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CURRICULUM VITAE

NJJ OLIVIER

1. **Family name** : Olivier
2. **First names** : Nicolaas Johannes
3. **Date of birth** :
4. **Nationality** : South African
5. **Residency** : South Africa

6. Overview

Nic Olivier was previously professor at the Universities of Pretoria, Potchefstroom and Natal, and, until 31 May 2015, Director of the SADC Centre for Land-related, Regional and Development Law and Policy at the University of Pretoria, South Africa. He is currently an extraordinary professor at North West University and senior consultant researcher at the Institute for Food, Nutrition and Well-being, University of Pretoria. He was a visiting professor at the Universities of Leiden (Netherlands) and Fribourg (Switzerland), as well as the European Union Erasmus Mundus visiting professor at the University of Ghent (Belgium) (September to November 2014).

He has been involved in various specialist applied policy, legal, planning, programme, project and implementation research consultancies for the World Bank, UNDP, UNICEF, OHCHR, FAO SFE (Eastern Africa region), FAO (South Africa), DFID, CIDA, USAID and NORAD. As regards his involvement in the African continent, he has completed assignments in Malawi, all the EAC (East African Community) countries as well as all the IGAD (Intergovernmental Authority on Development) countries, as well as for EAPA FSN (Eastern African Parliamentary Alliance for Food Security and Nutrition) and the South African government (at the national, provincial and municipal level).

As regards South Africa, he has been involved in a number of high-level assignments. These include, amongst others, two secondments to the South African government: firstly (1998-2001), to the then Department of Constitutional Development as scientific coordinator of the South African White Paper Programme on Traditional Leadership and Institutions, and, secondly (2010-2011), to the Office of the Chief Justice (OCJ) of South Africa as a member of the 6-person Interim Strategic Management Committee, being co-responsible for strategic planning, drafting of the strategic plan, the annual performance (work) plan, legislation and a customised M&E framework, as well as related research.

In May 2017 he was appointed by the South African Presidential Remuneration Review Commission to execute in-depth research on the components of, and formulate implementable recommendations in respect of, proposed amendments to the statutory framework pertaining to remuneration and conditions of service in the South African Public Service and public entities.

Nic provided assistance to the South African Office of the Valuer-General with its establishment as a public entity and the determination and design of its business model and governance structures and the establishment of systems of internal control. He was project leader and co-author of the Presidency's Towards a 25 Year Review: 1994-2019 – Outcome 7: Rural Economy, which focussed largely on the analysis of the governance structures and arrangements in the rural economy since 1994. He also assisted the Presidency on background research on governance models and arrangements for the 2017 South African National Food and Nutrition Security Implementation Strategy. In addition, he was the lead drafter of the Human Settlements Development Bank Bill, which provided for the establishment of the Bank and its governance structures and arrangements as a public entity in terms of the Public Finance Management Act, 1999. He has also been deeply involved as advisor on the governance aspects of higher education institutions to the predecessors of the South African Department of Higher Education, Science and Innovation, as well as to the University of Pretoria in particular. Nic is currently finalising his involvement in the rationalisation of four KwaZulu-Natal provincial public entities (including their governance structures and arrangements) through the drafting of the KwaZulu-Natal Destination Promotion Agency Bill and the KwaZulu-Natal Economic Regulatory Authority Bill.

Nic was also part of a South African research team (funded by UNICEF and led by Prof. Sheryl Hendriks) that was responsible for the background research on which the 2017 South African National Food and Nutrition Security Implementation Strategy is based. In 2019 he was appointed by the South African government to be the project leader of the chapter on Outcome 7 ("Vibrant, equitable, sustainable rural

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communities contributing towards food security for all") in the RSA Presidency's Towards a 25 Year Review, 1994-2019.

The key focus of Nic Olivier's various international and local assignments has been on the identification, inventorisation, review and rationalisation of existing, as well as the drafting of new, policies, legislation, programmes, five-year strategic plans, annual performance (work) plans, implementation strategies, annual reports and M&E reports. Within this context, he has also been providing assistance to government entities during the approval, enactment and implementation processes.

7. Tertiary education:

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
University of Pretoria [1970 - 1972]	BA (Law) (cum laude)
University of Pretoria [1973 - 1974]	LLB (cum laude)
University of Pretoria [1975]	BA (Honours) in Linguistics (cum laude)
University of Leiden [1976 - 1978]	Doctor of Laws (Private Law and Comparative Law)
University of Pretoria [1978 - 1979]	MA in Linguistics
University of Potchefstroom for CHE [1980 - 1981]	BA (Honours) in Development Planning (cum laude)
University of Potchefstroom for CHE [1982 - 1983]	B. Phil (cum laude)
University of Pretoria [1984 - 1986]	Doctor of Laws (Recognition of Legal Pluralism)
University of Pretoria [2012]	Successful completion of course "Outcomes-based Monitoring and Evaluation Implementation" (with distinction) (offered through Continuing Education at the University of Pretoria)

8. Professional registration:

Admitted as advocate of the Supreme Court of South Africa (now the High Court) on 21 April 1975.

9. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	1	1	1
Afrikaans	1	1	1
German	1	4	5
French	3	-	-

10. Other skills:

- Coordinator / leader / co-leader and member of various international, African and South African applied programmes and projects
- Facilitation of numerous workshops etc. with experts, international and regional institutions, government officials, NGO / CBO / FBO entities, the private sector and traditional communities
- Involvement in various specialist applied policy, legal, implementation and M&E research consultancies for the World Bank, UNDP, UNICEF, OHCHR, FAO, DFID, CIDA, USAID and NORAD, a number of African governments as well as the South African government
- Fully computer literate
- Microsoft Office, PowerPoint, Visio and Project
- ATLAS Ti (basic course)

11. Areas of specialisation:

- governance (including, but not limited to, public administration, cooperative government and the requirements of coherence, coordination and sound intergovernmental and intra-governmental relations)

- transformative strategic and programme management
- constitutional law
- human rights
- international law
- sustainable development (Including rural development)
- resilience (including climate change)
- policy analysis
- legal drafting
- M&E: matters pertaining to oversight as well as monitoring, evaluation, reporting and intervention structures and systems
- compliance universe (consisting of policy, regulatory, strategic and related compliance universes)
- service delivery
- natural resource (agriculture, water and mineral) policy and law (and linkages to sustainable development and food security and nutrition, including, but not limited to, benefits accruing to impoverished rural communities)
- land reform (including communal tenure reform and the provision of pre-and post-settlement support to land reform beneficiaries)
- agricultural transformation (including the transition from communal to small scale to commercial farmers and their related participation in (and benefiting from) existing and new agricultural value chains and food systems)
- role of traditional leadership institutions (also *viz-a-vis* elected national, provincial and local government)
- traditional and Khoi-San communities and governance systems
- legal pluralism
- small business/enterprise development (including cooperatives (agricultural and others))
- establishment of electronic databases of relevant international, African, regional, and country-specific (including South African) policy, legal, strategic, implementation and M&E documentation.

12. Present position:

- Senior international full-time governance, international law, constitutional, legal, strategic, implementation and M&E consultant and advisor
- Extraordinary Professor in the Faculty of Law at North-West University (South Africa)
- Senior Research Associate at the Institute for Food Security and Nutritional Well-being at the University of Pretoria
- Member of the Board of the Agricultural Research Council (ARC) (also member of the following Board committees: Audit and Risk Committee and Social, Ethics and Governance Committee).
- Specialist Advisor to the Board of Directors of a Not-for-Profit Organisation (NPO) - the Institute for Cooperatives and Community Economic Development (ICCED) – which focusses on the establishment and support of cooperatives and emerging small businesses in South Africa. ICCED is supported by the South African Government (amongst others, by the national Department of Cooperative Government), as well as by Canadian and German entities focusing on the promotion and operationalisation of cooperatives
- Director of companies

13. Summary of past academic work-related experience (teaching and learning, research and community engagement):

Academic institutions	Position	Sector
University of Pretoria [1975-1978]	Senior lecturer	Faculty of Law
Potchefstroom University [1979-1995]	Professor	Faculty of Law
University of Leiden (Netherlands) [April-June 1994]	Visiting Professor	Van Vollenhoven Institute
University of Natal [1995-1997]	Professor	Faculty of Law
University of Pretoria [1997-2002]	Professor	Faculty of Law

Academic institutions	Position	Sector
University of Fribourg (Switzerland) [2001-Jan. 2002]	Visiting Professor	Institute for Federalism, Fribourg
University of Pretoria [2002-May 2015]	Professor and Director: SADC Centre for Land, Regional and Development Policy and Law	University of Pretoria
University of Ghent (Belgium) [Sep-Nov 2014]	European Union Erasmus Mundus Visiting Professor	Faculty of Bio-Engineering (focusing on food security and nutrition)

14. **Supervision and examination of senior degrees:**

- Supervised and co-supervised various doctoral theses and master's dissertations
- Supervised and co-supervised numerous (50+) LLB mini-dissertations
- External examiner for various doctoral theses and master's dissertations

15. **Academic publications (2008+):**

Nic Olivier has published widely in academic journals. He has published case notes, articles and other academic publications, and has also been involved as co-author in the drafting of several academic textbooks. Some of his recent publications include:

- NJJ Olivier, F Gouws & Nico JJ Olivier (2020): "Contemporary policy issues related to poverty and inequality and the imperatives to improve access to food" in: Hendriks SL (ed.) (2020) *Food Security Policy, Evaluation and Impact Assessment*. Routledge, Oxon. pp. 31-40
- NJJ Olivier & Nico JJ Olivier (2020): "Assessing the coherence of broader development policies for food security" in: Hendriks SL (ed.) (2020) *Food Security Policy, Evaluation and Impact Assessment*. Routledge, Oxon. pp. 77-87
- R Auerbach, H Piek, J Battersby, S Devereux & NJJ Olivier "The Likely Impact of the 2015/18 Drought in South Africa: Lessons from the 2008 Food Price Crisis and Future Implications" in Auerbach *Organic Food Systems 2020* CABI: London
- NJJ Olivier, E Mkandawire, F Gouws, N Olivier, E Van der Schyff and A Gildenhuys "Food Security and Nutrition in Malawi: Policy Reform within the Context of Supra-National Frameworks and Recent Domestic Developments" *Feed the Future Innovation Lab for Food Security Policy: Research Paper 133* May 2019
- NJJ Olivier, SL Hendriks & E Mkandawire "A Review of the Alignment of the Republic of Uganda's Draft Agriculture Sector Strategic Plan with the Malabo Commitments with Regard to Food Security and Nutrition" *Feed the Future Innovation Lab for Food Security Policy: Policy Research Brief 79* March 2019
- MN Makhura, OO Adegbite, E Mkandawire, NJJ Olivier, F Nankhuni, C Nyondo & SL Hendriks "Are Financing Policies Sensitive to Food Systems Transformation in Malawi?" *Feed the Future Innovation Lab for Food Security Policy: Policy Research Brief 78* February 2019
- MN Makhura, OO Adegbite, NJJ Olivier, F Nankhuni, C Nyondo & SL Hendriks "Mapping Policy Responses to Food Systems Transformation in Malawi" *Feed the Future Innovation Lab for Food Security Policy: Policy Research Brief 77* February 2019
- SL Hendriks, NJJ Olivier E Mkandawire, N Mabuza, N Olivier & MN Makhura "Creating the Necessary Policy Context for Progress on the Malabo Declaration: A Review of Food Security and Nutrition Policy Changes in 11 Africa Countries" *Feed the Future Innovation Lab for Food Security Policy: Policy Research Brief 80* November 2018
- SL Hendriks, N Mabuza, K Hendriks, NJJ Olivier, MN Makhura, E Mkandawire, N Mkhwanazi, L Mkusa and N Vilakazi "An Evaluation of the Level of Integration and Alignment of the Malabo Commitments, Africa's Agenda 2063 and the SDGs in 10 National Agricultural and Food Security Investment Plans" *Feed the Future Innovation Lab for Food Security Policy: Policy Research Brief 71* October 2018
- NJJ Olivier, SL Hendriks, E Mkandawire, N Olivier & C Williams "Lessons for Effective Development Planning: Evaluation of the Pre-final Version of the Draft Malawi's Agriculture Investment Plan (NAIP2)" *Feed the Future Innovation Lab for Food Security Policy: Policy Research Brief 50* March 2018
- NJJ Olivier & C Williams "Soil, Agriculture and Pesticides" (updating of) in *Fuggie and Rabie*

