

Curriculum Vitae

Mr. Nhlanhleni (Nhlanhla) Lucky Ngidi

Residential Address

Postal Address

Country and Date of Birth: South Africa, [REDACTED]
Country of Residence: South Africa

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Work email: r

PROFESSIONAL BIOGRAPHY

Mr Nhlanhleni (Nhlanhla) L Ngidi

Mr. Nhlanhleni Lucky Ngidi is a seasoned energy sector executive with over 26 years of experience in the South African and SADC electricity and energy industries, spanning technical, regulatory, governance, and policy leadership roles. He holds a Master of Business Leadership (MBL) with a specialisation in Corporate Governance, a Postgraduate Degree in Management Development (MDP) from the University of South Africa (UNISA), a Bachelor of Technology in Electrical Engineering (Heavy Current), and a National Diploma in Power Engineering. He is currently completing an Executive Development Programme (EDP) at the Wits Business School, equipping him with cutting-edge strategic leadership tools for public and private sector environments.

Mr. Ngidi is a **registered Professional Engineer** with the Engineering Council of South Africa (ECSA) and a member of the **South African Institute of Electrical Engineers (SAIEE)**. He is also an alumnus of the prestigious **United States International Energy Leadership Exchange Programme**, which exposed him to international best practices in energy reform, regulation, and innovation.

Currently, Mr. Ngidi serves as **Head of Energy and Electricity Distribution** at the South African Local Government Association (SALGA), where he acts as **Expert and Strategic Advisor** to all municipalities on electricity and energy matters. He is also **Co-Chair of the Electricity Distribution Industry (EDI) Reform Workstream** under the National Energy Crisis Committee (NECOM), a critical national initiative aimed at stabilising and transforming South Africa's energy landscape.

His governance portfolio includes serving as a **Board Director** at the Energy and Water Sector Education and Training Authority (EWSETA), where he is also a member of the Executive Committee and the Governance and Strategy Subcommittee. He has previously held positions as Advisory Board Member for **PowerGen and Distributech Africa** and Board Director at the **National Laboratories Association of South Africa**. In addition, he has been appointed to **Audit and Risk Committees** of several municipalities, reflecting his expertise in governance, risk management, and compliance.

Previously, Mr. Ngidi served at the **National Energy Regulator of South Africa (NERSA)** from 2005 to 2015, where he held senior roles including **Manager for Grid Code Development and Management**. He was responsible for the development and administration of the **South African Grid Codes**, including the Distribution and Renewable Energy Codes. During this period, he received the **Eskom Manager Award** in recognition of his instrumental role in the Renewable Energy Technical Evaluation Committee (RETEC), which certifies grid compliance for IPPs entering commercial operation.

Earlier in his career, he held leadership and technical positions in the municipal sector, including **Manager: Energy Programmes** at the City of Johannesburg, where he played a shareholder oversight role over **City Power**. At Msunduzi Municipality, he held various engineering and management roles such as **Manager: Quality of Supply, Quality of Supply Specialist**, and **Network Planning Engineer** between 1999 and 2005.

Regionally, Mr. Ngidi served as a **Renewable Energy External Expert** for the **Regional Electricity Regulators Association of Southern Africa (RERA)** between 2016 and 2018. Most recently, in 2023/24, he was appointed as a **Non-Key Expert** on the **Lesotho Energy**

Sector Reform Programme, where he led the development of national guidelines for Off-Grid Technologies, intended to be adopted as standards by the **Lesotho Bureau of Standards**.

Mr. Ngidi continues to contribute actively to shaping South Africa's energy future through thought leadership, technical expertise, and governance excellence.

