

CURRICULUM VITAE

JOHN RICHARD PALLETT



Born: 13 October 1960

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I specialise in evaluating environmental issues and providing ecological and biodiversity advice for the benefit of managers, decision-makers and the lay public. This encompasses environmental assessments and compilation of publications on environmental issues. My work experience includes liaising with people on different levels such as rural communities, scientific researchers, engineers and directors in government departments, to improve management of natural resources for greater long-term benefit.

I have science qualifications in zoology and geology, experience in social engagement and research, a sharp eye for detail, and a keen interest in the natural sciences and conservation. I draw on my skills in writing, presentations and editing, to provide information that must be simple yet accurate, so that issues of natural resource management are correctly conveyed and understood.

Qualifications

- Accredited with the Environmental Assessment Professionals Association of Namibia (EAPAN) as a Practitioner, Lead Practitioner and Reviewer.
- Integrated Environmental Management certificate, University of Cape Town, 1991.
- B.Sc Honours Zoology *cum laude*, University of the Witwatersrand, 1986.
- B.Sc Zoology and Geology, University of the Witwatersrand, 1984.
- Joint Matriculation Board certificate, St. Stithians College, Johannesburg, 1977.

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Work experience

Time period	Institution, role and experience
July 2018 - present	<p>Co-Director, Resilient Environmental Solutions cc (RES).</p> <ul style="list-style-type: none"> • Manage and conduct Environmental Impact Assessments (EIAs) • Provide social and environmental audit services for forestry activities in Namibia
Oct 2008 - present	<p>Principal Scientist, Southern African Institute for Environmental Assessment (SAIEA)</p> <ul style="list-style-type: none"> • Coordinate and compile Strategic Environmental Assessments (SEAs) and natural resource management projects; • Guide and review Environmental Impact Assessments (EIAs); • Give training in EIA, SEA and Sustainable Development, in Namibia and other African countries.
Nov 1992- Sep 2008	<p>Environmental Practitioner at Desert Research Foundation of Namibia (DRFN) and its consulting arm Environmental Evaluation Associates of Namibia (Pty) Ltd (EEAN).</p> <ul style="list-style-type: none"> • Coordinate the Publications, Library and Information Management Desk – write, compile and manage information materials; • Coordinate the Energy Desk, focussed on renewable energy; • Consultant for EEAN, provide biodiversity specialist input to EIAs; • Facilitate community-based management of water and rangeland resources.
1992 - present	<p>Freelance editor and author</p> <ul style="list-style-type: none"> • Editor of Red Data Assessment of Carnivores of Namibia. • Editor/author of books on the Cuando River, Namib Desert, !Nara melons, southern African water, and the Sperrgebiet. • Edit scientific and lay publications for various clients: <ul style="list-style-type: none"> ○ GIZ (Basin Management Training Manual, Guidance to the Forest Act) ○ Research and Information Services of Namibia (RAISON) (profiles of North-Central Namibia, Kavango) ○ Unam Multidisciplinary Research Centre (project reports) ○ Lars Andersson (Ph.D thesis). • Co-author of Life Science textbooks.
Nov 1987 – Oct 1992	<p>Curator of Mammals at the State Museum of Namibia, Windhoek.</p> <ul style="list-style-type: none"> • Study behavioural interactions between yellow mongoose and Cape ground squirrels. • Facilitate community participation in controlling bubonic plague in north-central Namibia. • Conduct mammal survey of West Caprivi in conjunction with Ministry of Environment and Tourism. • Expand and curate the mammal scientific collection.