Environmental Management in South Africa (2018)

- NJJ Olivier, C Williams & P Badenhorst "Competing Preferent Community Prospecting Rights: A Nonchalant Custodian?" *Potchefstroom Electronic Law Journal (PER)* 2017 Vol 20
- SL Hendriks & NJJ Olivier "Review of the South African Agricultural Legislative Framework: Food Security Implications" *Development Southern Africa* 2015 Vol 32:5 555-576
- NJJ Olivier, NJJ Olivier & C Williams "Land Reforms and Constitutional Rights" in Corder, Federico and Orru *The Quest for Constitutionalism: South Africa since 1994* 2014 Ashgate: Surrey 207-223
- NJJ Olivier "The division and coordinated execution of environmental roles, powers and functions across the three spheres of government" in Du Plessis (ed) *Environmental Law and Local Government in South Africa* 2014 Juta: Claremont 345-375
- NJJ Olivier & PJ Badenhorst "The Agri South Africa Constitutional Court Decision" 2014 33 *Australian Resources and Energy Law Journal* 33(2) August 2014 230-249
- NJJ Olivier & C Williams "Customary Law of Delict" in Rautenbach and Bekker (eds) *Introduction to Legal Pluralism in South Africa* (4th ed) 2014 (4th ed) LexisNexis: Durban 155-170
- NJJ Olivier & C Williams "Traditional Leadership and Governance" in Rautenbach and Bekker (eds) *Introduction to Legal Pluralism in South Africa* (4th ed) 2014 (4th ed) LexisNexis: Durban 199-230
- NJJ Olivier & PJ Badenhorst "Conversion of jointly-held old order mining rights: You can't always get what you want - *Minister of Mineral Resources v Sishen Iron Ore Company (Pty) Ltd* [2013] ZACC 45; 2014 (2) SA 603 (CC)" (to be published in *Journal of Contemporary Roman-Dutch Law* in 2016)
- NJJ Olivier & NJJ Olivier "Non-performance of constitutional obligations and the demise of the water tribunal - access to justice denied?" *Journal of South African Law* 2014 (1) 163-180
- NJJ Olivier & E van der Schyff "Vonnisbespreking: 'n Perspektief op die impak van die Mineral and Petroleum Resources Development Act 28 van 2002 op voorheen bestaande regte – *Agri SA v Minister of Minerals and Energy* 2013 4 SA 1 (KH)" 2014 *LitNet Akademies Jaargang* 11(1)
- NJJ Olivier, W du Plessis, J Pienaar "Land matters and rural development: 2014(1)" *SA Public Law* 2014 29/1 210-247
- NJJ Olivier, W du Plessis, J Pienaar "Onrus en Geweld: 2014(1)" *SA Public Law* 2014 29/1 207-217
- NJJ Olivier, W du Plessis, J Pienaar "Land matters and rural development: 2014(2)" *SA Public Law* 2014 29/2 566-572
- NJJ Olivier, W du Plessis, J Pienaar "Onrus en Geweld: 2014(2)" *SA Public Law* 2014 29/2 572-607
- NJJ Olivier & PJ Badenhorst "Conversion of 'old order mining rights': Sleeping at the MPRDA's wheel of (mis)fortune? - *Sishen Iron Ore Company (Pty) Ltd v Minister of Mineral Resources* (unreported decision) Case no 28980/10 (NGD)" 2013 *THRHR* 76(2) 269-284
- NJJ Olivier, W du Plessis, J Pienaar "Land matters and rural development: 2013(2)" *SA Public Law* vol 28(2) 425-446
- NJJ Olivier, W du Plessis, J Pienaar "Onrus en Geweld: 2013(2)" *SA Public Law* vol 28(2) 399-424
- NJJ Olivier, W du Plessis, J Pienaar "Land matters and rural development: 2013(1)" *SA Public Law* vol 28(1) 180-219
- NJJ Olivier, W du Plessis, J Pienaar "Onrus en Geweld: 2013(1)" *SA Public Law* vol 28(2) 173-179
- NJJ Olivier and W du Plessis "'n Samevloei van twee regstelsels: Siviele prosesreg in die Kaapse howe: 1806-1828" Carnelley, Hoor & Mukheibir (eds) *De Jure Gentium et Civili Festschrift in honour of Eltjo Schrage* 2014 9-44
- NJJ Olivier & PJ Badenhorst "Conversion of Jointly-held Old Order Mining Rights: An All and Nothing Ruling? *Minister of Mineral Resources of the RSA v Sishen Iron Ore* (394/12) [2013] ZASCA 50 (28 March 2013)" 214 (77) *THRHR* 145-155
- PJ Badenhorst, NJJ Olivier & C Williams "The final judgement: *Bengwenyama Minerals (Pty) Ltd v Genorah Resources (Pty) Ltd* 2011 (3) BCLR 229 (CC)" *Journal of South African Law* 2012(1)
- NJJ Olivier, C Williams & NJJ Olivier "Attempted Circumvention of Addo National Park's Expansion – Blatant Manipulation by Officials of the Land Reform (Redistribution) Programme and Wanton Disregard of South African National Parks' Contractual Rights: *South African*