Professional Profile

Profession: Professional Electrical Engineer

Nationality: South African (Black)

Professional Registration: Registered with ECSA as a Professional Engineer

Professional Affiliations

- Member, South African Institute of Electrical Engineers (SAIEE)
 - Alumni, United States International Leadership Programme
 - Engineering Council of South Africa
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Educational Qualifications

- **Master of Business Leadership (MBL)** – UNISA School of Business Leadership
 - **Postgraduate Degree (NQF 7): Management Development Programme** – UNISA SBL
 - **Bachelor of Technology in Electrical Engineering (Heavy Current)**
 - **National Diploma in Electrical Engineering (Heavy Current)**
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International Learning Programmes

- Finance for Non-Financial Managers – **Johannesburg School of Finance**
 - Renewable Energy Policies – **Institute of Public Private Partnerships, Washington DC**
 - Regulating Quality of Supply and Service – **IP3, Washington DC**
 - Managing Reform & Regulation in the Electricity & Water Sectors – **UCT Graduate School of Business**
 - Assessing Quality of Solar PV Plants – **8.2 Group, Hamburg, Germany**
 - Grid Integration of Renewable Energy in Power Systems – **Demark Technical University**
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Summary of Work Experience

Total Experience: 26 years in the Local Government and Electricity Supply Industry across South Africa and the SADC Region, including regulatory roles.

A. South African Local Government Association (SALGA)

- **Head: Energy & Electricity Distribution** (2015 – Present)
- **Acting Portfolio Head: Trading Services** (Cumulatively over 30 weeks)

B. SADC and Regional Assignments

- **Renewable Energy External Expert** – RERA (2016–2018)
- **Non-Key Expert: Lesotho Energy Industry Reform Project** (2023/2024)

C. Board Directorships

- Director, Energy and Water SETA – Finance Subcommittee Member (2020–Present)
- Advisory Board Member, PowerGen & Distributech Africa (2016–Present)
- Director, National Laboratories Association of SA (2014–2019)
- Audit & Risk Committee Member, Msunduzi Municipality (2025–Present)

D. Utility Experience – Electricity & Energy Sector

- Trainee Engineer, Msunduzi Electricity
- Distribution Network Planning & Development Engineer – Msunduzi
- Quality of Supply Specialist & Manager – Msunduzi Electricity
- Programme Manager: Energy – City of Johannesburg (City Power)

E. Senior Management and Regulatory Roles

- Manager: Quality of Supply – Msunduzi
- Manager: Grid Code Development – NERSA
- Acting Head: Regulatory Reform – NERSA
- Acting Portfolio Head: Trading Services – SALGA
- Board Director – EWSETA & National Laboratories Association

F. Energy Regulation (8+ Years)

- Senior Engineer: Compliance Monitoring (Generation, Transmission, Distribution) – NERSA
- Senior Engineer/Manager: Grid Code Management – NERSA
- External Renewable Energy Expert – RERA

Key Achievements

- **Eskom Manager Awards** – 2014
- **NERSA Employee of the Year (Runner-Up)** – 2011
- **SALGA Employee of the Year – Infrastructure & Services Directorate** – 2017

- **SALGA Best Directorate Employee of the Year – 2019**
- **SALGA Overall Best Employee of the Year (Runner-Up)**
- **SALGA Best Leader of the Year (Organization-Wide) – 2023**

Professional Summary

A highly experienced engineering and energy professional with 26 years in the Local Government and Utilities Sector. Currently serving as Head of Energy and Electricity Distribution at SALGA for over a decade, with extensive acting experience as Portfolio Head: Trading Services across water, sanitation, waste management, and energy. Holds advanced executive qualifications and is a registered Professional Engineer. Strategically positioned to lead high-impact national programmes and transformation initiatives in local government trading services.

