



Innovation and Development in **ZIMBABWE**

2018 Green enterPRIZE Innovation Challenge Judges Profile

- **Mr Godfrey R Chinoera**, Chief Executive Officer, Zimbabwe Agricultural Development Trust
Godfrey` has extensive experience in development banking focussing on agribusiness, project financing, advisory and trade financing structures. He is responsible for the development and execution of the corporate strategy of the Trust. He also ensures effective monitoring and management of corporate principal risks that the Trust faces. He holds a Bachelor of Science (Hons) Degree in Agriculture, a Post-Graduate Diploma in Management and a Master in Business Administration (MBA) degree.
- **Ms Sanele Mlauzi**, Chairperson, Jairos Jiri Association
Sanele Mlauzi is a role model and a business woman who is currently the Chairperson of the Jairos Jiri Vocational Training Centre Board (the first chairwoman in the organizations history). Sanele also holds positions in other organizations as she discovered a latent passion to be a helper and champion for the less privileged and the voiceless in our communities. She is also a specialized Christian Counsellor who holds specialized qualification in psychology via Alison in Ireland. Sanele is an educator for Sound Prosperity, a firm based in Switzerland that trains individuals in the field of business.
- **Mr Ronny Sibanda**, Value Chain Development Specialist/Agricultural Economist
Dr. Ronny Sibanda is an Agricultural Economist with demonstrated competence in production economics and marketing. Ronny has a good understanding of the agriculture sector and agribusiness development in Zimbabwe and SADC Region, This is informed by his experience spanning 10 years of Agribusiness Research, 14 years of commercial agribusiness management at senior level with special focus on agro-production and processing; 2 years of leading research and development in a non-governmental organization (NGO) environment; 3 years as Senior Advisor Economic Development at Netherlands Development Organization (SNV); and currently is a full time Independent Consultant that has done several agriculture sector consultancy assignments including the following: Judging Young Entrepreneurs' business pitching under Empretec Zimbabwe; analysis and evaluation of Matching Grant business plans submitted by youth and SMEs from seven rural districts for potential funding by Netherlands Development Organisation (SNV); Evaluation of Micro Small and Medium enterprises (MSMEs) supported by Hand in Hand Zimbabwe in Matabeleland South and North, Midlands, and Mashonaland East Provinces to identify those with potential for value chains upgrading and linked to high value end markets; market analysis and development of a business plan for the introduction of a Mobile Abattoir business project in Matobo District by Zimbabwe Opportunities Industrialization Centres (ZOIC);

Assessment of the potential of fostering sustainable transformation of Agriculture in Africa through promotion of the inclusive green economy approach- the case of selected livestock value chains in Southern Africa Development Cooperation (SADC) countries; workshops facilitation at community and professional levels. Some carrier experiences include: Current membership to Gwanda State University Council; Leading agribusiness management and Value Chains development practitioners teams; Developing strategies for businesses, producer organisations, and Local Authorities; Leading assessment of potential for adoption of new cattle breeding technologies by resource-constrained farmers under communal area settings; Leading development of models that focus on increasing rural household incomes and empowering man and women farmers; and Serving as Country Representative for a project focusing on assessment of market access options for FMD challenged countries in the SADC Region. Ronny holds a PhD in Agricultural Economics, an MPhil in Agriculture, and a BSc in Agriculture.

- **Mr Reginald Tapiwa Munyaradzi Mapfumo**, Regional Project Manager: Green and Inclusive Energy, Hivos Hub Southern Africa
Reginald T. M Mapfumo has amassed over 10 years in the energy sector having worked on gender and energy, community driven renewable energy systems, development of renewable energy policies in Malawi, Mozambique, Malawi, Zambia and Zimbabwe. Specifically, he was involved in the construction of 15 micro-hydro schemes for isolated communities in Malawi, Mozambique and Zimbabwe on socio-economic issues and mobilisation of communities. He has also been highly involved in the development of the energy policy in Zimbabwe and revision of the energy policy in Malawi. Reginald also worked on the SE4ALL Action Agenda and the Investment Prospectus in Malawi, Mozambique, Zambia and Zimbabwe. He has also gained a lot of experience in regional and international lobby and advocacy work over the 10 years in promotion of renewable energy technologies. Currently he works as a project manager for the energy lobby and advocacy programme with Hivos Hub Southern Africa.
- **Mr John Chuma**, Human Resources Development Manager for Delta Technical Institute, Delta Beverages.
John is currently the Human Resources Development Manager for Delta Technical Institute which is an arm of Delta Beverages responsible for technical skills development. He has a passion for technical skills development. John worked as an Environment Health and Safety Manager for CarnaudMetalbox of Zimbabwe for 10 years and also worked as a Technical Training Officer for ZISCOSTEEL for 5 years. John also trained as an apprentice fitter and turner with ZISCOSTEEL
- **Mr Thulani Ncube**, Enterprise Development Advisor with SNV Netherlands Development Organisation
Thulani Ncube is an enterprise development professional with a particular interest in green entrepreneurship and enterprise development. Thulani has held various positions in the private sector and in both local and International NGO. At present Thulani is a Youth enterprise development Advisor with SNV Netherlands Development Organisation. In the past he held the position of business credit analyst with the Agriculture Development Bank of Zimbabwe. Thulani's passion is working with youth