National Parks v Addo Afrique Estate (Pty) Ltd (1201/2010) [2011] ZAECGHC 40" *Obiter* 2012 Vol 33 3

- NJJ Olivier, C Williams & P Badenhorst "Maccsand (Pty) Ltd v City of Cape Town 2012 (4) SA 181 (CC)" *Potchefstroom Electronic Law Journal* 2012 Vol 15 No 5
- NJJ Olivier & C Williams "Coordination of development approval processes revisited - Lagoon Bay Lifestyle Estate (Pty) Ltd v The Minister of Local Government, Environmental Affairs & Development Planning of the Western Cape and Others [2011] 4 All SA 270 (WCC)" *Journal for Juridical Science* vol 37(2) 2012 117-135
- NJJ Olivier & C Williams "State Liability for final court orders sounding in money: At long last alignment with the Constitution" *Obiter* 2011 (32.3)
- NJJ Olivier & C Williams "*Wary Holdings (Pty) Ltd v Stalwo (Pty) Ltd & Another (Trustees of the Hoogekraal Highlands Trust & SAFAMCO Enterprises (Pty) Ltd (amicus curiae); Minister of Agriculture & Land Affairs (intervening)* [2008] JOL 22099 (CC)" *Journal for Juridical Science* 2010 35(2)
- NJJ Olivier & C Williams "The right to a fair trial in subsequent criminal proceedings: How the Constitutional Court took matters in its own hands in *Shinga v The State*" *South African Journal for Criminal Justice* 2010 23(1)
- NJJ Olivier, C Van Zyl & C Williams "Rural Development within the context of development, sustainability and rural issues – some constitutional, policy and implementation perspectives" *Potchefstroom Electronic Law Journal* 2010 13(1)
- NJJ Olivier & C Williams "Traditional Leadership and Institutions" & "Communal Land Tenure" in *LAWSA* 2009 32, 2nd Edition: Indigenous Law (Two chapters)

16. **Conference papers:**

During his academic career (1975-2015) and thereafter (2015-2020), Nic Olivier participated in a large number of international, African and South African conferences, workshops, symposia and colloquia. In many instances, he presented papers and acted as a panel member. A full list for the period 2008-2020 can be provided on request.

17. **Professional experience:**

Date from - Date to	Location	Client Entity	Position	Description
2021	South Africa	KwaZulu-Natal Department of Cooperative Governance and Traditional Affairs	Lead drafter	<ul style="list-style-type: none"> Drafting of KwaZulu-Natal Traditional Leadership and Governance Bill, 2021
2021	South Africa	KwaZulu-Natal Department of Economic Development, Tourism and Environmental Affairs	Lead drafter	<ul style="list-style-type: none"> Drafting of KwaZulu-Natal Economic Regulatory Authority Bill, 2021 Drafting of KwaZulu-Natal Destination Promotion Agency Bill, 2021
2020	South Africa	Stellenbosch Local Municipality	Lead drafter	<ul style="list-style-type: none"> Drafting of Stellenbosch Integrated Waste Management By-law, 2020 Drafting of Stellenbosch Waste Water By-law, 2020 Drafting of Stellenbosch Streets By-law, 2020
2020	South Africa	Petra Diamonds Ltd	Lead drafter	<ul style="list-style-type: none"> Drafting of Resettlement Policy Framework (Cullinan Diamond Mine Social Impact Mitigation Project)
2020	Eastern Africa (Djibouti)	United Nations Food and Agriculture Organisation (FAO) (East Africa)	Consultant	<ul style="list-style-type: none"> Provision of legal and technical assistance at the 3rd Annual General Assembly of the Eastern Africa Parliamentary Alliance on Food and Nutrition Security (Djibouti City)
2020	South Africa	Royal Bafokeng Administration	Consultant	<ul style="list-style-type: none"> Drafting of Memorandum on Expropriation without Compensation
2019-2020	Eastern Africa (Tanzania, Uganda and Djibouti)	United Nations Food and Agriculture Organisation (FAO) (East Africa)	Consultant	<ul style="list-style-type: none"> Drafting constitutive and operational documentation for the Executive Committee of the Eastern Africa Parliamentary Alliance on Food and Nutrition Security (Arusha, Kampala and Djibouti City) Attendance, Facilitation and presentations at various meetings of the Executive Committee of the Eastern Africa Parliamentary Alliance on Food and Nutrition Security (Arusha, Kampala and Djibouti City)
2019	South Africa	The Presidency	Project leader and co-author	<ul style="list-style-type: none"> 25-Year Report on Democratic Governance and Service Delivery in South Africa: 1994-2019 – Outcome 7: Rural Economy (Vibrant, equitable, sustainable rural communities contributing towards food security for all)