Education & Qualifications

- **Master of Business Leadership (MBL)**
 - **Executive Development Programme (EDP) – WITS, *In Progress***
 - **Management Development Programme (MDP) –**
 - **Bachelor of Technology: Power Engineering**
 - **National Diploma: Electrical Engineering**
 - **Registered Professional Engineer (Pr Eng) – Engineering Council of South Africa (ECSA)**
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Executive Development & Support

- Currently undergoing **Executive Coaching** as part of an organisational executive development programme.
 - Currently completing Executive Development Programme with WITS Business School
 - Have acted as a Portfolio Head Trading Services for at least 2-3 weeks per year for the past 10 years which is cumulatively about 30 weeks of executive experience and exposure
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Directorships

Board Director – National Laboratory Association (South Africa) (2013 – Present)

- Chair: Energy Subcommittee
- Strategic planning, stakeholder partnerships, training programme oversight
- Financial management and board-level reporting

Board Director – Energy and Water Sector Education and Training Authority (EWSETA) (2016 – Present)

- Member: Finance Subcommittee
 - Governance, strategic partnerships, financial and compliance oversight
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Professional Experience

Head: Energy and Electricity Distribution – SALGA

South African Local Government Association | *May 2015 – Present*

- Leading SALGA's strategic agenda on municipal energy sector reforms
 - Representing SALGA on national platforms relating to electricity, energy transition, and policy reform
 - Providing technical and strategic support to municipalities
 - Advocacy on Just Energy Transition, EDI Reform, and regulatory clarity
 - Acted as **Portfolio Head: Trading Services** for **30 weeks over 10 years**, overseeing water, sanitation, energy, and waste management
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Manager / Senior Engineer – Grid Codes and Standards

National Energy Regulator of South Africa (NERSA) | *July 2009 – April 2015*

- Led development and administration of South Africa's Grid Codes
 - Regulatory compliance, technical audits, licensing of renewable IPPs
 - Key contributor to IRP, IEP, REFIT, and technical standards
 - Engaged with national and regional stakeholders on power sector reform
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Programme Manager: Energy

City of Johannesburg, Infrastructure and Services Department | *April 2008 – June 2009*

- Directed energy programmes aligned with IDP and GDS
 - Led city-wide energy policy, planning, and sectoral integration
 - Strategic liaison between City Power, Eskom, NERSA, and policy forums
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Senior Engineer: Compliance Monitoring

NERSA – Electricity Licensing & Compliance | *Nov 2006 – April 2008*

- Conducted compliance audits for utilities across Generation, Transmission, and Distribution
 - Reviewed license conditions and advised on performance and regulatory adherence
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Manager: Quality of Supply & Network Performance

Msunduzi Municipality – Electricity Department | *April 2005 – Nov 2006*

- Led performance investigations and quality of supply audits
- Managed budgets, capital plans, and customer-focused engineering services

Specialist: Quality of Supply and Performance Enhancement

Msunduzi Municipality – Electricity Department | *Aug 2000 – April 2005*

- Analysed network performance and initiated system improvements
- Monitored compliance with NRS standards and Electricity Act

Engineer: Network Planning and Design

Msunduzi Municipality – Electricity Department | *Jan 2000 – Aug 2000*

- Designed and planned 132kV–LV network upgrades and new reticulation
- Developed simulation studies and managed large-scale infrastructure projects

Trainee Engineer: Operations and Maintenance

Msunduzi Municipality – Electricity Department | *Jan 1999 – Dec 1999*

- Hands-on experience in LV/MV/HV operations, testing, protection, and substation maintenance

Key Competencies

- Energy and Water Policy & Regulation
 - Energy and Water Sector Skills Planning and Policy
 - National Development Plan
 - Training and Skills Development
 - Skill
 - Municipal Infrastructure Planning
 - Trading Services Strategy
 - Grid Code Development & Compliance
 - Executive Leadership & Governance
 - Stakeholder Engagement
 - Budgeting & Financial Oversight
 - Public Sector Reform & Advocacy
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Professional Affiliations

- **ECSA – Registered Professional Engineer (Pr Eng)**
- South African Institute of Electrical Engineers
- US Energy Leadership Exchange Programme
- Member of various **Grid Code Advisory and Technical Working Groups**