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Project experience

Year, company	Project
2024-2025 RES	Supplementary ESIA to IFC standards for the Proposed Solnam Solar PV Facility near Keetmanshoop. For SolarCentury Africa.
2024 SAIEA	Khan River Vegetation Survey . For Osino Twin Hills Gold Mine, Karibib.
2024 SAIEA	Socio-economic Baseline Survey and Impact Assessment of Karibib . For Osino Twin Hills Gold Mine, Karibib.
2023-2024 SAIEA	SEA of the Cuando River Basin . For WWF Namibia.
2023 RES	EIA of the proposed Huab Under Canvas tourist camp near Khorixas, Kunene Region. For Ultimate Safaris.
2022 RES	EIA of proposed Upgrade of Airstrip on Farm Aandstêr. For NamibRand Nature Reserve, Hardap Region.
2022, 2023 Independent	Local Expert in King Charcoal Surveillance Audits to FSC Forest Management Standard for Namibia, as part of SGS Audit Team. For SGS South Africa.
2022 RES	EIA of the proposed ELSH Crematorium at Nubu Industrial Park, Windhoek. For ELSH Cremation Services cc.
2019-2022 RES	EIA of the proposed Ondili Waterberg Lodge , Otjozondjupa Region. For Ondili Lodge Management (Pty) Ltd
2019-2022 RES	EIA of the Proposed Opuwo Abattoir Upgrade , Kunene Region. For Ministry of Agriculture, Water and Land Reform.
2021-2022 SAIEA	Rapid Strategic Environmental Assessment of Namibia's Central Marine Spatial Plan . Led by SAIEA for GIZ.
2022 SAIEA	External review to IFC standards of EIA: Proposed Wind Power Plant near Rosh Pinah . For Envirodynamics.
2020 - 2022 SAIEA	Revision of the Forest Act and Regulations . For GIZ.
2021 SAIEA	External review to IFC standards of EIA: Proposed Wind Power Plant near Lüderitz . For Envirodynamics.
2018, 2019, 2023	Namibian guide for Aaniiih Nakoda College – Namibia Study Course on Livestock and Wildlife in Namibia. Two-week field trip in July 2018, July 2019. For Aaniiih Nakoda College, Montana, USA.
2019 - present RES	EIA of the Proposed establishment of the Africa Millimetre Telescope on Gamsberg Plateau . For Stichting Katholieke Universiteit and Radboud University, The Netherlands.
2019	Team member in the Strategic Environmental and Socio-economic

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Year, company	Project
SAIEA	Impact assessment of Walvis Bay Corridor Group Corridors for Development of Namibia into a Logistics Hub for Southern Africa. For GIZ.
2019 RES	EIA of a Lodge Complex on Farm Oberland near Etosha National Park, Kunene Region. For Ondili Lodge Management (Pty) Ltd
2019 SAIEA	External review to IFC standards of EIA: Encroacher Bush Biomass Power Project in Namibia. For NamPower.
2019 SAIEA	EIA of Biological control of alien invasive cactus plants in Namibia. For Namibian Chamber of the Environment.
2019 SAIEA	Environmental and Social Management Framework for the Human-Wildlife Conflict Management Project. For WWF Namibia
2018 RES	EIA of 8 EPLs in Omaheke Region. For Trans Kalahari Copper Namibia (Pty) Ltd.
2018 SAIEA	External review of EIA: Polihali Dam and associated infrastructure EIA, Lesotho. For Lesotho Highlands Development Authority
2017 IEC	Fauna & flora specialist for EIA: Proposed export abattoir in Outjo. EIA led by Quivertree Consulting CC, for Fu Hai Trading Enterprises.
2017 SAIEA	External review to IFC standard of EIA: Concentrated Solar Power facility near Arandis in the Erongo Region. For NamPower.
2017 SAIEA	External review of EIA: 3D Seismic Surveys in Petroleum Exploration License Areas (PEL) 82 and 83, Namibia. For GALP
2017 SAIEA	External review of EIA: Bumbuna II Hydroelectric Project, Sierra Leone. For Joule Africa.
2016-2017 IEC	EIA of Right-of-way servitude and operations of Reiser Taxidermy, Brakwater.
2015-2017 SAIEA	Team leader for the Strategic Environmental Assessment of the Omaheke Integrated Regional Land Use Plan. Led by SAIEA for the Ministry of Lands and Resettlement.
2016 SAIEA	External review of EIA: Proposed pipeline from the Temane Liquids Processing Facility to a Floating, Storage and Offloading Unit in Inhambane Province, Mozambique. For Sasol Petroleum Mozambique Limitada.
2016 SAIEA	Environmental input to Oranjemund Integrated Urban Spatial Development Framework. For Stubenrauch Planning Consultants.
2016 SAIEA	Environmental input to Helao Nafidi Integrated Urban Spatial Development Framework. For Stubenrauch Planning Consultants.
2016 SAIEA	External review of Environmental, Social and Health Impact Assessment for the Freetown International Airport Project. For Ministry of Trade and