Date from - Date to	Location	Client Entity	Position	Description
2019	South Africa	BIGEN Group	Consultant	<ul style="list-style-type: none"> Preparation of presentation: Infrastructure Development in Mine Communities Drafting of Concept Note on Governance and Coordination in South Africa
2019	Eastern Africa (Uganda)	United Nations Food and Agriculture Organisation (FAO) (East Africa)	Consultant	<ul style="list-style-type: none"> Provision of legal and technical assistance at the 2nd Annual General Assembly of the Eastern Africa Parliamentary Alliance on Food and Nutrition Security (Kampala)
2019	Eastern Africa (Tanzania)	United Nations Food and Agriculture Organisation (FAO) (East Africa)	Consultant	<ul style="list-style-type: none"> Provision of legal and technical assistance in the establishment of the Eastern Africa Parliamentary Alliance on Food and Nutrition Security (Arusha) Provision of legal and technical assistance at the 1st Annual General Assembly of the Eastern Africa Parliamentary Alliance on Food and Nutrition Security (Arusha)
2019	Eastern Africa (Kenya)	United Nations Food and Agriculture Organisation (FAO) (East Africa)	Consultant / trainer	<ul style="list-style-type: none"> Training of East African Parliamentarians on the international and African food security and nutrition framework. Provision of assistance in drafting constitutive documentation for the to be established Eastern Africa Parliamentary Alliance on Food and Nutrition Security (Mombasa)
2018	South Africa	KwaZulu-Natal Joint Municipal Pension Fund	Project leader and drafter	<ul style="list-style-type: none"> Incorporation of Financial Services Board (FSB) and National Treasury instructions on the amendment of KwaZulu-Natal Joint Municipal Pension Fund regulations.
2018	South Africa	USAID	Co-author	<ul style="list-style-type: none"> Analysis and research on the institutional framework for food security and nutrition of 12 African countries with reference to their respective National Agricultural Investment Plans (NAIPs).
2018	South Africa	USAID	Co-author	<ul style="list-style-type: none"> Analysis and research on food security and nutrition-related indicators of 10 National Agricultural Investment Plans (NAIPs).
2018	South Africa	USAID	Lead author	<ul style="list-style-type: none"> Analysis and research on the food security and nutrition policy framework of 12 African countries with reference to their respective National Agricultural Investment Plans (NAIPs).

Date from - Date to	Location	Client Entity	Position	Description
2018	East Africa (Rwanda)	United Nations Food and Agriculture Organisation (FAO) (East Africa)	Consultant / trainer	<ul style="list-style-type: none"> Training of East African Parliamentarians on the international and African food security and nutrition framework.
2017-2018	South Africa	Royal Bafokeng Administration	Drafter	<ul style="list-style-type: none"> Drafting of a Service Level Agreement for cooperation between the Royal Bafokeng Traditional Council and the Rustenburg Local Municipality, for the Royal Bafokeng Administration.
2017-2018	South Africa	Royal Bafokeng Administration	Analyst and drafter	<ul style="list-style-type: none"> Analysis of five pieces of draft national and provincial legislation impacting on the Royal Bafokeng Nation, and drafting comments and recommendations for submission to the relevant national and provincial legislature (for the Royal Bafokeng Administration).
2017-2018	South Africa	Department of Rural Development and Land Reform (DRDLR)	Consultant, researcher and drafter	<ul style="list-style-type: none"> Inputs into the Agri-parks programme in respect of policy formulation, drafting of legislation, development of a training manual for Agri-parks managers, and the establishment and operationalisation of cooperatives and business enterprises.
2017	South Africa	RSA Presidential Remuneration Review Commission	Drafter	<ul style="list-style-type: none"> Drafting a report on the legislation applicable to the conditions of service of five sectors in the public service for the Presidential Remuneration Review Commission.
2017	East Africa	United Nations Food and Agriculture Organisation (FAO) (East Africa)	Consultant	<ul style="list-style-type: none"> Research and prepare a report on the international, African and IGAD framework for food security and nutrition in IGAD countries.
2016-2018	South Africa, Malawi	USAID	Co-project leader, researcher, analyst and drafter	<ul style="list-style-type: none"> Co-project leader (with Prof Sheryl Hendriks) of the recently completed (October 2018) USAID-funded project Conceptualizing Drivers of Food Security Policy Change: Coordination Mechanisms and Policy Design in CAADP (focus country: Malawi) within the context of the USAID-funded IFPRI-University of Michigan-University of Pretoria multi-year Africa-wide Food Security Programme (FSP).

Date from - Date to	Location	Client Entity	Position	Description
2016-2017	South Africa	KwaZulu-Natal Joint Municipal Pension and Provident Fund	Drafter	<ul style="list-style-type: none"> Drafting of amendments to the consolidated legislation relating to the KwaZulu-Natal Joint Municipal Pension and Provident Fund, in line with Financial Services Board (FSB) instructions.
2016-2017	South Africa	Department of Public Works (DPW)	Editor and drafter	<ul style="list-style-type: none"> Proofreading, editing, formatting and adding information to the DPW Annual Performance Plan and the Property Management Trading Entity Annual Performance Plan 2017/18.
2016-2017	South Africa	Department of Rural Development and Land Reform (DRDLR)	Consultant	<ul style="list-style-type: none"> Assistance to the Office of the Valuer-General with the determination and design of its business model and the establishment of systems of internal control (legal work), as well as the compilation of a compliance register.
2016-2017	South Africa	Department of Human Settlements (DHS)	Drafter	<ul style="list-style-type: none"> Drafting of the Human Settlements Development Bank Bill.
2016	South Africa	KZN Department of Cooperative Governance and Traditional Affairs (KZN COGTA)	Drafter	<ul style="list-style-type: none"> Drafting of Section 12 (Municipality) Establishment Notices for the KwaZulu-Natal Provincial Government.
2016	South Africa	KZN Film Commission	Drafter	<ul style="list-style-type: none"> Drafting of the KZN Film Commission legislation.
2015-2018	South Africa	World Bank and Department of Rural Development and Land Reform (DRDLR)	Consultant and drafter	<ul style="list-style-type: none"> Preparation and drafting of a comprehensive background document, policy framework and concomitant draft legislation relating to the proposed establishment and operationalisation of the Rural Development Agency. The Policy Framework for the establishment of a Rural Development Agency (RDA) and related DFI (Rural Development Finance Institution) was completed, as well as the draft legislation on the national RDA and the establishment and operationalisation of the RDA and Agri-parks.
2015-2017	South Africa	United Nations Food and Agriculture Organisation (FAO) (SA)	Consultant	<ul style="list-style-type: none"> Drafting of a report on the right to food in the context of the international and African frameworks for food security and nutrition, as well as South Africa's constitutional, policy and legal framework relating to food security and nutrition and the domestic status quo at that stage.

