

<b>Name of Expert:</b>	Fransina Grace Shihepo
<b>Date of Birth:</b>	24 January 1981
<b>Country of Citizenship/Residence</b>	Namibian

#### Education:

<u>School, college and/or University Attended</u>	<u>Degree/certificate or other specialized education obtained</u>	<u>Year Obtained</u>
University of Namibia	Postgraduate Diploma in Business Administration	2018
UNESCO-IHE Institute for Water Education, The Netherlands	MSc. Environmental Science: Specialization: Environmental Planning & Management	2012
Namibia University of Science and Technology (formerly Polytechnic of Namibia)	Bachelor of Technology: Natural Resources Management (Nature Conservation)	2006

#### CAREER ENHANCING TRAININGS

<b>Institution</b>	<b>Period</b>	<b>Obtained</b>
University of Cape Town	10/2022 - 01/2023	Certificate: Advanced Project Management
World Bank Group: The Open Learning Campus	04/2022	Certificate: Leadership and Innovation Program; Leading the Vision and Strategy for Development Reforms
World Bank Group: The Open Learning Campus	04/2022	Certificate: GEF Results Framework Part 2
Linkend in Learning	04/2022	Certificate: Building Resilience
Linkend in Learning	04/2022	Certificate: Strategic Thinking
World Bank Group: The Open Learning Campus	02/2022	Climate & Disaster Risk Screening: Identifying Risk to Enhance Resilience
World Bank Group: The Open Learning Campus	03/2021	Certificate in Environmental and Social Framework- ESF Fundamentals
United Nations Institute for Training and Research	09/2021	Certificate: Gender and Environment
United Nations Institute for Training and Research	09/2021	Certificate: Integrating Climate Risk Information into National Action Plans
UNDP	11/2020	Certificate in UNDP Evaluation
Australian National University, Australia	04/2017-06/2017	Certificate in Science Centre Management: capacity building leadership training
Extraordinary Strategies International; Management Systems Training and Consultancy Services	07 - 08/03/2017	ISO 9001:2015 PDCA & Reactive Investigation
Aurecon South Africa (In-house training)	10 - 21/02/2014	ISO 14001: Compliance to Environmental Management Systems
University of Cape Town, South Africa	07/2014 - 08/2014	Certificate in Business Writing for Professionals in the Industry.
UNESCO-IHE Institute for Water Education, the Netherlands	08/2011 - 09/2011	Project Management Certificate in partial completion of the MSc Degree.

#### Employment record relevant to the assignment:

<b>Period</b>	<b>Employing organization and your title/position. Contact information for references</b>	<b>Country</b>	<b>Summary of activities performed relevant to the Assignment</b>
May 2023 to Date	Namibia University of Science and Technology Project Manager for the project titled: Diversifying Revenue in Rural Africa		<ul style="list-style-type: none"> <li>- Plan and coordinate the timeous implementation of the project activities within budget and scope.</li> <li>- Identify, analyse and respond to risk factors.</li> <li>- Promote various activities associated with the DivAgri Project and oversee their integration into existing agri-food systems.</li> </ul>

Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
	Through Bio-Based Agricultural Solutions (DivAgri Project) Reference: Dr Veikko Shalimba vshalimba@nust.na		<ul style="list-style-type: none"> <li>- Actively promote the widespread uptake of DivAgri technologies in the farming communities.</li> <li>- Manage day-to-day tasks and activities of all project team members and ensure compliance to both institutional and donor policies.</li> <li>- Set deadlines, assign responsibilities, monitor and evaluate progress of the project.</li> <li>- Prepare and submit project progress reports.</li> <li>- Manage contracts with vendors and suppliers by assigning tasks and communicating expected deliverables.</li> </ul>
Jul 2015 – Present	Independent Consultant	Namibia	<ul style="list-style-type: none"> <li>- Social &amp; Environmental Safeguards Officer</li> <li>- Conduct stakeholder engagement consultations and document outcomes.</li> <li>- Environmental Impact Assessment, administering public participation and community engagement for development projects,</li> <li>- Undertake environmental compliance inspections of project construction activities to monitor compliance with environmental requirements,</li> <li>- developed and implemented successful sustainability programs that have reduced waste, increased energy efficiency, and improved the overall environmental and social performance of organizations</li> <li>- experienced in conducting sustainability assessments, identifying opportunities for improvement, and implementing sustainability best practices across various industries.</li> </ul>
November 2019 – 31 March 2023	UNDP/Benguela Current Convention Angola Namibia South Africa  Stakeholder Engagement Specialist Viviane Kinyaga Viviane.kinyaga@gmail.com	Angola Namibia South Africa	<ul style="list-style-type: none"> <li>- Stakeholder Engagement</li> <li>- Gender Mainstreaming</li> <li>- Grievance Redress Mechanism</li> <li>- Monitoring and Evaluation</li> <li>- Project management and implementation</li> <li>- Coordinate project steering committee resolutions</li> <li>- collaborated with cross-functional teams to design and execute sustainable initiatives that align with business objectives, while ensuring compliance with environmental regulations.</li> </ul> <p>Specific Responsibilities</p> <ul style="list-style-type: none"> <li>• Provide Technical advise to the Project Manager and the 3 National Project Officers for each of the BCC member states (Namibia, South African and Angola)</li> <li>• Development and implementation of a stakeholder engagement plan in line with the BCC Communications Strategy.</li> <li>• Conducting stakeholder mapping and analysis as part of identifying the right mechanism for stakeholder engagement platform;</li> <li>• Development of a resource mobilization strategy by participating in consultation meetings and review of draft reports.</li> <li>• Resource mobilization strategy for the financing of BCC activities</li> <li>• Support BCC Parties to establish national stakeholder engagement fora (National Inter-sectoral Committees) or equivalent stakeholder engagement platforms.</li> <li>• Devise mechanisms for private sector engagement, partnerships and alliances</li> <li>• Document Lessons learned and best practices to improve project delivery</li> <li>• Document gender inclusivity in alignment with BCC's Gender Action Plan</li> <li>• Develop strategies for community level engagement in project activities</li> <li>• Monitoring and Evaluation of BCC activities against the Work plan and KPIs</li> </ul>
July 2015 – October 2019	National Commission on Research, Science and Technology Namibia  Scientist  Hilya Shikongo	Namibia	<ul style="list-style-type: none"> <li>- Responsible for the formulation, drafting and implementation of the Strategy for Science, Technology and Innovation Infrastructure</li> <li>- Development national research guidelines</li> </ul> <p>Strategy Development &amp; Implementation</p> <ul style="list-style-type: none"> <li>• Responsible for the formulation, drafting and implementation of the Strategy for Science, Technology and Innovation Infrastructure</li> <li>• Development national research guidelines</li> </ul>

Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
	hshikongo@ncrst.na		<p>Policy Formulation</p> <ul style="list-style-type: none"> <li>• Drafted the Namibian Space Policy; formulation of the Namibian Indigenous Knowledge Systems Policy</li> <li>• Develop and implement gender mainstreaming framework targeting inclusion of women in biosafety.</li> <li>• Identification, design, implementation and monitoring of gender actions and undertook institutional analysis and Advocacy for Gender Equality.</li> </ul> <p>General</p> <ul style="list-style-type: none"> <li>• Served as a member of the Biosafety Review Committee, responsible for evaluation; reviewing and providing recommendations on the applications for permits to deal with Genetically Modified Organisms (GMOs).</li> <li>• Formulated a framework for investigating and considering applications for permits on GMO and GMO products; and devised a reporting tool that enables the Biosafety Council to submit the recommendations for onward approvals.</li> <li>• Contribute to the establishment of research facilities for the implementation of the National Research Programme, this includes identification of criteria for the Science, Technology and Innovation Portal/database.</li> <li>• Contribute towards the identification of research &amp; development programmes through collaborations and partnerships.</li> <li>• Assist in the evaluation of research proposals and identify recommendations.</li> <li>• Assist in facilitating the development of projects emanating from agreements between national and international research institutions.</li> <li>• Information dissemination (policy strategy and research outputs.)</li> <li>• Designed awareness creation material and knowledge management in the quest to communicate the importance of science at ground roots level.</li> <li>• Developed development training manuals</li> </ul>
Oct 2012 – Jun 2015	Aurecon Consulting Engineers aurecon@aurecongroup.com	Namibia South Africa	<ul style="list-style-type: none"> <li>- Analyzing environmental policies, legislations and applying them into the formulation of environmental management plans as well as impact assessments.</li> <li>- Stakeholder Engagement Plan (SEP)</li> <li>- Stakeholder Identification and Consultations (public meetings)</li> <li>- Gender Mainstreaming</li> <li>- Environmental and Social Impact Assessment (ESIA)</li> <li>- Environmental and Social Management Plan (ESMP)</li> <li>- Grievance Redress Mechanism (GRM)</li> <li>- Monitoring and Evaluation</li> </ul>