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Year, company	Project
	Aviation, Sierra Leone.
2015-2016 SAIEA	Team leader for the Strategic Environmental Assessment of Large-scale bush thinning and value-addition activities in Namibia . For the Gesellschaft für Internationale Zusammenarbeit (GIZ).
2015 SAIEA	Review of the current Social and Environmental status, regulatory and institutional frameworks governing the extractive industry in Namibia . Contribution to the Country Mining Vision, as a component of the African Mining Vision and the SADC Protocol on Mining, for UNDP Namibia.
2014-2015 SAIEA	Team Leader for SEA of the Master Plan for the International Logistics Hub in Namibia . For the Japan International Cooperation Agency.
2014 IEC	Bird specialist for the EIA of the 400 kV Power Line from Ruacana to Oshivelo . Led by EnviroDynamics for NamPower.
2014 IEC	Bird specialist for EIA of the Proposed Okanjande graphite mine and exploration activities. Led by EnviroDynamics for Gecko Graphite.
2014-2015 SAIEA	Team leader for the Strategic Environmental Assessment of the Zambezi Integrated Regional Land Use Plan . For the Ministry of Lands and Resettlement.
2013-2014 SAIEA	Team leader for the Strategic Environmental Assessments of the Tourism Sector for the NamPlace Projects in the Greater Sossusvlei – Namib Landscape Area and the Greater Fish River Canyon Landscape Area. For the Ministry of Environment and Tourism.
2013 SAIEA and EMS	Namibian consultant for the project The Application of Economic Instruments for Waste Oils and Used Lead Acid Batteries in Namibia . Led by EMS Consulting (Belgium) for the Africa Institute.
2013 SAIEA	External review of EIA: Proposed changes to Husab Mine . EIA conducted by SLR for Swakop Uranium (Pty) Ltd.
2013 SAIEA	Team member in the project Management Plan for the Proposed Bwabwata-Okavango Ramsar Site . For the Ministry of Environment and Tourism.
2013 SAIEA	Team leader for the Strategic Environmental Assessment of the Kavango Integrated Regional Land Use Plan . For the Ministry of Lands and Resettlement.
2012 SAIEA	Team leader for the Strategic Environmental Assessment of the Hardap Integrated Regional Land Use Plan . For the Ministry of Lands and Resettlement.
2012 SAIEA	Trainer to Construction staff for Upgrade of Road MR125 Singalamwe-Kongola-Linyanti-Liselo . For Road Construction Company.
2012 SAIEA	Capacity assessment of EIA sector and SEA Training Workshop for Guinea Environment Bureau (<i>Bureau Guineen d'Etudes et d'Evaluation de</i>

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Year, company	Project
	<i>Environnement)</i>
2011 SAIEA	Compilation of Park Management Plans for the coastal parks (Namib-Naukluft, Dorob and Skeleton Coast National Parks) for Nacoma. For Ministry of Environment and Tourism.
2011 SAIEA	Provide guidance on EIA and SEA, and facilitate SEA Training Workshop for Sierra Leone Environmental Protection Agency (SLEPA).
2011 SAIEA	Team member for EIA Scoping for Vision Industrial Park , Swakopmund. For Gecko Namibia (Pty) Ltd.
2010-11 SAIEA	Country specialist for the Strategic Environmental Assessment of the Karas Integrated Regional Land Use Plan . Led by Planung+Umwelt for the GLZ and Ministry of Lands and Resettlement.
2010 SAIEA	Team leader for the Strategic Environmental Assessment of CBEND replication (Combating Bush Encroachment for Namibia's Development). For the National Planning Commission Secretariat.
2009-10 SAIEA	Biodiversity specialist in the Strategic Environmental Assessment of the Central Namib Uranium Rush . For Ministry of Mines and Energy.
2009 SAIEA	Trainer in the Training Course for Communal Land Boards on Sustainable Development and Environmentally Sound Decision-making. Led by Legal Assistance Centre and SAIEA for Ministry of Environment and Tourism.
2008-09 SAIEA	Policy Review for Namibia's Country Pilot Partnership for Integrated Sustainable Land Management Support and Adaptive Management in Namibia. For Ministry of Environment and Tourism.
2008-09 SAIEA	Compilation of Process Framework for the NACOMA Project . For the Ministry of Environment and Tourism.
2008 EEAN	Project coordinator of Valencia Environmental Monitoring . For Valencia Uranium Ltd
2007-08 EEAN	EIA of Proposed Visitor's Centre for the Sperrgebiet National Park . Input to Feasibility Study undertaken for Succulent Karoo Ecosystem Programme (SKEP), led by Nina Maritz Architects.
2007-08 EEAN	Project coordinator for Rössing Biodiversity Assessment as part of Rössing Mine Expansion EIA team, led by Ninham Shand.
2007-08 EEAN	EIA of Proposed Uranium Mine at Goanikontes . Ecology component of the EIA led by Alexandra Speisser Environmental Consultants, for Bannerman Mining Resources Namibia.
2007 EEAN	EIA of Powerlines associated with Trekkopje Uranium Project and desalination plant at Wlotzkasbaken . With Turgis Consulting, for Uramin.
2007 EEAN	EIA of EPL 3573 Trekkopje Uranium Project . With Colin Christian and Associates, for Uramin.

