CURRICULUM VITAE

ENVIRONMENTAL ASSESSMENT PRACTITIONER

1. Family name: Muroua

2. First names: Ngaturue Don

3. Nationality: Namibian

4. Education:

Date (from – to)	Institution	Degree(s) or Diploma(s) obtained:
Jan 2012 – Dec 2013	University of the Free State (South Africa)	Masters Environmental Management (Biodiversity Conservation)
Jan 1999 – Dec 2002	Namibia University of Science and Technology (Namibia)	Bachelor of Technology (Nature Conservation)
Jan 1994 – Dec 1996	Namibia University of Science and Technology (Namibia)	National Diploma (Nature Conservation)

5. Language skills: Competence on a scale of 1 to 5 (1 – excellent; 5 – basic)

Language	Reading	Speaking	Writing
Otjiherero	mother tongue		
English	1	1	1
Afrikaans	2	1	3
Oshiwambo	5	5	-
Damara/Nama	-	5	-

6. Membership of professional bodies:

- Registered with Southern Africa Institute of Ecologists and Environmental Scientists (SAIEES) – 2014 to present.
- Registered with the Environmental Assessment Professionals of Namibia (EAPAN) – 2012 to present. Founding Executive Committee Member of EAPAN – 2012 to 2015.

7. Relevant courses and other skills:

- ArcGIS Training Course - University of the Free State, Bloemfontein, SA - **2012**
- Environmental Impact Assessment: A Practical Approach
  North-West University, Potchefstroom, SA - **2011**
- Internal Lead Auditors Training based on the requirement of ISO 9001:2008, ISO 14001:2004, ISO 22000 and OHSAS 18001:2007 - ISOQAR-Africa (Pty) Ltd, Namibia - **2011**
- Integrated Development (Catchment /Water basin Management)
  Southern Africa Institute for Environmental Assessment (SAIEA), Namibia – **2008**
- ArcView GIS Training Course for CBNRM
  National Remote Sensing Center (NRSC), Namibia - **2002**

Competence on a scale of 1 to 5 (1 – excellent; 5 – basic)

Competence = 1	- Microsoft Office (Word, Excel, Publisher, PowerPoint, etc.)
Competence = 2	- Microsoft Project
Competence = 2	- ArcGIS, QGIS, Google Earth Pro

8. Recent positions:

- October 2023 – Present: ***CMO Namibia***, FSC Compliance Officer
- June 2018 – September 2023: ***GIZ's BCBU Project***, Technical Advisor
- February 2012 - Present: ***Trinity Environmental Solutions CC***, ESIA Specialist (part-time)

9. Key qualifications:

Over 20 years extensive experience in Community Based Natural Resources Management (CBNRM), Integrated Water Resources Management (IWRM), Community Based Tourism (CBT) Development, Integrated Sustainable Land Management (ISLM), Biodiversity Conservation, Environmental Management and in Rangeland Management. Worked for different environmental programs and projects as a senior staff member and consultant, involved in Capacity Development and Training (CBO and Ministerial Staff), conducted over 40 Environmental & Social Impact Assessments (ESIA) and prepared Evironmental and Social Management Plans (ESMP) for various developemnt and construction projects.

Most recent responsibilities while working for CMO, GIZ and Trinity Environmental Solutions include:

- **Coordinating the Ministry of Environment, Forestry and Tourism's (MEFT/DoF)** Technical Working Group on the Forestry's legislative review, Capacity Development and Law Enforcement.
- **Providing training to the Directorate of Forestry (DoF)** on:
    - Sustainable Biomass Harvesting and Biomass Utilisation,
    - Use of GIS tools to monitor landscape changes
    - Use of Biomass Quantification Tool (BQT) to determine sustainable biomass harvesting, improving operational capacity, and evidence-based permitting processes.
- **Supervising and supporting** the implementation of bush control and biomass utilisation pilot projects in **communal area**, this included:
    - Community Forest Milestones' support, in order to be gazetted
    - Review of Community Forest Constitutions and Management Plans
    - Conflict Resolution
    - FSC Certification
    - Management Plans preparations
    - Biomass Quantification and quota setting
    - Facilitating meetings with Traditional and Political Leadership
    - Facilitation of community meetings
    - Facilitating contracts between producers and off-takers
    - Supporting in logistics
    - Supporting the Directorate of Forestry in monitoring and compliance audits
- **Conducting FSC Certification assessments** and audits for Charcoal, Firewood, Wood and Woodchips.
- ***As an Environmental Assessment Practitioner***, conducted over 40 Environmental Management and Impact Assessment Studies for various clients including, Regional Councils, Local Authorities, Private Businesses, Ministries, Community Based Organizations and Parastatals. These projects ranged from **Charcoal Retorts Plant**, **Bush Harvesting**, Lodges and Tourist Camp Sites Development, PV Solar Power Plants, Wildlife Management, Water Infrastructure projects, Mining, Roads Construction, Wastewater Management Facilities, Veterinary Quarantine Camps, Railways Construction, etc.
- Consulting on behalf of various clients to identify and investigate **potential environmental and social risks of projects**, preparing recommendations on avoidance strategies on negative environmental and social impacts where necessary, and identifying appropriate mitigation and management measures for unavoidable negative environmental and social impacts.
- **Conducting compliance assessment and audits on environmental, health and safety standards** for various development and construction projects (bush biomass, roads, townships, water treatment plants, lodges, campsites, etc.)