to find a lasting solution to the youth unemployment crisis. Currently he is developing materials for Employability, Livelihood options and life-long learning for out of school youth. Thulani has just participated in a national study on opportunities for youth employment in Zimbabwe. Thulani is also an ardent horticulture farmer with a passion for integrated pest management along the lines of using bio-pesticides and cultural weed, pest management practices to reduce the environmental impact of continued use of inorganic pesticides and fertilisers. He is a holder of an MSc degree in Development studies and a BSc (Honours) in Agriculture.

- **Ms Bertha Ndlovu**, Executive Director of Micah Foundation and Director of Khangela Creations

Bertha has over fifteen years' experience as an entrepreneur in Informational Technology and Retail driving effective business development and growth strategies. She is the Executive Director of Micah Foundation and is also a Director of Khangela Creations. She holds an MBA from the University of Gloucestershire (UK) and a Bachelor of Science Honours degree in Sociology from the University of Zimbabwe. Micah Foundation she cofounded after realising the need to develop Digital and Technology Literacy and skills that cut across all sectors. Added to that is understanding systems and process in one's business so Micah offers training in focusing on how technology tools improve this. Mentorship is offered to develop a balanced being. Cofounded in 2009 and managed ICT Academy a Microsoft Certified Partner in Learning Solutions which trained over sixty organisations locally and regionally. In 2003 founded and managed Khangela Creations a business in Lifestyle, Fashion and Events backed by a certification in Event Management from Inard Training and Development. These experiences created a strong passion for knowledge transfer and through international certifications I am a trainer in Entrepreneurship, Business and Personal Development. She is a certified Empretec a trainer in Entrepreneurial Skills Development, International Business Driving Licence trainer, a Passport to Success Employability and Life skills. Sat on the Zimbabwe National Chamber of Commerce, Women's Committee and cofounded the Mentorship in Practice Program and was at trainer and mentor for four years. An International mentor for Techwomen. A speaker and advocate of empowerment of Women and Youth and building sustainable entrepreneurial enterprises, spoke at the launch of Women in Tech, Techwomen Delegation Trip to Zimbabwe, Women Economic Empowerment Conference in Indonesia 2015 and Sweden 2016. Has participated as a judge on two occasions for Empretec before in the Dragons den version for Empretec during Global Youth week. She is a facilitator for DEMO Africa a potch event for Tech Start Ups.

- **Ms Virginia Sibanda**, Chief Executive Officer, Virl Financial and Social Services
Mrs Sibanda has twenty eight years of experience in banking and microfinance industry in Zimbabwe, with extensive experience in credit risk assessment and lending to micro, small, and medium enterprises.
Her current position is CEO of VIRL Rural & Social Financial Services (Private) Limited trading as VIRL Financial Services a company that she co-founded in 2010 which focuses on agriculture and rural finance. She holds a Masters of Business Administration Degree obtained through the University of Wales Bangor in association with Manchester Business School. Mrs Sibanda is an alumni of the International

Leadership Visitors Program sponsored by USAID which focused on building capacity for women. She is the current board chairperson of ZAMFI and is the Vice Chairperson of Credit Providers Association of Zimbabwe.

She has attended the general Boulder Institute of Microfinance Program as well as the Rural and Agriculture program and has attended the Symposium for Financial Inclusion sponsored by Mastercard Foundation and all these programs speak to financial inclusion and entrepreneurship development. Mrs Sibanda is passionate about development work.

- **Ms Irene Chikumbo**, Operations Director, ACT in Africa

Irene is the Operations Director for the ACT in Africa. Over the past 5 years Irene has been working in the entrepreneurship and innovation space on a number of projects. Her project portfolio has included the Social Entrepreneurship Bootcamp, Innovation Baraza, Startup Weekend Harare and the Global Startup Battle. Her postgraduate studies at the Blekinge Institute of Technology in Sweden were grounded in the areas of innovation and sustainability. She is also a Mandela Washington Fellow that was based at Northwestern University in Chicago. Irene has co-authored two research papers with one focusing on Social Entrepreneurship and another on Innovation Value Chains in the Telecommunications Sector. Her previous work experience has included time at Ericsson, USADF, Udugu Institute and OK Zimbabwe. Irene is currently on the UNISA YALI Regional Leadership Center Advisory Board.