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Year, company	Project
2007 DRFN	Project coordinator for Biomass National Symposium as part of the Renewable Energy and Energy Efficiency Capacity Building Project (Reeecap).
2006-07 EEAN	EIA of Kavango Biofuels Project . Research and review component of the EIA led by Colin Christian and Associates, for Prime Investments (Ltd).
2006-08 EEAN	Environmental Control Officer inspection at Trekopje Uranium Project . For Directorate of Environmental Affairs, Ministry of Environment and Tourism.
2005-07 DRFN	Assistant team leader for Participatory Poverty Assessment of Karas Region. With Desert Research Foundation of Namibia, for National Planning Commission.
2005-2006 EEAN	EIA of Proposed railway line from Katima Mulilo to the coast . With Urban Dynamics, for Ministry of Works, Transport and Communication.
2005 EEAN	EIA of Proposed powerlines from Kudu power station at Uubvley to Obib Substation . Terrestrial ecology component of the EIA led by Envirodynamics, for Nampower.
2005 EEAN	EIA and Environmental Management Plan of Proposed Kudu CCGT power station at Uubvley . Terrestrial ecology component of the EIA led by Envirodynamics and CSIR, for Nampower.
2005 EEAN	EIA and route selection for Proposed 132 kV power line from Kokerboom to Namib substations . Terrestrial ecology component of the EIA led by Envirodynamics, for Nampower.
2004-06 EEAN	EIA component of Prefeasibility Study of a future port facility in the vicinity of Cape Fria-Angra Fria . With Technology Systems and Management, (Pty) Ltd, for Ministry of Works, Transport and Communication.
2004 EEAN	Team leader for Regional and local-level capacity assessment under the National Capacity Needs Self-Assessment for Global Environmental Management (NCSA) project . For Directorate of Environmental Affairs, Ministry of Environment and Tourism.
2002-2003 EEAN	EIA of Regional Rural Water Supply Development Plan for Kavango Region . In partnership with Lund Consulting Engineers for Directorate of Rural Water Supply, Ministry of Agriculture, Water and Rural Development (MAWRD).
2001 Private	Assessment of seals and sealing in Namibia . For the Wildlife Society of Namibia.
2001-2002 EEAN	Researcher for State of the Environment Report on Waste Management in Namibia . Led by EEAN for Ministry of Environment and Tourism.
2001-2002 EEAN	EIA of Upgrading of Power Supply to Windhoek Central Business District . In partnership with Bicon Namibia Consulting Engineers, for City of

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Year, company	Project
	Windhoek.
2000-2002 EEAN	EIA of Elimination of River Crossings in Sam Nujoma Drive. With Klein Windhoek Valley consortium (Africon, Lund Consulting Engineers, Stewart Scott Namibia, EEAN) for City of Windhoek.
2000 EEAN	EIA of Upgrading of Windhoek-Aris road at Kruin. In partnership with Stewart Scott Namibia for Namibia Roads Authority.
1999 EEAN	EIA of Upgrading of Ondangwa-Oshikango road. In partnership with Weder Meyer Louw Consulting Engineers, for Namibia Roads Authority.
1999 EEAN	EIA of Ruacana South Rural Water Supply Scheme. In partnership with Alexander and Becker Consulting Engineers, for Directorate of Rural Water Supply, MAWRD.
1999 EEAN	EIA of Okakarara East Rural Water Supply Scheme. In partnership with Stewart Scott Namibia, for Directorate of Rural Water Supply, MAWRD.
1993 EEAN	EIA of Upgrading of Trans-Caprivi Highway. In partnership with VKE Namibia Consortium Consulting Engineers, for Department of Transport, Ministry of Works, Transport and Communication.
1990 State Museum	Mammal survey of West Caprivi. Input to the biodiversity and social profile of West Caprivi Game Park, for the Ministry of Wildlife, Conservation and Tourism, Namibia.