LIST OF PROJECTS AS AN INDEPENDENT CONSULTANT IN THE SADC REGION

PROJECTS COMPLETED AS A CONSULTANT IN THE SADC REGION				
Project Name	Client / Employer / Developer	Project Type	Year / Durati	Contact Person.
Support to the Energy Sector Reform in Lesotho	HCL Consultants	Lesotho: Guideline for Off-Grid Solutions	2023	Dr Albert Butare HCL Consultants
Country Peer Review on Renewable Energy Integration and Interconnection Requirements	NARUC	Botswana Renewable Energy Integration and Interconnection Requirements	2017	Ms. Milda Morkyte NARUC Mr Elijah Sichone RERA
Country Peer Review on Renewable Energy Integration and Interconnection Requirements	NARUC	Namibia Renewable Energy Integration and Interconnection Requirements	2017	Ms. Milda Morkyte NARUC Mr Elijah Sichone
Analysing Power Purchase Agreement Challenges in the SADC Region	IRENA/RERA	Analysing Power Purchase Agreement Challenges in the SADC Region	2017/18	Dennis Volk IRENA Elijah
Energy Planning and Governance in the SADC		Energy Planning and Governance in the SADC		Dennis Volk IRENA Elijah
Study on Role of Regulators in the Development of Renewable Energy in the SADC	IRENA/RERA	Role of Regulators in the Development of Renewable Energy In the SADC	2017/18	Dennis Volk IRENA Elijah
Analysis of single-buyers'/vertically integrated utilities' interest to invest into RE (solar PV and wind) in the SADC	IRENA/RERA	Analysis of single-buyers'/vertically integrated utilities' interest to invest into RE (solar PV and wind) in the SADC	2017/18	Dennis Volk IRENA Elijah Sichone
SADC Regulators Report on Report on Determination of Transmission and Distribution Losses	RERA/SAPP	SADC Regulators Report on Report on Determination of Transmission and Distribution Losses	2017/18	Elijah Sichone RERA
RERA Report on Lessons Learnt on the Integration of Renewable Energy Technologies	RERA/SAPP	RERA Report on Lessons Learnt on the Integration of Renewable Energy Technologies	2016/17	Elijah Sichone RERA
RERA Report on Status Report of Mini Grid Adoption	RERA	RERA Report on Status Report of Mini Grid Adoption	2017/18	Elijah Sichone RERA
Benchmarking of Power Quality and Supply Reliability in Southern Africa	RERA/SAPP	Benchmarking of Power Quality and Supply Reliability in Southern Africa	2017/18	Elijah Sichone RERA
RERA Renewable Energy Publication - Recent growth and opportunities	RERA	RERA Renewable Energy Publication - Recent growth and opportunities	2016/17	Elijah Sichone RERA
Market and Investment framework for SADC Power Projects	NARUC	Market and Investment framework for SADC Power Projects	2017/18	Ms Milda Morkyte NARUC Elijah