- **Mr Jens Dyring Christensen**, Senior Specialist, Enterprise Development & Job Creation, International Labour Organization

Jens joined the ILO in 1998 and is based in the ILO Decent Work Team in Pretoria, South Africa as the Senior Specialist for Enterprise Development & Job Creation heading up the ILO sustainable enterprise development portfolio in Eastern & Southern Africa. Jens is passionate about enterprise development as a means to create Decent Work and has worked in more than 30 countries. Prior to joining the Decent Work team in South Africa Jens was based in Indonesia, Switzerland, Tanzania and Vietnam managing programmes and projects on SME development, entrepreneurship education, enabling business environments, youth entrepreneurship, social enterprise development, value chain development and green jobs. Jens is a development economist, an Open Space facilitator and accredited ILO master trainer of entrepreneurship education and business management training programs.

- **Mr Bright Makwindi**, Head of Strategy and Business Performance in TelOne Pvt Ltd

Bright is a Business Planning Analyst with Tel-One Zimbabwe. An astute, results-oriented development practitioner with proven success in managing, leading, championing and facilitating multi-disciplinary project teams in strategic and development planning, monitoring and evaluation, budgeting and formulation of turnaround strategies. Bright has experience in Strategy Management covering work Programming and Resourcing, Coordination of development initiatives, Team building and Mentorship. He has also been involved in Rural development- Rural financing and Training, Project planning and Implementation. Bright holds a master's degree in National Development and Project Planning from the University of Bradford and a Bachelor of Science (Hons) Degree in Economics from the University of Zimbabwe. He

holds several certificates in Risk and Investment Appraisal - Certificate of Competence from Queens University: Canada, Certificate in Effective Micro Finance Branch Management: Nairobi Kenya, Certificate in Development Projects in Rural Areas: Development Studies Centre in Rehovot: Israel and Certificate in Remote Sensing and GIS for Rural Development and Natural Resources: ERSI Harare.

- **Ms Audra Wilson-Max**, Founder and Chief Executive Officer, Brand Africa Project
Audra is the founder and imagination behind Brand Africa – creative and strategic specialists promoting the possibility of all things African. From publishing children's books internationally to leading innovation and strategy across several private sector institutions including the largest global financial services institution in the UK, her experience spans several African countries helping national initiatives and multinational companies world-wide improve sustainability and impact across their value chains in Africa, Asia, and Latin America.
- **Mr Victor Marawu**, Chief Executive Officer, Vertical Momentum
Victor Marawu is a highly skilled and pragmatic business strategist and leader who, for years, have successfully led and assisted international business and not-for-profit organisations in areas of policy, strategy, marketing and public relations, procurement and logistics, operations as well legal. He is a passionate Coach and developer of cutting edge Leadership and Personal Development programs.

From 2011, Victor led global research on institutional leadership. The research culminated in the development of unique concepts and models, and the establishment of Vertical Momentum Global as a social enterprise committed to the development of People and Organisational Effectiveness. Four years after its establishment, Vertical Momentum has, and continue to deliver unprecedented people as well as organisational transformation leading to sustainable success. A number of leading institutions in Zimbabwe and beyond have since adopted Vertical Momentum programs for the development of their leaders. The company's flagship program, LEAD Momentum, is now being promoted and offered across the Southern Africa region
- **Ms Chandireka S Mutubuki-Makuyana**, Renewable Energy Expert and Consultant
Chandi Mutubuki-Makuyana is a renewable energy expert. She is best known for managing mini grid development projects in several countries in Southern Africa, but perhaps her greatest achievement is in championing the concept of energy markets for marginalized communities in Zimbabwe. As someone who comes into the energy field not solely from a technology perspective, Chandi has the unique ability to link energy with other sectors such as youths, gender, energy for agriculture, energy for education. When she is not designing financing models, Chandi spends time learning French, renovating homes and playing tennis.
- **Mr Isiah Nyakusendwa**, Chairman, Renewable Energy Association of Zimbabwe
Isaiah runs an advisory services company which he started in 2003 which advises on renewable energy projects amongst other services and has advised on a 20MW Rooftop Solar Project which has been ongoing for the past 4 years, 2 Mini Hydro Power Projects, 25MW Mini Grid Solar Project and Solar Street Light Project for 3 towns. In

2017 he founded and is running an energy company which is into the provision of affordable and quality renewable energy solutions for the Zimbabwean populace. In 2016 was involved in the formation of the Renewable Energy Association of Zimbabwe (REAZ) – an umbrella body for renewable energy sector players and was elected the Chairman at inception to date. He has been active in the policy formulation, investment promotion, awareness raising, promotion of quality and affordable renewable energy up take. He has been involved with The Global Off Grid Lighting Association (GOGLA), Private Financing Advisor Network (PFAN), Renewable Energy and Energy Efficiency Partnership (REEP), Africa Enterprise Challenge Fund (AECF) and The Energy and Environment Partnership Trust Fund (EEP Fund. He has over 30 years diverse experience having worked in the commercial, manufacturing, industry, services, agriculture and mining sectors.