Abbreviations:

CSIR	Council for Scientific and Industrial Research, South Africa
DRFN	Desert Research Foundation of Namibia
EEAN	Environmental Evaluation Associates of Namibia
EIA	Environmental Impact Assessment
EMS	Environmental Management Systems Consulting
ERM	Environmental Resources Management
ESIA	Environmental and Social Impact Assessment
FSC	Forestry Stewardship Council
IEC	Independent Environmental Consultants
IFC	International Finance Corporation
MAWRD	Ministry of Agriculture, Water and Rural Development
MET	Ministry of Environment and Tourism
PV	Photovoltaic (solar energy)
RES	Resilient Environmental Solutions cc
SAIEA	Southern African Institute for Environmental Assessment
SEA	Strategic Environmental Assessment
WWF	Worldwide Fund for Nature

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Publications – books and electronic publications

NCE, LCMAN, MEFT (eds) 2022. *Conservation status and Red List of the terrestrial carnivores of Namibia*. Edited by J Pallett and G Thomson. Namibian Chamber of Environment; Large Carnivore Management Association of Namibia; Ministry of Environment, Forestry and Tourism; Windhoek, Namibia.

Atlas of Namibia Team, 2022, *Atlas of Namibia: its land, water and life*, Namibia Nature Foundation, Windhoek.

Pallett J, Mukuumbuta-Guillemin I, Mendelsohn J. 2022. *Cuando State of the Basin Report*. Namibia Nature Foundation, Windhoek, and WWF Zambia, Lusaka.

Pallett JR, Osborne TO. 2015. Kori Bustard. In: Simmons RE, Brown CJ and Kemper J. *Birds to watch in Namibia: red, rare and endemic species*. Pp 55-57. Ministry of Environment and Tourism, and Namibia Nature Foundation, Windhoek.
<http://the-eis.com/elibrary/search/10433>

Scott HA, Shaw JM, Pallett JR. Ludwig's Bustard. In: Simmons RE, Brown CJ and Kemper J. *Birds to watch in Namibia: red, rare and endemic species*. Pp 52-54. Ministry of Environment and Tourism, and Namibia Nature Foundation, Windhoek.
<http://the-eis.com/elibrary/search/10434>

Birch C (ed). 2015. *Development of an inventory of ecosystem services in Namibia*. Department of Environmental Affairs, Ministry of Environment and Tourism, Windhoek. Contributing authors: Harper-Simmonds L, Mendelsohn J, Roux JP, Pallett J, Brown C, Middleton A, Kruse J.

Turpie, J., Midgley, G., Brown, C., Barnes, J., Pallett, J., Desmet, P., Tarr, J., Tarr, P. 2010. *Climate change vulnerability and adaptation assessment for Namibia's biodiversity and protected area system*. GEF/UNDP, Windhoek, Namibia.

SAIEA. 2009. *Impact assessment case studies from southern Africa*. E-book,
www.saiea.com/Case_study_book_09.htm

Seely, M. & Pallett, J. 2008. *Namib – secrets of a desert uncovered*. Venture Publications, Windhoek.

Henschel, J., Dausab, R., Moser, P. & Pallett, J. (Eds.) 2003. *!Nara: Fruit for development of the Khuseb Topnaar*. Namibia Scientific Society, Windhoek, Namibia.

Marais, A.L. & Pallett, J. 2002. *Human and healthy: Life Science for Namibia Grade 10*. Out of Africa Publishers, Windhoek, Namibia

Marais, A.L. & Pallett, J. 2000. *Fur and feathers: Life Science for Namibia Grade 9*. Out of Africa Publishers, Windhoek, Namibia.

Marais, A.L. & Pallett, J. 1998. *Green and growing: Life Science for Namibia Grade 8*. Out of Africa Publishers, Windhoek, Namibia.

Heyns, P., Montgomery, S., Pallett, J. & Seely, M. (Eds.) 1998. *Namibia's Water: a decision makers' guide*. Department of Water Affairs, Ministry of Agriculture, Water and Rural Development, and Desert Research Foundation of Namibia.
<https://www.irwash.org/resources/namibias-water-decision-makers-guide>

Pallett, J. (Ed.) 1997. *Sharing water in southern Africa*. Desert Research Foundation of Namibia, Windhoek.