Other Projects related to training and research include:

- Sustainable Bush Control in Communal Area: Governance Framework and Management Systems (GIZ – 2022 – 2023).
- Climate Change Mitigation and Climate Change Mitigation related impact assessment of Bush Control and Biomass Utilisation in Namibia (GIZ – 2018-2019).
- Development of a Bush Information System (BIS) for Mapping and Quantification of Bush Encroachment and Woody Biomass Potential in Namibia (GIZ – 2018-2019).
- Conducted an Independent Verification of the Hydrochlorofluorocarbons (HCFC) Import Quotas and Licensing System for Namibia (Ministry of Trade and Industry – 2015)
- Conducted an Environmental and Socio-economic Analysis of the Stampriet Aquifer (UNESCO – 2014 to 2015).
- Conducted an Independent Verification of the HCFC Import Quotas and Licensing System for Namibia (Ministry of Trade and Industry – 2013)
- Facilitating the use of environmentally sustainable invader bush charcoal in Namibia's northern regions where biomass is scarce and expensive (EEP, 2011 – 2013).

- Environmental Analysis and site selection for the establishment of a Pre-Commercial Concentrated Solar Power Plant in Namibia (RIAA, 2012). More than 20 sites were visited and an environmental and social impact analysis conducted.
- Water Point Committee Training – Kavango and Zambezi Regions (Lux-Development and MAWF, 2010-2011): Assisting with the development of the Training Manual and facilitation of the training courses.
- Conservancy Needs Assessment (MCA-Namibia, 2009): Conducted a comprehensive needs assessment of sixteen (16) conservancies located in North-west and North-central Namibia.
- Participatory Monitoring and Evaluation (UNDP/GEF-SGP, 2009-2010): Performed monitoring and evaluation of twenty GEF-SGP funded projects located throughout Namibia. Produced a booklet.
- Integrated Sustainable Land Management Booklet (MET-CPP ISLM, 2009): Produced a booklet on Lessons Learned on Integrated Sustainable Land Management in Namibia.

Achievements:

- 2013: Best Final Year Foreign Student (University of the Free State, South Africa)
- 2008: International Visitors Leadership Program (US Department of State)
- 1997: Earth-Watch Research Fellow (Tsavo National Park, Kenya)
- 1996: Best Final Year Student (Namibia University of Science and Technology)

10. Specific experience in the region:

Country	Date from - to
Namibia: Designing, planning, implementing and managing projects related to Biodiversity Management, Community Based Natural Resources Management (CBNRM), Integrated Sustainable Land Management (ISLM), Integrated Water Resources Management (IWRM), Community Based Tourism (CBT), natural resources based SME development, Climate Change and Renewable Energy Research and monitoring & evaluation of projects. Also been conducting Environmental and Socio-economic Impact Assessment (ESIA) and carrying out Environmental Management compliance monitoring and audits.	January 1997 - Present
Democratic Republic of Congo: Environmental Impact Assessment (EIA) and Environmental Management Plan for the construction of an Industrial and Business Estate near Lumbubashi in Katanga Province.	July 2013 – March2014
Swaziland: Facilitated the Development of an Exit Strategy for SADC Water Sector projects funded by DANIDA.	February 2009 – June 2009
Malawi: Developed guidelines on IWRM Demonstration Projects M&E and Lessons Learned.	August 2008 – November 2008
South Africa: Represented the Namibian Business and Enterprise Working Group within the CBNRM Programme at the SADC Regional Workshop in Pretoria.	20 Feb 2007 – 22 Feb 2007
South Africa: Conducted an Environmental and Socio-economic Analysis of the Stampriet Aquifer.	March 2014 - August 2015
South Africa: Education tour to RSA-Kwazulu Natal province. Main objective of trip was to learn about rural community initiative on conservation measures and management of Rock Art in the Drakensberg.	26 Apr 2004 – 10 May 2004
Botswana: Conducted an Environmental and Socio-economic Analysis of the Stampriet Aquifer.	March 2014 - August 2015
Kenya: Research Assistant on an Earth Watch Fellowship Research Program on the migration of European Songbirds, in Tsavo West National Park.	22 Nov 1997 – 06 Dec 1997