- **Ms Betty Sibanda**, Head of Retail Banking, Empower Bank
Betty Sithembiso Sibanda has over 20 year's development finance experience. She has worked with SMEs in Entrepreneurship Development and Business Development. She is currently employed by Empower Bank as Head of Retail Banking her focus being to capacitate and grow the businesses of young entrepreneurs and assist bring the unbanked into mainstream banking. Betty possesses a BA accountancy degree from the University of Zimbabwe and a Masters in Business Leadership from University of South Africa. Past experiences include being Deputy Director of the National Indigenization and Economic Empowerment Board (NIEEB), Assistant General Manager of SEDCO and Branch Manager at SEDCO.
- **Ms Hazel Chinake**, Chairperson, Network of African Business Women (Zimbabwe Chapter)
Hazel Chinake is a women's human rights promoter, social entrepreneur, with interests in green entrepreneurship, IT solutions, mining and low-cost housing. She offers business advisory services on the continent. Ms Chinake serves on several boards, and is the founding Chairperson of the Network of African Business Women (Zimbabwe Chapter)- a Graca Machel Trust initiative(www.gracamacheltrust.org) and Elizabeth Edith Foundation. Hazel has worked for international organisations and currently focuses on capacity strengthening of CSOs. She is a green business enthusiast, having been responsible for Climate Change programmes at the Embassy of Sweden during the Swedish EU presidency years back. She organised the first ever green business expo in 2012 entitled RISE, supported by various funding and private sector partners. She has initiated ISEED, an initiative that focuses on promoting green jobs in rural areas, especially for young entrepreneurs and facilitating market linkages.
- **Mr Aleck Ncube**, Intellectual Property Educator at the National University of Technology (NUST)
Aleck Ncube is the Acting Director, Innovation, Product and Service Development at the National University of Science and Technology (NUST), Innovation Hub, in Bulawayo, Zimbabwe. He holds qualifications in Information Science and Intellectual Property Rights Law. He is currently a Doctoral Researcher with the University of Cape Town (UCT). Between 2010 and 2012 he was a Fulbright Scholar and Research Fellow

at the Franklin Pierce Law Center For Intellectual Property, in the United States of America. In 2011 he was awarded the Association Of University Technology Managers **(AUTM)** Fellowship for Technology Transfer Professionals from Developing Countries. He has supervised the work of several successful Masters in Intellectual Property **(MIP)** students at Africa University. Widely travelled, he has not only presented his work at several conferences, seminars, workshops and symposia in Zimbabwe and abroad, but has also been associated in an advisory capacity with several national institutions on Intellectual Property Rights Issues. His research interests are in building human and institutional capacity in Intellectual Property Rights Management and Technology Transfer in Developing countries.

- **Ms Hilda Van der Veen**, International Development and Environmental Expert and Consultant

International development subject matter expert and consultant with more than 15 years' experience in design, implementation, and monitoring of environment-related technical cooperation activities at international level in private, public, and NGO sectors. Hilda has worked in more than 50 developing countries with core competencies and project implementation focusing on: Environmental Management; Waste Management; Project Development; Green Jobs Creation; Chemicals Management; Private Sector and SME Development. Hilda's subject matter expertise is mainly in Environmental Engineering; Process Design; Industrial Flow Technology and Biotechnology.

- **Mr Kudzai Ndidzano**, Principal Climate Change Compliance Officer, Ministry of Lands, Agriculture, Water, Climate and Rural Resettlement

Kudzai is a Principal Climate Change Compliance Officer in the Climate Change Management Department of the Ministry Lands, Agriculture, Water, Climate and Rural Resettlement. He is responsible for national compliance to the United Nations Framework Convention on Climate Change (UNFCCC), its Kyoto Protocol and the Paris Agreement and reporting through the National Communications and Biennial Update Reports. He is a member of the Green EnterPRIZE Technical Working Group, the Ministry's Coordinator of the Zimbabwe Climate Change Technical Assistance (ZIM-CLIM) funded by the multi-donor Zimbabwe Reconstruction Fund (ZIMREF) through the World Bank and a Technical Advisory Committee member to the development of Zimbabwe's National Water Masterplan and a member and of the National Civil Protection Committee.

Kudzai has wide experience in climate change mitigation and adaptation, disaster risk reduction/management, Integrated Water Resources Management (IWRM) and general catchment management. Kudzai holds a Master of Science Degree in Integrated Water Resources Management (IWRM) from the University of Zimbabwe and Bachelor of Science Degree in Natural Resources Management and Agriculture majoring in Land and Water Resources Management from the Midlands State University (MSU).