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Pallett, J. (Ed.) 1995. *The Sperrgebiet: Namibia's least known wilderness. An environmental profile of the Sperrgebiet or Diamond Area 1, in south-western Namibia.* Namdeb and Desert Research Foundation of Namibia, Windhoek.

Publications - scientific papers

Silva JP, Marques A, Bernardino J, Allinson T, Andryushchenko Y, Dutta S, Kessler M, Martins R, Moreira F, Pallett J, Pretorius MD, Scott HA, Shaw J, Collar, N. 2022. The effects of powerlines on bustards: How best to mitigate, how best to monitor? *Bird Conservation International*, 1-14. doi:10.1017/S0959270922000314

Pallett J, Simmons RE, Brown CJ. 2022. Staggered towers on parallel transmission lines: a new mitigation measure to reduce collisions of birds, especially bustards. *Namibian Journal of Environment* 6 A: 14-21. <https://nje.org.na/index.php/nje/article/view/volume6-pallett>

Wassenaar, T.D., Henschel, J.R., Pfaffenthaler, M.M., Mutota, E.P., Seely, M.K. and Pallett, J. 2013. Ensuring the future of the Namib's biodiversity: ecological restoration as a key management response to a mining boom. *Journal of Arid Environments* 93:126-135. <http://www.sciencedirect.com/science/article/pii/S0140196312001681>

Henschel, J.R., Pallett, J., Berry, C., Griffin, M., Hachfeld, B., Makuti, O. & Seely, M.K. 2006. Checklists of the flora and vertebrates of Gobabeb. *Journal of the Namibia Scientific Society* 54: 31-58.

Henschel, J.R. Mtuleni, V., Pallett, J. & Seely, M.K. 2003. The surface dwelling arthropod fauna of Gobabeb with a description of the long-term pitfall trapping project. *Journal of the Namibia Scientific Society* 51: 65-92.

Dickman, C.R., Mannheimer, C. & Pallett, J.R. 1994. Dietary selectivity of the spotted eagle owl, *Bubo africanus*, in sand dunes of the western Kalahari. *Cimbebasia* 14: 31-36.

Rasa, O.A.E., Wenhold, B., Howard, P., Marais, A.L. & Pallett, J.R. 1992. Reproduction in the yellow mongoose revisited. *South African Journal of Zoology* 27(4): 192-195.

Kinahan, J., Pallett, J.R., Vogel, J., Ward, J.D. & Lindeque, M. 1991. The occurrence and dating of elephant tracks in the silt deposits of the lower !Khuiseb River, Namibia. *Cimbebasia* 13: 37-4.

Pallett, J.R. & Grobler, H.J.W. 1990. Mammal survey of west Caprivi, April 1990. Internal report, Ministry of Wildlife, Conservation and Tourism, Namibia.

Taylor, P.J., Campbell, G.K., van Dyk, D., Watson, J.P., Pallett, J.R. & Erasmus, B.H. 1990. Genic variation in the yellow mongoose (*Cynictus penicillata*) in southern Africa. *South African Journal of Science* 86: 256-262.

Pallett, J.R. & Passmore, N.I. 1988. The significance of multi-note advertisement calls in a reed frog *Hyperolius tuberilinguis*. *Bioacoustics* 1:13-23. <https://www.tandfonline.com/doi/abs/10.1080/09524622.1988.9753071>

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Administrative details

Date and place of birth: 13 October 1960, Johannesburg.
Identity Number: 601013 00654
Citizenship: Namibian

Family status: Married to Anna Louise Marais
Two daughters, ages 26 and 29

Home address 10 Schuckmann Str
Avis, Windhoek

Postal address P O Box 90709
Windhoek

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Professional Profile

An Environmental Assessment Practitioner in Namibia since 2014, focusing on biodiversity baseline studies and biodiversity impact assessments for developments. Avifauna is my speciality taxon, but mammals, reptiles, amphibians and vegetation are also assessed.

Another field of expertise is the eco-tourism industry where I manage the process of applying for Environmental Clearance Certificates (ECC), including Environmental Impact Assessments to scoping level, public participation, specialist engagement and Environmental Management Plans.

Before 2012, twenty years in management, training and guiding in wilderness areas in Namibia, Botswana, Zambia and Uganda for high-income, low-impact tourism ventures that place a premium on both conservation and community development.

Qualifications

M.Sc.