11. Professional experience

Date from – to	Location	Company& reference person (name & contact details)	Position	Description
01 October 2023 to Present	Namibia	CMO Namibia Lilani Fourie 22 George Street, Otjiwarongo lilani@cmogroup.io	FSC Compliance Officer	As a Compliance Officer, responsibilities include: • Regular consultation with MEFT/DoF and Private sector. • Conducting FSC related assessments and compliance audits. • Working with communal areas to support them in developing bush-based value chains. • Training communal area's interest groups on: o FSC Certification o Compliance to National Laws and Permit Conditions o Sustainable harvesting of bush biomass o Business support and coordination o Biomass Quantification o Forest and Environmental Management Plans preparations o Etc. • International legislative compliance review and support.
18 June 2018 to 30 September 2023	Namibia	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Johannes Laufs 9 Haydn Street, Windhoek West P.O. Box 8016 Windhoek, Namibia Tel: + 264 61 429 253 johannes.laufs@giz.de	Technical Advisor	Duties of the Technical Advisor included: • Technical support to MEFT's Working Groups on Legislative Review, Capacity Development and Law Enforcement. • Support the implementation of a Climate Change Mitigation Baseline and Impact Study. • Coordination of ongoing framework development activities such as the National Strategy and Cabinet Submission for review. • Providing professional advice to partners and cooperating with key project stakeholders. • Technical support to the development of a Bush Information System. • Supporting the team's day-to-day operations by performing other ad hoc tasks relevant to core components of the Project. • **Supervising and supporting** the implementation of bush control and biomass utilisation pilot projects in **communal area**, this included: o Community Forest Milestones' support, in order to be gazetted o Review of Community Forest Constitutions and Management Plans

				○ Conflict Resolution ○ FSC Certification ○ Management Plans preparations ○ Biomass Quantification and quota setting ○ Facilitating meetings with Traditional and Political Leadership ○ Facilitation of community meetings ○ Facilitating contracts between producers and off-takers ○ Supporting in logistics ○ Supporting the Directorate of Forestry in monitoring and compliance audits
01 February 2012 to present	Namibia	Trinity Environmental Solutions (TES) Don Muroua 29 Kingfisher Street, Hochland Park P.O. Box 3559, Windhoek Cell: +264 (0)811707737 E-mail: trinityenvir@iway.na murouadon@gmail.com	Director and Environmental Management Specialist	As a Director and an Environmental Management Specialist; involved in day to day management of the company activities such as in marketing, networking and general daily administration. Key responsibilities have been: • Planning and Conducting Environmental and Social Impact Assessments including socio-economic analysis for various projects. • Corresponding and coordinating with key stakeholders such as MEFT, MAWF, MME, MITSD, UNESCO, GIZ, IRDNC, Local Authorities, Regional Government, Traditional Leaders, Local Communities, Conservancies, NGOs, etc. on a regular basis. • Preparing Technical, Progress and Financial Reports for the Clients and Competent Authorities. • Reviewing progress of projects through M&E and mitigating deviations. • Advising Clients on relevant Legislative and Policy compliance requirements. • Supporting communities in sustainable land management projects and land use planning in mainly rural areas. • Conducting studies on land management, environment and livelihoods.
01 March 2009 to 30 January 2017	Namibia	Consulting Services Africa (CSA) Mr. Carter Hartz C/o 43 Nelson Mandela Avenue PO Box 11757 Klein Windhoek E-mail: carterhartz@gmail.com Cell: +264 (0)811492315	Project Manager	As an Environmental Project Manager, I was responsible for the overall planning and implementation of CSA's environmental management duties in different projects which ranged from supervision of construction projects related to Biodiversity Management, Climate Change and Renewable Energy, Rangeland Management, Roads, Wastewater Management Facilities, Infrastructure Development, Townships Establishment, Solid Waste Management Sites, Mining, Bulk Water Facilities, etc. I was also responsible for preparing competitive proposals for more than 15 successful tenders over the 9 years period I worked for CSA. My responsibilities included:

				• Preparing competitive proposals for tenders. • Project administration (including financial management), implementation and continuous assessments (M&E). • Conducting Environmental and Social Impact Assessments including socio-economic analysis for various projects. • Corresponding and coordinating with key stakeholders such as MEFT, MAWF, MME, MITSD, UNDP, MCA, GEF-SGP, EEP, CPP, GIZ, IRDNC, WWF, RIAA (NUST), Conservancies, Local Authorities, Regional Government, Parastatals, Traditional Leaders, Local Communities, NGOs, etc. on a regular basis. • Preparing Technical, Progress and Financial Reports for the Clients and Competent Authorities. • Development of concepts and securing funding for initiatives in rural and peri-urban areas in Namibia, focusing on conservation, rangeland management and renewable energy. • Assisting rural and peri-urban communities in project management, impact assessment, developing of marketing, information and training materials. • Training facilitation, capacity development, monitoring and evaluation, and strategic planning.
01 October 2007 to 28 February 2009	Namibia	Namibia Nature Foundation (NNF) Dr C. J. Brown 76 - 78 Dr. Frans Indongo Street, Windhoek P.O. Box 245 Windhoek Namibia Tel: + 264 (0)61 248 345 Fax: + 264 (0)61 248 344 Email: info@nnf.org.na	Project Coordinator/Manager	As a coordinator, I was the primary contact between all stakeholders and facilitated all the project's activities aimed at establishing the Omaruru River Basin Management Area. Some of my key roles were: • Project administration (including financial management), implementation and fund raising. • Facilitating the establishment of competent water-catchment/basin management structures. • Development of concepts and securing funding for IWRM related initiatives in the Omaruru River Basin. • Assisting rural and peri-urban communities in project management, impact analysis, developing of marketing, information and training materials. • Conducting regular monitoring and evaluation of pilot projects and also on the overall IWRM Project. • Training facilitation, capacity development and strategic planning.

01 March 2001 to 30 September 2007	Namibia	Rural People's Institute for Social Empowerment in Namibia (RISE-Namibia) Mr. Pintile Davids 18 Axali Doeseb Street, Windhoek West Tel: +264 (0)61 236029 Cell: +264 (0)81 1293329 E-mail pintiledavids@yahoo.com	Project Manager (± 4 years) Natural Resources Management (NRM) Officer (3 years)	As a Manager, I worked directly with many different stakeholders such as with Trophy Hunters, Tour Operators, line Ministries such as with MEFT, MAWF, Ministry of Lands. Other institutions included Traditional Authorities, Land Boards, NACSO, WWF, IRDNC, NNF, Rossing Foundation, etc. My role also included working with other conservancies across Namibia. My key responsibilities included: • Project planning, administration (including financial management) and implementation. • Facilitating the development of income generating projects in the conservancies such as JVs on Trophy Hunting, Shoot and Sell, Lodges and Community Camp Sites. • Supervising trophy hunting activities with Game Guards and MEFT officials. • Facilitating game counts and quota setting workshops. • Developing Wildlife Management and Utilisation Plans for Conservancies. • Facilitation the development and implementation of Land Use Plans for conservancies. • Managing the coordination of anti-poaching activities and the implementation of the Event Books. • Developing Planning Frameworks for different conservancies. • Developing information and training materials. • Implementing institutional capacity building activities, natural resources management activities, tourism enterprises (including leasehold application and liaising with Land Boards). • Socio-ecological Baseline Survey (Namibia Nature Foundation 2008): Conducted a participatory baseline survey in the Omaruru Basin, Erongo Region. • CBNRM Socio-economic Impact Assessment (University of Namibia 2006 - 2007): Carried out a socio-economic impact assessment on the CBNRM program in Otjozondjupa and Kunene. • Participatory Poverty Assessment (National Planning Commission 2005 - 2006): Conducted a Participatory Poverty Assessment (PPA) in Khomas and Kunene Regions. Being a NRM Officer, I on a daily worked with conservancies' staff on: • Coordinating conservancies' NRM activities with partner NGO's and line Ministries.