#### Professional Certification or Membership in Professional Associations:

- Committee Member, Namibia Climate Change Committee coordinated by the Ministry of Environment and Tourism, 2010 to date
- Certificated Natural Scientist with South African Natural Scientific Professions (SACNASP), 300036/13
- Environmental Assessment Practitioner with Environmental Assessment Professionals of Namibia (EAPAN), 2012

#### Publications:

- Liebenberg JL, Shihepo FLG and Blanché C, 2013. "Overcoming the pitfalls of borrow pit legalisation in the Western Cape through coordinated planning". Abstract submitted to International Association for Impact Assessment (South Africa) (IAIAsa) 2013 annual conference.
- Shihepo FLG, 2012. "Coordination of Land Use Management in Relation to Water Resources in Ilishana Subbasin, Namibia". MSc Thesis, UNESCO-IHE, Delft, the Netherlands.
- SHIHEPO, FRANSINA LINEEKELA GRACE 3 Hoveka E, and Shihepo FLG, 2010. "Handbook for Agricultural Extension Workers to Promote the Use of Renewable Energy Technologies in Namibia". Namibia Renewable Energy Project (NAMREP)/United Nations Development Programme (UNDP) Namibia and Ministry of Mines and Energy.
- Shihepo FLG, Eiseb S, and Cunningham P, 2006. "Fleas (Insecta: Siphonaptera) Associated with Small Mammals in Selected Areas in Northern Namibia". Polytechnic of Namibia

#### Language Skills

Language	Reading	Speaking	Writing
English	Excellent	Excellent	Excellent
Afrikaans	Excellent	Excellent	Excellent
Oshiwambo	Excellent	Excellent	Excellent

**Reference to Prior Work/Assignments that Best Illustrates Capability to handle the task**

Coordinator of a team of consultants that are developing a GEF-UNDP project titled: Mainstreaming Climate-Resilient Blue Economy in the BCLME Region. for NILALEG Project- **Funded by Global Environmental Facility & United Nations Development Program** –December 2023 – April 2024

**Specific Tasks:**

- Lead and coordinate the work of regional consultants in undertaking national consultations to identify project demonstration sites and obtain co-financing letters as commitment to contributing to implementation of the project.
- Ensure delivery of necessary information for project preparation
- Facilitate the flow of information and communication between the various consultants involved in the project development.
- Undertake a concise regional stakeholder analysis and develop a Stakeholder Engagement Plan with budgeted activities.
- Contribute to technical studies and reviews; and prepare inputs to support the required annexes accompanying the project document.

Consultant for NILALEG Project- **Funded by Global Environmental Facility & United Nations Development Program** Review and Update of the Project's Environmental & Social Management Plan and Associated Documents Across all Five Landscapes – August 2023 – April 2024

**Specific Tasks:**

- Revise and Update the project's Environmental and Social Management Plan
- Review the Indigenous People's Plan and update it with approach to Free Prior & Informed Consent as well as Grievance Redress Mechanism
- Update the Stakeholder Engagement Plan
- Review and update the Gender Action Plan

Ministry of Agriculture, Water and Land Reform – **Funded by African Development Bank**  
October 2023 – March 2024

Feasibility Study for Crop and Livestock Value Chains Development

- undertake the requisite social and environmental sensitivities in the five areas that are proposed to establish the agro-parks.

Ministry of Environment, Forestry and Tourism

As part of the project: Integrated Human-Wildlife Conflict and Wildlife Crime Management- **Funded by Global Environmental Facility & United Nations Development Program**

Served as a Part-time Social and Environmental Safeguards Officer

December 2022 – May 2023

- Oversee project-based monitoring and evaluation; and mainstream environmental and social safeguards
- Review implementation of Stakeholder Engagement Plan (SEP)
- Stakeholder Identification and Consultations (public meetings)
- Ensure implementation of gender action plan

Environmental Investment Fund

Development of two project proposal concept notes for submission to **Green Climate Fund** - April to June 2023

- Facilitate stakeholder engagement (GRN, civil society, Community Based Organisation (CBO), local authorities, UN agencies and other development partners), collect their inputs and incorporate these into envisaged final Concept Notes.
- Develop a rigorous climate rationales and Theories of Change for each proposed project that should help the project drive transformational change and paradigm shift for climate change adaptation and mitigation.
- Support the EIF to respond to and incorporate GCF's first round comments following GCF review of the submitted Concept Notes.

Roads Authority - **Funded by African Development Bank**

Construction of DR3507 Bukalo-Ngoma & DR3559 Silumbi-Sizimbukwa Road to Bitumen Standards

Date start/end: March 2023 to August 2023

Environmental Assessment & Social Safeguards Officer

Activities undertaken:

Develop project specific environmental and social management in alignment to AFDP framework.