Environmental Sciences

Dissertation: Avian ecology of arid habitats in Namibia
Northwest University, Potchefstroom, South Africa. 2015

B.Sc. Honours

Subjects: Environmental Impact Assessment, Biodiversity, Conservation Biology, Systematics, Sustainable Ecosystem utilisation and restoration
Northwest University, Potchefstroom, South Africa. 2010

B.Sc.

Subjects: Zoology, Botany
University of South Africa, Pretoria, South Africa. 2001

B.A.

Subjects: Afrikaans, English, German
University of Pretoria, Pretoria, South Africa. 1988

Professional Membership

- Environmental Assessment Professionals of Namibia (EAPAN): member

Boards and committees

- Secretary of the EAPAN executive committee
- Eco Awards Namibia: management committee since 2010
- Industry Skills Committee (ISC) for Tourism and Hospitality, an executive committee of the Namibia Training Authority (NTA): extended term of service (past)
- Board member of the Namibian Academy for Tourism and Hospitality (past)

Work history

Environmental Assessment Practitioner

Self-employed, Windhoek, Namibia.

2014 - present

Training Supervisor

Namibia Wilderness Safaris, Windhoek, Namibia.

2006 - 2012

Director

Boneco Tourism, George, South Africa.

2002 - 2006

Concession Manager and Trainer

Okavango Wilderness Safaris, Maun, Botswana.

1997 - 2002

Lodge Manager, The Damaraland Camp

Namibia Wilderness Safaris, Windhoek, Namibia.

1996 - 1997

Reserve Manager

Kyambura Game Reserve, Uganda.

1993 - 1996

Office Manager

Sobek Expeditions, Livingstone, Zambia.

1993

Senior Reporter

South African Broadcasting Corporation, Johannesburg, South Africa.

1988 - 1992

Translator

State Language Service, Pretoria, South Africa.

1987 - 1988

Environmental Assessment projects

BIODIVERSITY BASELINE STUDIES & BIODIVERSITY IMPACT ASSESSMENTS				
Year	Project name	Proponent	Description	Consultant
2025	Kalahari Oryx Private Game Reserve KBA	Oryx Management Services (Pty) Ltd, South Africa	Apply with IUCN for Key Biodiversity Area status	Self
2024	Namwaste management facility	Namwaste (Pty) Ltd	General and hazardous waste management near Arandis	SLR
2024	Erindi KBA	Erindi Private Game Reserve (Pty) Ltd	Apply & obtain Key Biodiversity Area status for Erindi from the IUCN	Self
2023	Erindi Biodiversity assessment	Erindi Private Game Reserve (Pty) Ltd	Assess biodiversity value of the reserve	Self
2023	Namwater SS1	Namibia Water Corporation Ltd	Desalination plant and water supply	SLR
2023	Namdeb zero carbon	NamDeb	Oranjemund wind turbines	SLR
2022	Renewstable SWK	HDF Energy	EIA: PV energy generation and Hydrogen storage, Swakopmund	SLR
2021	Windhoek DPR2	City of Windhoek	EIA: new potable water reclamation	Namisun
2021	ML 40 Sodalite mine	KNL of Namibia (Pty) Ltd	EIA: mining sodalite, iron-titanium and rare earth minerals	Philip Hooks
2020	Springbokwasser gate	MEFT	EIA: gate and management station in Skeleton Coast National Park	SLR
2020	Mile 68 Salt mine	Gecko Salt	EIA: salt mine.	Philip Hooks
2019	Oruriwa Manganese mine	Mr J.P. Smit	EIA: Manganese mine on Claim 71267, EPL4347.	Philip Hooks
2019	Sinclair Copper mine	Tulela Processing Solutions	EIA: copper mine and processing plant.	Namisun
2019	Alten Keetmanshoop solar energy plant	Kokerboom Solar Generation (Pty) Ltd	Scoping study	SLR
2019	Hope-Gorob EPL	Virgo Resources Limited	EIA: exploration for metals in Namib Naukluft Park	Alexandra Speiser
2019	Omatapati EPL3349	Teck Namibia Ltd	Rehabilitation plan for exploration site	Self
2018	Katima and Liselo Farm	Ministry of Agriculture Water and Forestry	EIA: irrigation scheme	SLR
2018	Gecko Cape Cross salt mine	Gecko Salt	EIA: salt mine	SLR
2016	Ohorongong cement: sand & stone quarries	Ohorongong Cement	EIA: new sand pit and stone quarry	SLR
2016	Zone Irrigation	Ministry of Agriculture Water and Forestry	Scoping study	SLR
OTHER PROJECTS				
2025	Legal action against EPL	Erindi Private Game Reserve	Review affidavit & documents for urgent application	Self
2024	Legal action against EPL in Doros area	Ultimate Safaris (Pty) Ltd	Review the project EIA & identify shortcomings	Resilient Environmental Solutions
2019	BEE	BEE Biofuels Manufacturing	Renewal of ECC	Self
2013	Farm Vergenoeg	Namibia Development Corporation	Business Proposal for Hardap Regional Council	Nicolaas Links