Date from - Date to	Location	Client Entity	Position	Description
2015-2016	South Africa	University of Pretoria / United Nations Children's Fund (UNICEF)	Researcher	<ul style="list-style-type: none"> Assisting the South African Presidency in doing the background research on which the 2017 South African National Food and Nutrition Security Implementation Strategy is based.
2015	South Africa	Department of Rural Development and Land Reform (DRDLR)	Researcher and drafter	<ul style="list-style-type: none"> Preparation of the legal assessment report (as part of the prescribed Regulatory Impact Assessment (RIA) of the Extension of Security of Tenure Amendment Bill, 2014.
2015	South Africa	University of Pretoria's Institute for Food, Nutrition and Well-being	Researcher and drafter	<ul style="list-style-type: none"> Participation in the approved Centre of Excellence (through the University of Pretoria's Institute for Food, Nutrition and Well-being) project on the mapping of the regulatory framework by establishing a database of policy, statutory and implementation frameworks relating to food, nutrition and well-being.
2015	South Africa	University of Pretoria Institute for Food, Nutrition and Well-being	Researcher and drafter	<ul style="list-style-type: none"> Establishment of a database of policy, statutory and implementation frameworks relating to food, nutrition and well-being.
2015	South Africa	United Nations Food and Agriculture Organisation (FAO)	Analyst and drafter	<ul style="list-style-type: none"> Assessment of the current status of the right to food in South Africa, and assessment of training needs for different stakeholders on the human right to food and provision of training.
2015	South Africa	United Nations Development Programme (UNDP) and Department of Rural Development and Land Reform (DRDLR)	Analyst and drafter	<ul style="list-style-type: none"> Preparation of the legal assessment part of the Socio-economic Impact Report (SEIA) of the Communal Property Associations Amendment Bill, 2015, and the Communal Land Bill, 2015.
2015	South Africa	KZN Department of Cooperative Governance and Traditional Affairs (KZN COGTA)	Project leader, analyst and drafter	<ul style="list-style-type: none"> Review, update and finalisation of the Draft KZN Status Quo Report, Discussion Document and Code on Local Government Law.
2014-2016	South Africa	United Nations High Commissioner for Human Rights (UN OHCHR)	Researcher	<ul style="list-style-type: none"> Inputs into UN OHCHR report on traditional justice systems in Africa.

Date from - Date to	Location	Client Entity	Position	Description
2014	South Africa	KZN Department of Cooperative Governance and Traditional Affairs (KZN COGTA) / Ignite Advisory Services	Drafter	<ul style="list-style-type: none"> Legal work related to the compilation of a compliance register for KZN CoGTA.
2013-2014	South Africa	Department of Trade and Industry (DTI)	Researcher and analyst	<ul style="list-style-type: none"> Review of all specified legislation administered by the Consumer and Corporate Regulation Division (CCRD) of the DTI and recommend amendments and/or replacements. These were: <ul style="list-style-type: none"> a) Convention on Agency in the International Sale of Goods Act 4 of 1986; b) Counterfeit Goods Act 37 of 1997; c) Expropriation (Establishment of Undertakings) Act 39 of 1951; d) Liquor Act 59 of 2003; e) Merchandise Marks Act 17 of 1941; f) National Building Regulations and Building Standards Act 103 of 1977; g) National Supplies Procurement Act 89 of 1970; h) Property Time-sharing Control Act 75 of 1983; i) Protection of Businesses Act 99 of 1978; j) Share Blocks Control Act 59 of 1980; k) Temporary Removal of Restrictions on Economic Activities Act 87 of 1986; and l) Unauthorized Use of Emblems Act 37 of 1961.
2013	South Africa	United Nations High Commissioner for Human Rights (UN OHCHR)	Facilitator	<ul style="list-style-type: none"> Co-facilitator in the training workshop on Human Rights and Traditional Justice Systems in Africa.
2012-2013	South Africa	Agricultural Research Council (ARC) and Department of Agriculture, Forestry and Fisheries (DAFF)	Project leader	<ul style="list-style-type: none"> Assistance to the ARC in drafting a <i>status quo</i> and comparative report, a policy document, and national legislation on the preservation of agricultural land.
2012-2013	South Africa	eThekweni Municipality	Project leader	<ul style="list-style-type: none"> Rationalisation of all municipal legislation relevant to the eThekweni Municipality and drafting of new by-laws.

