directorship in South Africa**.
- My greatest passion in the work that I do, presents itself through **staff development, through ethical values and institutional transformation**.

ABILITIES AND COMPETENCIES

a. KNOWLEDGE:

- 6.1.1 UNISA's Integrated Quality Management and Assurance Framework
- 6.1.2 UNISA Assessment Policy
- 6.1.3 Quality Assurance Assessment Guidelines
- 6.1.4 CEDU Quality Assurance and Enhancement Strategic Planning
- 6.1.5 CEDU Quality Assurance and Enhancement Guidelines
- 6.1.6 UNISA's Tuition Policy
- 6.1.7 UNISA's ODeL Policy
- 6.1.8 Being a Director Governance Frameworks
- 6.1.9 National Policy on Gender Equality and Women Empowerment
- 6.1.10 Labor Relations Act 1995 (as amended)
- 6.1.11 PFMA
- 6.1.12 Skills Development Amendment Act 2008
- 6.1.13 National Skills Development Strategy III
- 6.1.14 National Plan of Action for Children
- 6.1.15 National Youth Development Strategies and Policies
- 6.1.16 National Qualification Framework for ECD

b. SKILLS:

- Needs Identification and Analysis; Presentations; Report Writing; Research; Planning; Organizing; Leadership; Communication; Negotiating; Counselling and Motivational Talks.
- I possess sound research skills, strategic planning skills, verbal and written communication skills, and computer literacy skills.
- I have experience in policy development processes and monitoring implementation thereof,
- I have experience in working collaboratively with other government departments and stakeholders
- Governance and Board Directorship

c. ATTRIBUTES:

- Optimistic; Objective; Self-Motivated; Reliable; Responsible; Assertive; Ability to work under pressure

REFERENCES

a. Professor Rebotile Machaisa

Position : Chair of Department (Former Supervisor)

Employer : UNISA

b. Professor Mpho Dichaba

Position : Chair of Department (Doctoral Degree Supervisor)

Employer : UNISA

c. Ms. Nontsikelelo Sisulu

Position : Head of Department (Former-Supervisor)

Employer : Department of Community Safety (Gauteng)