



CURRICULUM VITAE

FAYE NAMUPALA

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Curriculum Vitae

Summary

I am a highly experienced professional with over 15 years of expertise in managing and advising on environmental management, natural resource management, and environmental compliance across various sectors such as fishing, mining, and construction. I have specialized as a fisheries scientist, focusing on otolith research as a valuable tool for addressing ecological and environmental challenges in aquatic ecosystems. One of my key accomplishments includes developing, implementing, and overseeing the compliance of ISO 14001 & ISO 14040 accredited Environmental Management Systems. My ability to create and execute environmental strategies and global sustainability initiatives has been recognized by both governmental bodies and industrial organizations. As a registered Environmental Assessment Practitioner, I possess extensive experience in conducting environmental impact assessments, engaging stakeholders, and formulating comprehensive environmental management plans across various industries in Namibia. I have also contributed to the field of education. I serve as a course content specialist for NAMCOL's Bachelor of Arts in Youth and Community Development degree. Currently, I am an esteemed lecturer, guiding students pursuing a Bachelor Honours degree in Fisheries and Ocean Sciences.

Work experience

June 2019 – current

Dates

Lecturer / TRIATLAS Project Research Associate

Occupation or position held

Teaching of Ichthyology I, Fisheries Economics, Natural Resource Economics and Fisheries Management II. Data analysis of otolith chronologies including mixed effects modelling, Climate data analysis, literature review, report writing & manuscript writing, and trophic structure analysis.

Main activities and responsibilities

Name and address of employers

University of Namibia, Fisheries & Aquatic Sciences, Sam Nujoma Campus, Henties Bay, Namibia

Dates

September 2015 – current

Occupation or position held

Sustainability Consultant

Main activities and responsibilities

Manages the Environmental Management System, policy, procedures, standards, programmes and control measures of business activities. Supervise and implement the compliance of the project/company Environmental impact assessment (EIA), Environmental management plan (EMP) and other environmental statutory requirements during the exploration/construction/operational phase of the project. Liaise with client, government agencies and other relevant stakeholders. Prepare, review and update environmental monitoring reports and provide recommendations for the mitigation measures to protect the environment. Implemented environmental risk assessments, reviews and audits to establish nonconformities and recommend appropriate remedial actions. Investigate all environmental incidents to identify causes and determine corrective and preventative measures. Present environmental results to Environmental Monitoring Committee (EMC) meetings to interested stakeholders. Convene Public Sharing Meetings. Develop a Community Engagement Plan. Provide environmental training. Coordinate ISO 14001 re-certification audits. Course Curriculum development, Course writer & Content Editor. Review technical and scientific reports, extract data and develop knowledge products for the Benguela Current Commission (BCC).

Name and address of employers

1. China Harbour Engineering Company (CHEC), 196 Rikumbi Kandanga Road, Walvis Bay, Namibia
2. Langer Heinrich Uranium Mine (LHU), 10 Einstein Street, Box 156, Swakopmund
3. Namibia College of Open Learning (NAMCOL), Independence Avenue, Katutura, Windhoek
4. Swakop Uranium Mine, PO Box 8667, Swakopmund, Namibia
5. Benguela Current Commission (BCC), Private Bag 5031, Swakopmund, Namibia

Type of business or sector

Construction/ Mining / Consulting Services / Higher Education

Dates

February 2009 – April 2014

Occupation or position held

Senior Advisor: Product Stewardship

Main activities and responsibilities

Introduce, develop, implement and manage systems to assist in product management and the integration into HSEQ and other existing systems or frameworks. Develop companywide strategies, guidance, metrics and tools in area of competence. Assist key associations and government advocacy work relevant to Product Stewardship.

Capturing and disseminating leading practice and lessons. Developing expertise and knowledge of approaches Product Stewardship related life cycle and supply chain topics to assist Rio Tinto business units globally. Support activities related to regulatory compliance for product regulations, emerging supply chain requirements, life cycle assessments across Rio Tinto business units

Name and address of employer
1. Rössing Uranium Limited (RUL), Private Bag 5005, Swakopmund, Namibia
2. Rio Tinto Management Services, 1 Harries Road, Illovo, Sandton 2196 South Africa

Type of business or sector
Mining

Dates
November 2003 – January 2009

Occupation or position held
Fisheries Biologist

Main activities and responsibilities
Planning and supervising hake ageing projects; developing ageing methods to provide updated growth estimates and age-length key (ALK); Estimate age and growth parameters of the two common hake species; Management of all data gathered, as well as overall management of survey equipment; design a statistically sound sampling strategy for otoliths from surveys and commercial boats.