**SUMMARY OF PROJECTS/PROGRAMMES WHILE IN THE UTILITIES AND
REGULATOR POSITIONS FROM 1999 - DATE**

ITEM	PROJECT/ PROGRAMME	EMPLOYER
1	Planning and Project Management of Electrification Projects	Pietermaritzburg Electricity 2000
2	Planning and Project Management of 33kV network upgrades to 132kV	Pietermaritzburg Electricity 2000
3	Designing and implementation of Power Quality Management System	Pietermaritzburg Electricity 2006
4	Planning and Project Management of Refurbishment of 132kV Substations and Networks	Pietermaritzburg Electricity
5	Planning and Project Management of new 132kV Substations	Pietermaritzburg Electricity 2001
6	Planning and Management of Network Strengthening and Reinforcements –	Pietermaritzburg Electricity 2002
7	Independent Technical Audits of South African Transmission Grids	NERSA 2007
8	Independent Technical Audits of South African Distribution Systems	NERSA 2007
9	Independent Technical Audits of South African Electricity Generators	NERSA 2009
10	Development of Distribution, Transmission and Generation compliance frameworks	NERSA 2009
11	Development of Distribution, Transmission and Generation Licensing Framework	NERSA - 2012
12	Independent Technical Audits of Municipal Embedded Generators	NERSA 2013
13	Investigation of Load Shedding Events in 2008	NERSA 2008
14	Oversight of Return to Service of 20MW Gas Turbines	City of Johannesburg 2008
15	Oversight of Energy Efficiency Building Retrofits on Municipal Buildings	City of Johannesburg 2008
15	Oversight on Landfill Gas to Energy Generation Projects	City of Johannesburg 2008
17	Oversight on Demand Side Management Programs	City of Johannesburg 2009
18	Oversight on rollout of CFL Streetlights	City of Johannesburg 2009
19	Oversight on Pilot on Solar Powered Traffic Lights	City of Johannesburg 2009
20	Project Team member for Restructuring of South African Distribution Industry RED 4	City of Johannesburg 2008
21	Oversight on rollout of Electricity Infrastructure for Johannesburg Bus Rapid Transit	City of Johannesburg 2009
22	Rollout of 2010 World Cup Electricity Infrastructure	City of Johannesburg 2009
23	Development and Management of Renewable Energy Grid Codes	NERSA 2009 - 2015
24	Administration, Development Management of Distribution, Transmission and Conventional Generation Grid Codes	NERSA 2009 to 2015
25	Development of Industry National Rationalized Specifications (NRS Standards)	NERSA 2009 - date
26	Evaluation of Licensee applications for Department of Energy IPP Renewable Energy Bid Programme.	NERSA 2012 – 2015

ITEM	PROJECT/ PROGRAMME	EMPLOYER
27	Technical Advisory Services on Eskom MYPD2 Research and Development Projects 2010/11	NERSA 2010/11
28	Technical Advisory Services Eskom MYPD3 Research and Development Projects, DSM & Energy Efficiency Projects	NERSA 2012/13
29	Development of and implementation Compliance Procedures for Evaluation of Renewable Energy Plants Licence Applications	NERSA 2013/14
30	Development of and implementation of the grid connection compliance processes for the DoE Renewable Energy Projects as Part of the Renewable Energy Technical Evaluation Committee (RETEC), responsible for grid integration of renewables in South Africa	NERSA 2013/14/15
31	Development of Draft SADC Regional Grid Code concept document for	RERA 2013-15
32	Development of Procedures and Processes for IPP Compliance to the South African Renewable Energy Grid Codes	NERSA 2013 - 15

IGR WORKSTREAMS AND MEMBERSHIPS

• Advisory Board – Power-Gen & Distributech Africa
• NECOM Workstream 5 on Demand Side Management
• NECOM Workstream 6 on Security of Infrastructure
• NECOM Workstream 5.1 on Electricity Distribution Industry Reform
• South African Grid Code Advisory Committee
• South African Grid Code Industry Expert Team
• South African National Committee for International and National Standards (SANC)
• National Rationalised Specifications (NRS) Workgroups
• South African Smart Grid Initiatives (SASGI)
• AFSEC Membership
• Renewable Energy Technical Evaluation Committee (RETEC)
• Association for Municipal Electricity Utilities Technical Committees
• Regional Electricity Regulators Association Technical Regulation Committee
• SANS Technical Committee 67 etc.
• Inter-ministerial Task Team (IMTT) on Electricity and Water Debts
• Technical IMTT
• Inter-ministerial Task Team (IMTT) on Service Delivery
• National Budget Forum
• National Electrification Advisory Committee
• Portfolio Committee on Energy

• Portfolio Committee on Local Government
• Portfolio Committee on Energy and Electricity
• National Energy Crisis Committees

REFEREES

THE STATE OF SOUTH AFRICA
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 DEPARTMENT OF ENERGY
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