

Curriculum Vitae of

[SIXOLILE D NGCOBO](#) | MPhil Leadership Coaching | Bachelor of Social Sciences | HR Diploma | Project Management Diploma | Gender Equality, Sustainable Development & Social Inclusion Expert

VISION

To leverage my extensive expertise in gender equality, sustainable development, and human rights to drive transformative change, fostering inclusive policies and practices that empower communities.

KEY SKILLS

- Strategic Leadership
- Stakeholder Engagement
- Policy Advocacy
- Gender Mainstreaming
- SDG Localization
- Program Management
- Monitoring & Evaluation
- Human Rights Advocacy
- Research and Analysis
- Capacity Building
- Organizational Development
- Public Speaking
- International Relations
- Gender Equality
- Social Inclusion
- Project Management
- Content Development
- Legal and Policy Compliance

CAREER HISTORY

Director, NSP GBVF Localisation Lab – The Well Health Company, August 2023 to current

- Lead the implementation of the National Strategic Plan on Gender Based Violence and Femicide by supporting the End GBVF Collective and GBVF Secretariate at the Department of Women Youth and Persons with Disability.
- Facilitated Stakeholder Engagements with Leaders of government, academia, civil society, and private sector to influence for the localization and institutionalization of NSP GBVF.
- Engaged with National, Provincial and Local GBVF Sector stakeholder to facilitate coordination, leadership, and accountability to fast track NSP GBVF Pillar 1 Outcomes.
- Managed and maintained strategic relationships such as the localization labs The Presidency, Municipalities, Offices of the Premiers and National NSP Lead Departments such as DHET, DOJ&CJ, COGTA, DBE, DSD and DPME.
- Coordinated Monitoring, Evaluation and Learning by harvesting and documenting learnings and to create content and toolkits to support institutional GBVF organisational maturity.
- Managed the End GBVF Dashboard and supported NSP Pillar 6 on Research and Information management Outcomes.

Provincial Head (Manager), Commission for Gender Equality Office, April 2016 – July 2023 : **Free State and Western Cape Province respectively**

- Head of Provincial Strategy and Operations and forms part of extended MANCO a Senior Executive Management structure within the CGE
- Provided Strategic Technical and Programmatic Leadership subject matter expert on human rights, gender equality and sustainable development.
- People Leader, supervise and manage office staff and team members: legal, public education and information and administration and support.
- Parliamentary Liaison Unit: monitoring and evaluating the state compliance International Gender and Human Rights Instruments.
- Senior Advisor: Gender Equality and Sustainable Development for the National Gender Machinery

Head of Gender Justice and Women's Right Programme, Oxfam Great Britain, 2010 – 2016

- Technical lead in the integration of gender and women's rights in all organisational programmes and operations

- Lead advisor on women's political and economic participation advocacy and Campaigns and Policy Influencing
- Supported and organised Civil Society Participation at National, Regional and International Policy Advocacy and Influencing Platforms.
- Provided Gender Technical Inputs and Support to the Pan- African Parliament on the ratification and domestication of the Maputo Protocol.

EARLIER WORKING EXPERIENCE on Children's Rights , HIV & AIDS ,Community Development , Advocacy and Policy Influencing

- **Regional Policy and Programme Advisor: Indigenous Peoples Rights in Southern Africa, Gender Justice, HIV and AIDS**, Norwegian Church Aid, 2008 – 2010
- **Regional Mentor: Sustainable Livelihoods, HIV and AIDS and Gender Justice**, Southern Africa Catholic Bishops Conference, 2007 – 2008
- **Project Manager: Mentorship, Capacity Building and Organisational Development**, Children In Distress NETWORK, 2003 – 2007 [REDACTED]
- **Community Development Facilitator**, Thandanani Children's Foundation, 2001-2003 [REDACTED]
- **Protocol on Child Abuse and Neglect Regional Coordinator KZN Midlands**, Department of Social Development seconded by ChildLine KZN, 1999 - 2001 [REDACTED]

Consulting and Expert Advisory Work Done

Gender Equality and Social Inclusion Specialist Adviser, 2015 to date

Consulting on Gender Equality , Diversity, Equity, Inclusion and Belonging (GESI)

- Has done consulting work for INEREA+, Ford Foundation, WoMin African Alliance, Action Aid International , Sue Mbaya& Associates, Sexual Reproductive Health & Rights Africa Trust (SAT), Liberty (financial services company) , ACT Alliance and Healthy Living Consulting (PTY/LTD) a Metropolitan Momentum Life subcontracted workplace wellness and health company) developing gender transformative tools and guidelines and facilitating gender learning and reflective platforms.
- German Development Cooperation (GIZ) South Africa , Central Peninsula University of Technology , The World of Impact and Department of Health and Wellness Western Cape and African Monitor.