Name and address of employer
Ministry of Fisheries and Marine Resources (MFMR), National Marine Information and Research Centre (NatMirc), P.O. Box 912, Swakopmund, Namibia

Type of business or sector
Fisheries

Dates
January 2001 – August 2003

Occupation or position held
Physical Science Teacher

Main activities and responsibilities
To teach and educate students according to guidelines provided by the National Curriculum Framework under the overall guidance of the Ministry of Education, Sports and Culture. Planning, preparing and delivering lessons to all students in the class; Teaching according to the educational needs, abilities and achievement of the individual students and groups of students; Adopting and working towards the implementation of the school development plan of the particular school they are giving service in; Assigning work, correcting and marking work carried out by his/her students; Assessing, recording and reporting on the development, progress, attainment and behaviour of students.

Name and address of employers
1. Dawid Bezuidenhout High School, P.O. Box 10401, Khomasdal, Windhoek, Namibia
2. Oshakati Senior Secondary School, Private Bag 5512, Oshakati, Namibia

Type of business or sector
Education

Education and Training

Dates
2007

Title of qualification awarded
European Joint Master in Water and Coastal Management

Principal subjects/
occupational skills covered
Water Management, Environmental Management & Coastal Management

Name and type of organization providing education and training
University of Bergen, Norway & University of Algarve, Portugal

Dates
2003

Title of qualification awarded
Bachelor of Science

Principal subjects/
occupational skills covered
Chemistry and Molecular & Physiology Biology

Name and type of organization providing education and training
University of Namibia, Namibia

Dates
1996

Title of qualification awarded
Grade 12 (Cape Education Department)

Principal subjects/
Afrikaans, English, Biology, Physical Science, Mathematics, Agricultural Science

occupational skills covered

Name and type of organization providing education and training

Government of Namibia, Ministry of Education, Namibia

Awards

European Commission's Erasmus Mundus Scholarship 2005-2007

Publications

Peer Reviewed Publications:

- Wilhelm M.R., Moloney, C. L., Roux, J-P., West, W. M., Brinkman, F. R. V., Kashava, S. and Paulus. S. 2018. The biannual otolith zone formation of the shallow-water hake *Merluccius capensis* in response to environment and physiology of northern Benguela. *Journal of Marine Systems* 188: 98-108.

Study Guide Materials:

- Youth and Sustainable Development Course Book, Bachelor of Arts in Youth and Community Development, 1st ed. NAMCOL. Windhoek, 2019, 388pp.
- Youth, Governance, Transparency and Participation Course Book, Bachelor of Arts in Youth and Community Development 1st ed. NAMCOL. Windhoek, 2019, 325pp.
- Youth Advocacy, Principles and Tools Course Book. , Bachelor of Arts in Youth and Community Development, NAMCOL. Windhoek, 2019, 361pp.
- Sustainable Development and Environmental Issues, Diploma in Youth and Community Development, NAMCOL. Windhoek, 2021, 319pp.

Research Reports:

- Amutenya, N and Brinkman F. 2022. Environmental Impact Assessment and compilation of an Environmental Management Plan for construction, operation, maintenance and decommissioning of the Omdel - Wlotzkasbaken pipeline replacement and pump station, Erongo Region, 106pp.
- Namupala, F.R.V. 2021. Environmental Impact Assessment for the construction and operation of sewerage pump station and rising main in Kuisebmond, Om'kumoh Consulting Engineers, Walvis Bay, 100pp.
- Namupala, F.R.V & Kalomo, S. 2019. Environmental Impact Assessment for the construction and operation of network tower in Walvis Bay Golf Course, PHIM Consulting Engineers, Swakopmund, Namibia, 72pp.
- Namupala, F.R.V & Kalomo, S. 2019. Environmental Impact Assessment for the construction and operation of network tower in Kuisebmond Extension 19, PHIM Consulting Engineers, Swakopmund, Namibia, 70pp.
- Namupala, F.R.V, Kalomo, S., Amutenya-Amatsi, N. 2019. Environmental Impact Assessment for the construction and operation of network tower in Hage Heights, PHIM Consulting Engineers, Swakopmund, Namibia, 70pp.
- Namupala, F.R.V. 2019. Environmental Management Plan for scrap recycling, flame cutting and salvage operations of Pieterse Namibia Steel cc, GEA Source Investment, Swakopmund, Namibia, 33pp.
- Namupala, F.R.V. 2019. Environmental Management Plan for scrap recycling, flame cutting and salvage operations of Omakolokoto Steel cc, GEA Source Investment, Swakopmund, Namibia, 35pp.
- Namupala, F.R.V. 2018. Environmental Impact Assessment for the construction of a new 33kV overhead line (from Booster 1- through Booster 2- through Lithops S/S- through Booster 3 to Arandis 5 MVA intake station, GEA Source Investment, Swakopmund, Namibia, 100pp.
- Brinkman, F.R.V. 2007. Analysis of annuli in otoliths, age distribution and growth distribution of the Namibian hake (*Merluccius Capensis*). Master Thesis. University of Algarve, Portugal. 79pp.
- Wilhelm M.R., Brinkman, F.R.V. 2004. Age and growth data of the Namibian hake *Merluccius capensis* and *M. paradoxus*. DWG/HK/04/02, Hake Demersal Working Group, November 2004, updated February 2005. Ministry of Fisheries and Marine Resources, Swakopmund, Namibia. 25pp.
- Brinkman, F.R.V. 2007. Age and growth data of the Namibian hake *Merluccius capensis* and *M. paradoxus*. DWG/HK/07/01, Hake Demersal Working Group, March 2007. MFMR, Swakopmund, Namibia. 18pp.
- Brinkman, F.R.V. 2008. Age and growth data of the Namibian hake *Merluccius capensis* and *M. paradoxus*. DWG/HK/07/01, Hake Demersal Working Group, March 2007. MFMR, Swakopmund, Namibia. 16pp.