Date from - Date to	Location	Client Entity	Position	Description
2012-2013	South Africa	Department of Agriculture, Forestry and Fisheries (DAFF)	Analyst and drafter	<ul style="list-style-type: none"> Review and amendment of all agriculture, forestry and fisheries legislation administered by DAFF and drafting of new legislation.
2012	South Africa	Department of Rural Development and Land Reform (DRDLR)	Drafter	<ul style="list-style-type: none"> Drafting the first version of the national policy on land ceilings.
2012	South Africa	Department of Rural Development and Land Reform (DRDLR)	Drafter	<ul style="list-style-type: none"> Drafting of the first version of the national policy and draft legislation on foreign land ownership.
2011	South Africa	Linkages Development Agency and Limpopo Department of Rural Development and Land Reform	Analyst	<ul style="list-style-type: none"> Formulation of the Limpopo Rural Development Strategy.
2011	South Africa	Department of Rural Development and Land Reform (DRDLR)	Author	<ul style="list-style-type: none"> Research report on constitutional, policy and legal issues relating to betterment for the Department of Rural Development and Land Reform.
2010-2016	South Africa	KwaZulu-Natal Joint Municipal Pension and Provident Fund and KwaZulu-Natal Department of Cooperative Governance and Traditional Affairs (KZN COGTA)	Drafter	<ul style="list-style-type: none"> Drafting of consolidated principal and subordinate legislation relating to the KwaZulu-Natal Joint Municipal Pension and Provident Fund.

Date from - Date to	Location	Client Entity	Position	Description
2010-2011	South Africa	Office of the Chief Justice (seconded by University of Pretoria)	Member of the six-person Interim Strategic Management Team (ISMT), researcher and drafter	<ul style="list-style-type: none"> Responsible for the research, policy and legislative function in the Office of the Chief Justice from 1 December 2010 to 31 March 2011. Also involved in discussions around, and the drafting of, the Strategic Plan and the Annual Performance Plan of the Office of the Chief Justice, which give substance to the constitutionally enshrined approach regarding the three arms of government and, more specifically, the independence of the Judiciary. In addition, member of the Chief Justice's Institutional Models Committee, responsible for the identification of an appropriate model to re-establish the Office of the Chief Justice as a judicially based entity outside the public service (1 June 2011 – 26 September 2011).
2010-2011	South Africa	KZN Department of Cooperative Governance and Traditional Affairs (KZN COGTA)	Author	<ul style="list-style-type: none"> Compilation of a report on the incorporation of traditional leaders and authorities in Umzimkhulu into KwaZulu-Natal and the drafting of legislation in this regard.
2010	South Africa	Limpopo Office of the Premier	Author	<ul style="list-style-type: none"> Drafting of the Limpopo Office of the Premier Provincial Annual Performance Review 2009-10. The report included a review of the performance of the Limpopo Office of the Premier, as well as the other ten Limpopo provincial government departments.
2009-2010	South Africa	Canadian International Development Agency (CIDA) and the Department of Rural Development and Land Reform (DRDLR)	Researcher and author	<ul style="list-style-type: none"> Team leader: Research on and development of the <i>Sustainable Restitution Support - South Africa Operational Strategy for Pre- and Post-Settlement Support and Restitution Implementation Manual: Partnership for Sustainable Pre- and Post-Settlement Support</i> (both published in 2010).

Date from - Date to	Location	Client Entity	Position	Description
2009-2010	South Africa	Department of Trade and Industry (DTI)	Project leader and drafter	<ul style="list-style-type: none"> • Review of the Cooperatives Act, conducting a consultation process and drafting of a comprehensive <i>Cooperatives Amendment Bill</i> [B17-2012] and explanatory memorandum. The Bill provides for, amongst others: <ul style="list-style-type: none"> a) Associate membership of cooperatives; b) Categories of primary co-operatives; c) National apex co-operatives; d) Submission of information to the CIPC; e) Accounting practices f) Payment of fees by co-operatives for the amalgamation, division, conversion or transfer of cooperatives; g) Voluntary winding-up of co-operatives by special resolution; h) Declaratory orders in respect of the liquidation process; i) Orders by the registrar or Tribunal to wind-up a cooperative j) An Advisory Council; k) Establishment, functions and powers of the Cooperatives Development Agency; l) Funding and financial management of the Agency; m) Oversight and executive authority of the Agency; and n) Establishment, composition and functions of the Cooperatives Tribunal.
2009	South Africa	KwaZulu-Natal Department of Agriculture and Environmental Affairs	Author	<ul style="list-style-type: none"> • Drafting of an analysis report on the current policy and legal framework for the subdivision and change of land use of agricultural land, as well as to draft policy guidelines in this regard.
2008	South Africa	South African Law Reform Commission (SALRC)	Advisory committee member	<ul style="list-style-type: none"> • Identification, review and rationalisation of all pre- and post-1994 discriminatory legislation in respect of (a) local government and (b) land affairs.

Date from - Date to	Location	Client Entity	Position	Description
2007-2010	South Africa	Canadian International Development Agency (CIDA) and the Department of Rural Development and Land Reform (DRDLR)	Project leader, coordinator, researcher and author	<ul style="list-style-type: none"> SADC Centre for Land-related, Regional and Development Law and Policy (CLRDP) appointed as the coordinator for a multi-million Rand (South African - Canadian) pilot programme (2007 – 2010) focusing on the implementation of the Operational Framework on three restitution farms in three different provinces. It resulted in the drafting and submission (in 2010) of the <i>Sustainable Restitution Support - South Africa Operational Strategy for Pre- and Post-Settlement Support</i> and the <i>Restitution Implementation Manual: Partnership for Sustainable Pre- and Post-Settlement Support</i>, which were intended to be used by the South African Government to guide the transfer of land to land reform beneficiaries (in terms of the South African Restitution Programme). This pilot programme aimed at the sustainable improvement of the quality of life of such beneficiaries, as well as ensuring increased agricultural outputs.
2007	South Africa	Minister of Arts and Culture	Panel member	<ul style="list-style-type: none"> Review of all existing policies and the drafting of a new national policy on Intangible Cultural Heritage.
2006-2008	South Africa	KZN Department of Cooperative Governance and Traditional Affairs (KZN COGTA)	Project leader and drafter	<ul style="list-style-type: none"> Drafting and finalisation of the <i>Status Quo Report</i> on National and Provincial Legislation relating to Local Government in KwaZulu-Natal and the White Paper on Local Government in KwaZulu-Natal, as well as for the final phase, viz. the drafting of the KwaZulu-Natal Bill on the Code of Local Government Law.
2006-2007	South Africa	Department of Housing / Human Settlements	Analyst and drafter	<ul style="list-style-type: none"> Review of the then existing Housing Code of the National Department of Housing as well as in the drafting of the new RSA Housing Code (which was approved by the Minister of Housing and the MINMEC of Housing in May 2007).
2005-2006	South Africa	Canadian International Development Agency (CIDA), the DBSA Development Fund, the Commission on the Restitution of Land Rights, and the Limpopo Department of Agriculture	Researcher and author	<ul style="list-style-type: none"> Team leader: Research on and development of a pilot framework for restitution post-settlement support, the <i>Operational Framework for Post-Settlement Support Interventions</i> (published in 2006).