TOURISM INDUSTRY PROJECTS: Scoping, EMP, Env Clearance, Tenders			
Year	Project name	Proponent	Role
2025	!Gobaub Hai//om Lodge EIA	Ongava Hai//om Tourism (Pty) Ltd	EAP: Scoping, EMP, ECC application
2025	Nkasa Linyanti Camp Airstrip EIA	Natural Selection Safaris (Pty) Ltd	EAP: Scoping, EMP, ECC application
2025	Ngepi EMP	Ngepi Camp	EAP: New ECC for existing lodge
2025	Ondudu Lodge EMP	Ondudu Safari Lodge CC	EAP: New ECC for existing lodge
2024	Nkasa Linyanti Camp	Natural Selection Safaris (Pty) Ltd	EAP: Renewal of ECC
2024	Ongava lodges x3 ECC	Ongava Game Reserve (Pty) Ltd	EAP: Renewal of ECC

TOURISM INDUSTRY PROJECTS: Scoping, EMP, Env Clearance, Tenders

Year	Project name	Proponent	Role
2024	Mushara lodges x3 ECC	Mushara Lodges (Pty) Ltd	EAP: Renewal of ECC
2024	Grootberg Lodge & Hoada Campsite ECC	Journeys Namibia (Pty) Ltd	EAP: Renewal of ECC
2024	Hobatere Lodge ECC	Guineafowl Investment 28 (Pty) Ltd	EAP: Renewal of ECC
2024	Fish River Lodge ECC	Canyon Nature Park (Pty) Ltd	EAP: Renewal of ECC
2023	Skeleton Coast Shipwreck Lodge ECC	Skeleton Coast (Pty) Ltd	EAP: Renewal of ECC
2023	Hoanib X Lodge EIA	Natural Selection Safaris (Pty) Ltd	EAP: Scoping, EMP, ECC application
2022	Hoanib Valley Camp ECC	Natural Selection Safaris (Pty) Ltd	EAP: Renewal of ECC
2022	Kwessi Dunes Lodge ECC	Natural Selection Safaris (Pty) Ltd	EAP: Renewal of ECC
2021	Nkasa Linyanti Camp ECC	Natural Selection Safaris (Pty) Ltd	EAP: Renewal of ECC
2021	Ongava lodges x4 ECC	Ongava Game Reserve (Pty) Ltd	EAP: Renewal of ECC
2021	Mushara lodges x3 EMP	Mushara Lodges (Pty) Ltd	New ECC for 3 existing lodges
2020	Skeleton Coast Shipwreck Lodge ECC	Trip Travel (Pty) Ltd	EAP: Renewal of ECC
2019	Hobatere Roadside Lodge and Campsite EMP	Oasis Adventure Travel and Lodging	New ECC: proposed lodge
2019	Kwessi Dunes Lodge EMP	Natural Selection Safaris (Pty) Ltd	New ECC: proposed lodge
2018	Etendeka Hiking Trail EMP	Etendeka Lodge Company	New ECC: proposed lodge
2018	Hoada Campsite EMP	Grootberg Lodge (Pty) Ltd	New ECC for existing lodge
2018	Fish River Lodge EMP	Canyon Nature Park	New ECC for existing lodge
2017	Ongava lodges x4 EMP	Ongava Game Reserve (Pty) Ltd	New ECC for 4 existing lodges
2017	Hobatere Lodge ECC	Journeys Namibia	EAP: Renewal of ECC
2017	Grootberg Lodge EMP	Grootberg Lodge (Pty) Ltd	New ECC for existing lodge
2017	Ada Khaibasen Tourism Concession tender	Natural Selection Safaris (Pty) Ltd	Manage tender process, write technical proposal