				• Facilitating the development of Local Level Monitoring tools on the ecology and biodiversity. • Assisting with conservancies' medium term and long term planning. • Assisting in annual Quota setting on wildlife utilisation. • Coordinating anti-poaching activities and Event Book System. • Training targeted conservancies' staff and committee members on conservation, land management, policies and laws governing NRM. • Developing maps for conservancies.
07 January 1997 to 28 February 2001	Namibia	Cheetah Conservation Fund (CCF) Dr. Laurie Marker Farm Elandsvrede, Otjiwarongo P.O. Box 1755 Otjiwarongo, Namibia Tel: +264 (0)67 306 225 Email: ccfinfo@iway.na	Research Assistant and Community Development Officer	My key responsibilities included • Fund raising in Namibia and in the USA. • Carried out habitat/ecosystem research, conducted habitats classifications studies. • Assisting Commercial Conservancies to develop their Land Use Plans and NRM Strategies. • Facilitated trophy hunting activities within CCF and also represented CCF during NAPHA meetings. • Developing maps for CCF and commercial conservancies. • Supporting commercial farmers on livestock management and ecosystem conservation. • Collected biological samples from e.g. from cheetah and leopards for genetic studies and for artificial insemination. • Conducted environmental education and community outreach programs in villages, schools, tertiary institutions and commercial farms.
15 June 1996 to 30 November 1996	Namibia	Cheetah Conservation Fund (CCF)	Student – In-service Training	Assisted with CCF's ecological monitoring program (game counts and vegetation surveys), developed a community outreach programs and conducted environmental education activties all across Namibia.
15 January 1995 to 30 June 1995	Namibia	Integrated Rural Development and Nature Conservation (IRDNC) Mr. John Kasaona 19 Lossen Street. Windhoek. Tel +264 61-228506/9. E-mail: irdnc@iafrica.com.na	Student – In-service Training	Assisted the Puros rural community to develop a community tourist campsite, assisted with the environmental education program at the Wereldsend Environmental Education Center and participation in the Black Rhino monitoring and research program.

12. Projects **Year** **Client**

Other roles include:

- Namibia Standards Institution (NSI) Committee Member on Environmental Standards ISO 14000 (2015 to present)
- Monitoring and Evaluation Working Group Member – DANIDA funded SADC Water Sector Programme (2007-2009)
- Namibia Association of CBNRM Support Organisations (NACSO) Management Committee Member – NACSO (2006-2007)
- Namibia Association of CBNRM Support Organisations (NACSO), Enterprise and Livelihood Working Group Member – (2004-2007)
- Namibia Association of CBNRM Support Organisations (NACSO), Natural Resources Management Working Group Member – (2001-2007)
- Namibia Association of CBNRM Support Organisations (NACSO), Institutional Development Working Group Member – (2001-2007)

Other Projects related to training and research include:

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- Integrated Sustainable Land Management Booklet (MET-CPP ISLM, 2009): Produced a booklet on Lessons Learned on Integrated Sustainable Land Management in Namibia.

13. Other relevant information (e.g. Publications):

- **Muroua, N.D.** (2013). Charcoal production as a management tool against bush encroachment: Vegetation dynamics. Unpublished Masters Thesis.
- **Muroua, N.D.** (2010). Lessons learned report on selected GEF-SGP funded projects. Small community action can make a global impact. GEF-*SGP Namibia*.ISBN 978-99945-71-36-9.
- **Muroua, N.D.** (2009). Lessons learned and best practices on land management projects in Namibia. Securing our future. *Ministry of Environment and Tourism*.ISBN 978-0-86976-796-2.
- **Muroua, N.D**., Marker, L., Nghikembua, M., Jeo, R.M. (2002). Bush encroachment and ungulate density on commercial farmlands in North-Central Namibia. University Of Oxford.
- Zimmermann, I., Graz, F.P., Berry, M., Imasiku, N., **Muroua, D.,** Sibalatani, M. & Sikopo, C. (2001). Quantified range condition assessment of open Camelthorn Savanna along a degradation gradient. *African Journal of Range and Forage Science*, **18**, 1-6.

14. REFERENCES

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16. CERTIFICATION

I Ngaturue Don Muroua certify the correctness of the information above.

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