Environmental assessment process to obtain the Environmental Clearance Certificate from Ministry of Environment, Forestry and Tourism

Stakeholder Consultation

Site assessment and identification of potential impacts and mitigation measures and development of the Environmental Management Plan

Construction of the gravel road DR3654: Omuthiya - Elambo

Date start/end: March 2023 to May 2023

Client: Roads Authority **Funded by African Development Bank**

Position held: Environmental Assessment & Social Safeguards Officer

<p><b>Project description: Environment Impact Assessment Process</b></p> <p><b>Activities undertaken:</b>  Environmental assessment process to obtain the Environmental Clearance Certificate from Ministry of Environment, Forestry and Tourism  Stakeholder Consultation  <i>Site assessment</i></p>
<p><b>UNDP Namibia - National Consultant for the Review, Realignment and Design of the Sustainable Environmental Management and Enhanced Resilience to Shocks and Crises Portfolio document for the UNDP Namibia Country Office</b>  <b>February – April 2023</b></p> <ul style="list-style-type: none"> <li>- Reviewing, editing, realignment and design of the Sustainable Environmental Management and Enhanced Resilience to Shocks and Crises (SEMER) in Namibia Portfolio</li> <li>- Develop a theory of change for the attainment of the SEMER Portfolio outputs through the desk review from current (2017 upwards) existing literature including project documents.</li> <li>- Solicit input from local, national and international perspectives as contribution to the updated Portfolio Document</li> <li>- Define and propose the most adequate management structure and arrangements, as well as the monitoring framework of the Portfolio</li> <li>- Define and propose the budget required for the overall Portfolio implementation</li> </ul>
<p><b>Proposed subdivision and township development in Gobabis Townlands</b>  <b>Date start/end: October 2018</b>  <b>Client: Gobabis Property Development</b>  <b>Position held: Environmental Assessment Practitioner</b>  <b>Project description: Environment Impact Assessment Process</b>  <b>Activities undertaken:</b>  Environmental assessment process to obtain the Environmental Clearance Certificate from Ministry of Environment, Forestry and Tourism  Stakeholder Consultation  <i>Site assessment</i></p>
<p><b>Name of assignment or project: Proposed expansion of Rehoboth Medical Centre</b>  <b>Date start/end: December 2018</b>  <b>Client: Global Business Development</b>  <b>Position held: Environmental Assessment Practitioner</b>  <b>Project description: Environment Impact Assessment Process</b>  <b>Activities undertaken:</b>  Environmental assessment process to obtain the Environmental Clearance Certificate from Ministry of Environment, Forestry and Tourism  Stakeholder Consultation  <i>Site assessment and identification of potential impacts and mitigation measures</i></p>
<p><b>Name of assignment or project: Integrated green city model facility in Rehoboth</b>  <b>Date start/end: January 2015</b>  <b>Client: ArkIndustries Namibia</b>  <b>Position held: Environmental Assessment Practitioner</b>  <b>Project description: Environment Impact Assessment Process</b>  <b>Activities undertaken:</b>  Environmental assessment process to obtain the Environmental Clearance Certificate from Ministry of Environment, Forestry and Tourism  Stakeholder Consultation  <i>Site assessment and identification of potential impacts and mitigation measures</i></p>
<p><b>Name of assignment or project: Auasblick extension 1 township development</b>  <b>Date start/end: March 2015</b>  <b>Client: Hangala Group</b>  <b>Position held: Environmental Assessment Practitioner</b>  <b>Project description: Environment Impact Assessment Process</b>  <b>Activities undertaken:</b>  Environmental assessment process to obtain the Environmental Clearance Certificate from Ministry of Environment, Forestry and Tourism  Stakeholder Consultation  <i>Site assessment and identification of potential impacts and mitigation measures</i></p>
<p><b>Name of assignment or project: Environmental Impact Assessment to establish three 10 megawatt photovoltaic facilities at Mariental, Omaruru and Okahandja</b>  <b>Date start/end: August 2014</b>  <b>Client: Namibia Power Corporation</b>  <b>Position held: Environmental Assessment Practitioner</b>  <b>Project description: Environment Impact Assessment Process</b>  <b>Activities undertaken:</b>  Environmental assessment process to obtain the Environmental Clearance Certificate from Ministry of Environment, Forestry and Tourism  Stakeholder Consultation  <i>Site assessment and identification of potential impacts and mitigation measures</i></p>