Date from - Date to	Location	Client Entity	Position	Description
2005-2009	South Africa	Southern Education and Research Alliance (SERA) (consisting of the University of Pretoria and the Council for Scientific and Industrial Research (CSIR) Task Team on Sustainable Rural Development	Co-chairperson	<ul style="list-style-type: none"> Planning, co-ordination, implementation, and monitoring of the comprehensive five-year RSA government initiated Greater Giyani Natural Resources Sustainable Rural Development Programme.
2005-2007	South Africa	KwaZulu-Natal Department of Health	Project leader and drafter	<ul style="list-style-type: none"> Rationalisation of the policy and statutory framework of the KwaZulu-Natal Department of Health, and concomitant drafting of a new provincial KwaZulu-Natal Health Bill.
2005-2007	South Africa	KwaZulu-Natal Department of Social Development	Project leader and drafter	<ul style="list-style-type: none"> Drafting of the KwaZulu-Natal departmental policy document on poverty alleviation and the accompanying legislation (the draft KwaZulu-Natal Social Welfare Bill)
2005	South Africa	Limpopo Province Premier's Office (Central Policy Unit)	Adviser	<ul style="list-style-type: none"> Advisor to the Limpopo Province Premier's Office (Central Policy Unit) as regard Strategic Planning for the Limpopo Province.
2004-2007	South Africa	Premier's Office, KwaZulu-Natal (funded by the UK Department for International Development (DFID) and the South African Government)	Coordinator	<ul style="list-style-type: none"> Inventorisation and rationalisation of all provincial KwaZulu-Natal legislation (1854 to 2004) with a view on the drafting and eventual enactment of a comprehensive Statute Book, aligned with the RSA Constitution and post-1994 democratic policies and programmes.
2004	South Africa	Community Empowerment and Social Inclusion Programme (CESI) of the World Bank Institute (WBI) and the Swiss Agency for International Development and Cooperation (SDC)	Participant	<ul style="list-style-type: none"> Appointed as the South African participant in an international project on Traditional Structures in Local Governance, of which the aim was to explore innovative ways to create more participatory sub-national governance by looking at what role traditional structures have, or could have, in local governance for the improvement of local development outcomes.

Date from - Date to	Location	Client Entity	Position	Description
2001-2002	South Africa	Institute of Federalism in Fribourg, Switzerland	Visiting SADC professor	<ul style="list-style-type: none"> • Visiting SADC research professor at the Institute of Federalism in Fribourg, Switzerland; and also responsible for managing and promoting the PAIR (Provincial Affairs and Intergovernmental Relations) Institute's European relations, especially with its two partners, the Fribourg Institute of Federalism and the Hanover Institute for Federal Studies (Germany).
2000	South Africa	Department of Provincial and Local Government (DPLG)	Researcher and adviser	<ul style="list-style-type: none"> • Report on the international and South African frameworks for the recognition of Khoisan communities and their governance structures.
1998-2001	South Africa	Department of Provincial and Local Government (DPLG) (seconded from the University of Pretoria). Funded by the Norwegian Agency for Development Cooperation (NORAD)	Technical coordinator and researcher	<ul style="list-style-type: none"> • Research on the role of traditional communities and traditional governance institutions within the framework of the 1996 constitutional framework, and the drafting of a status quo report, discussion document and draft White Paper.
1994-1997	South Africa	Department of Land Affairs (DLA)	Project leader	<ul style="list-style-type: none"> • Identification and analysis of all pre-1994 Apartheid land administration legislation and recommendation for their repeal and replacement

18. Contactable references:

NAME	ORGANISATION	CONTACTABLE REFERENCE
Chief Justice Sandile Ngcobo	Former Chief Justice of South Africa and Head of the South African Constitutional Court	
Justice Yvonne Mokgoro	Former Justice of the South African Constitutional Court	
Dr S Masenjana Sibandze	Member of the President's Independent Commission for the Remuneration of Public Office-Bearers. [previously Deputy Director-General: Department of Traditional Affairs]	
Dr Dia Sanou	Food and Agriculture Organization (FAO) Subregional Office for Eastern Africa	
Dr David Phiri	Food and Agriculture Organization (FAO) Subregional Office for Eastern Africa	
Prof dr Sheryl Hendriks	Director: Institute for Food, Nutrition and Well-being, and Head: Department of Agricultural Economics and Rural Development, University of Pretoria	
Mr Tobias Takavarasha	Previously Head: Food and Agriculture Organization (FAO) South Africa	
Mr Hilton Toolo	Department of Agriculture, Land Reform and Rural Development (Chief Directorate: Policy)	
Dr Sharmia Govender-Van Wyk	Department of Agriculture, Land Reform and Rural Development (Branch: Rural Development)	
Ms Kanthi Nagiah	Department of Agriculture, Land Reform and Rural Development (Chief Directorate: Legal Services)	

ANNEXURE B

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