QUALIFICATIONS

2026 M.Phil. Coaching Management, Stellenbosch School of Business, SUN **(Research Dissertation Stage 2026)**

2005 Diploma Human Resource Management, Varsity College

2004 Project Management Diploma, Executive Education

2001 Bachelor of Social Sciences Degree, University of KwaZulu Natal

SELECTED CAREER ACHIEVEMENTS

Gender Technical Expertise

- Lead Ambassador for GBVF NSP Pillar 5 on Economic Power leading and guiding the 100 Day Challenge with Exxaro Coal Mine within its six (06) Business Units in the localisation of the ILO C190 Convention of Violence and Harassment April-August 2022.
- Member of the High-Level Committee on Gender Responsive Planning Budgeting Monitoring, Evaluation and Auditing, South Africa
- **Gender Responsive Planning Budgeting Monitoring Evaluation and Auditing Framework:** Resource person GRPBMEA Framework Summit in November 2018, consulted by the Department of Women, Youth and Persons with Disabilities on how to localise and monitor the use of the framework.
- **Initiated and led the Gender Terminology Project** in 11 South African languages which was by approved by the CGE Plenary in August 2016 that was implemented as part of Public Education and Information Operationalisation, 2019-2024.
- **Led and contributed to the National Gender Machinery Review processes** for Provinces and was part of the National Task Team NGM Review and currently, represented the CGE at the National NGM Forum

- **Led the localisation of the Sustainable Development Goals 2016 to 2023** and was Lead Writer of the CGE SDG Country Monitoring Report 2019/20 Financial Year and co- hosted the National Symposium on SDGs and Voluntary National Review
- Provided Technical Expertise and Support to the CGE Shelter Systemic Investigation from 2018 to 2023
- **Extensive experience in organisational representation** at international and regional forums such as UNCSW, UN High Level Forum on SDG's, The African Commission on Human and People's Rights Ordinary Sessions, International Aids Conference, International Conference on AIDS and Sexual Transmitted Infections in Africa and SADC Head of State Summit policy and legislation negotiation forums, parliamentary submissions, conferences, and seminars
- **Presenter by invitation** at the Free State Provincial Treasury Department at the Annual Treasury Department Research Colloquium.
- **Member of the Steering Committee Free State Provincial Treasury Gender Responsive Budgeting 20-year Audit Review 1996- 2016** for all Provincial Departments .
- **Resource person by invitation** at the GBVF NSP Design Workshop and presented on Why legislate the new GBVF Council and lessons from the previous GBV Country Initiatives research by the CGE South African Gender Summit (2014) for the Commission on Gender Equality (CGE)
- **Advisory Board Member:** University of Free State Centre for Gender and African Studies 2020- to date
- **Voluntary Board Member for non-profit organisations:** Her Rights Initiative, We Will Speak Out South Africa and Ubuchule Resources Centre .
- **WECONA** – Women Economic Assembly Western Cape and National Executive Member
- **PSC**- Private Sector Coalition Steering Committee Member at GBVF Fund 1

Gender mainstreaming and integration

- Experience and expertise in conducting organisational gender audits, developing gender policies and integration of gender perspectives in the overall strategic planning and programming; Monitoring and Evaluation Gender Responsive Policies and Practices for Public and Private Sector.
- **Expert knowledge and experience in strategic development of programs that integrate women's rights** and broader aspects of gender equity as focal areas for protecting women's rights and alleviating poverty.
- **Gender Responsive Planning Budgeting Monitoring Evaluation and Auditing Framework:** Resource person GRPBMEA Framework Summit in November 2018, consulted by the Department of Women, Youth and Persons with Disabilities on how to localize and monitor the use of the framework.
- **Member of the DWYPD** Member of the High-Level Committee on Gender Responsive Planning Budgeting Monitoring, Evaluation and Auditing, **South Africa 2019-2023.**
- Provided an extensive comment into the Western Cape Strategic Framework for the Provincial Strategic Plan (2019 – 2024) focusing on gender responsiveness.
- Design and development of Gender Mainstreaming Assessment Tool for assessing IDPs at local government and municipalities.
- Design and development of Outreach and legal Clinics Situational Analysis Tool to promote gender and development analysis.

Research and Thought Leadership

- Vast experience in conducting and managing research studies on women's rights and gender justice. **Recently co-authored and The Long -Term Impact of Shelters on the lives of Abused Women 'If it wasn't for them, I could have died' (2018)** [REDACTED]
- Spearheaded the international study tour to Brazil, United State of America exploring the impact of **Public Procurement to Women Owned Entities** and supported the baseline study in South Africa by the Businesswomen Association of South Africa, 2013
- Technical support and advise to the CGE Shelter Systemic Investigation for GBV Survivors and Victims & The CGE Higher Education Sector Transformation Investigation for TVET Colleges and Universities.
- Co – Authored, Conducted, and compiled a report on the Internal assessment on the IPS/SAN organisations in Southern African , commissioned by NCA supported NORAD. (2011) [REDACTED]

[REFERENCES will be provided on request .](#)