International Conference Presentations:

- Brinkman, F., Wilhelm, M., Geya, G. and van der Lingen, C. 2022. Using otolith biochronologies from sardine (*Sardinops sagax*) in the southern Benguela to identify ecosystem shifts. PIRATA-TRIATLAS Conference 2022. 2 - 7 October 2022, Recife, Brazil (Poster).
- Brinkman, F., Wilhelm, M., Geya, G. and van der Lingen, C. 2022. Using otolith biochronologies from sardine (*Sardinops sagax*) in the southern Benguela to identify ecosystem shifts. Southern African Marine Science Symposium. 20-24 June 2022, Durban, South Africa (Oral).
- Brinkman, F.R.V. 2007. Analysis of annuli in otoliths, age distribution and growth distribution of the Namibian hake (*Merluccius Capensis*). Southern African Marine Science Symposium, 31 Oct – 2 Nov 2007, Cape Town, South Africa. (Oral)

Mother tongue(s) **Afrikaans**

Other language(s)

Self-assessment

European level (*)

English

German

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	
Proficient user	Proficient user	Proficient user	Proficient user	Proficient user
Basic user	Basic user	Basic user	Basic user	Basic user

(*) *Common European Framework of Reference for Languages*

Social skills and competencies

Communication: Lead role internal and external communications that relate to Environmental Management and environmental monitoring and product regulations and information activities at CHEC & Rio Tinto.
Support and Co-operation: Ministry of Environment and Tourism and UNDP Climate Change Adaptation (CCA) Climate Change Ambassador.

Organisational skills and competencies

Leadership: Manage and supervised hake ageing project at Ministry of Fisheries and Marine Resources (MFMR).
Strategic effectiveness: Developed Rio Tinto Corporate Strategy and Approach to Mercury Risk Management based on the implications of the UN Minamata Convention for Rio Tinto business units.
Project Management: Managed the Life Cycle Assessment (LCA) project to ISO 14040 accredited report and Environmental Product Declaration (EPD) for uranium oxide at RUL.
Training: Fisheries Economics, Natural Resource Economics, Fisheries Management, Life Cycle Assessment capacity training, Green Procurement training, Sustainable Development/Environmental training.

Technical Skills and competencies

Data Analysis, Interpretation & Reporting: Assessment and documenting of business units' annual Social & Environment (S&E) performance. Managed the annual design of the Product Stewardship webpage. Implementation and reporting of Rio Tinto annual review of Global Reporting Initiative (GRI) product indicators, International Council of Minerals and Metals (ICMM) product, environmental & sustainability and Carbon Disclosure Project (CDP) requirements.
Audits: Lead the ISO 14001:2015 re-certification audit at LHU. Lead and coordinated the Development Bank of Namibia Environmental and Social Responsibility Audit for the National Oil Storage Facilities Project. Lead the Customer Product, HSEC and Sustainability Audits at RUL. Performed internal ISO 14001, OSHAS 18001 & ISO 9001 HSEQ audits at RUL, CHEC and LHU. Qualified Auditor of ISO 14001, ISO 9001 & OSHAS 18001.

Computer skills and competencies

IT skills: I am competent with Microsoft office windows essentials such as Word, Excel, and Power point. I am competent with ArcGIS. I gained on the job experience in Gabi software for product LCA modeling. Designed and implemented the Conflict Minerals Assessment Workbook and HSEQ Qualitative Risk Identification and Assessment Tool in excel to evaluate business units feedback and progress.

Additional information

I am in possession of Code B Driver's license

References

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