

## CURRICULUM VITAE

### PERSONAL DATA

1. **Family name:** Dube
2. **First names:** Sikhhalazo
3. **Date of birth:** 07 June 1971
4. **Sex:** Male

### 5. EDUCATION:

Institution	Date (from - to)	Degree(s) or Diploma(s) obtained:
A&M University, College Station, Texas, USA	2005	PhD (Rangelands Ecology & Management) with GIS certification, Texas
University of Zimbabwe	1999	M.Phil. Science (Rangeland Management)
University of Zimbabwe	1994	BSc. Hons. (Biological Sciences)

### 6. LANGUAGE SKILLS: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Ndebele	mother tongue		
English	1	1	1
IsiZulu	1	1	1
Shona	2	2	2
IsiXhosa	2	2	2

### 7. MEMBERSHIP OF PROFESSIONAL BODIES:

1. **Chairman & Trustee – Board of Trustees. Transparent International Zimbabwe (TIZ)**
2. **Treasurer** – Management Board – Southern Africa Roundtable for Sustainable Beef since February 2018
3. **Member** – Institute Research Management Committee of International Livestock Research Institute (ILRI) (**2014-2017**)
4. **Trustee** – Board of Trustees. Transparent International Zimbabwe (TIZ) **since 2014**
5. **Trustee** - Grassland Society of Southern Africa Trust **since 2013**
6. **Member**- Human Resources Development & Employment Equity committee. Animal Production Institute ARC (2014)
7. **Chairman** – Advisory Board: Establishment of BSc Agriculture degree program. Vaal University of Technology South Africa **2012-14**
8. **Member** – Postgraduate and Bursary Committee of the ARC, Agriculture Research Council **2012-2015**
9. **Immediate Past President** - Grassland Society of Southern Africa (**2011-2012**)
10. **Board member- International Advisory Board.** Advances in Geomatics Research Conference, Makerere University, Kampala, Uganda **3-4 August 2011 (2010-2011)**
11. **Research Advisory Panel** - Council for Scientific and Industrial Research (CSIR) (**2010-2011**)
12. **President** - Grassland Society of Southern Africa (**2010-2011**)
13. **Vice-President** – Grassland Society of Southern Africa (**2009-2010**)
14. **Public Relation Officer** – Grassland Society of Southern Africa Council (**2008-2009**)
15. **Committee Member** - ILRI-SADC and Partners Champions (**2008-2013**)
16. **Research Advisory Panel** - Department of Water Affairs, Working for Water Program (**2007-2010**)
17. **Senator**, University of Fort Hare (**2005-2007**)
18. **Member**- Faculty Board, Faculty of Science and Agriculture, University of Fort Hare (**2005-2013**)
19. **Member** - Faculty Planning & Management Committee, Faculty of Science and Agriculture

## 8. OTHER QUALIFICATIONS

1. **Making Agribusiness Work.** 17-28 June 2019. Held in Nigeria. ICRA - International Centre for development-oriented Research in Agriculture, The Netherlands.
2. **Leadership Development Program.** February -September 2017. Raiser Resource Group
3. **Group Facilitation Skills.** November 23rd- 25th 2015. Communities at Work.
4. **Facilitating for Gender Integrated Planning (16 -21 September 2013).** Women Organizing for Change in Agriculture and Natural Resources Management (WOCAN), Pretoria, South Africa
5. **Facilitators and Trainers for Women's Leadership in Agriculture and Natural Resources (29 February- 10 March 2012).** Women Organizing for Change in Agriculture and Natural Resources Management (WOCAN), Bangkok, Thailand
6. **Reframing Leadership for Women and Men for Gender Equality in Agriculture and Natural Resources** (14-18 November 2011). Women Organizing for Change in Agriculture and Natural Resources Management (WOCAN), Chiang Mai, Thailand
7. **Competing Claims on Natural Resources (21 February – 4 March 2011).** Wageningen University, Centre for Development Innovation, The Netherlands.
8. **Project Management Practices and Principles in Organizations (2-6 August 2010)** Continuing Education, University of Pretoria, South Africa
9. **Finance for Non-Financial Managers (March 2009),** Business School, Nelson Mandela Metropolitan University, South Africa
10. **Professional qualities for facilitation and collaboration in Natural Resource Management** (1-19 October 2007) Wageningen International, Wageningen University, The Netherlands

## 9. EMPLOYMENT HISTORY

Date from - Date to	Location	Organisation	Position	Description
May 2018-December 2023	Southern Africa	International livestock Research Institute (ILRI)	Project Leader DeSIRA Zimbabwe & Consultant	Support ILRI activities and projects in Southern Africa.
November 2019-June 2020	Hawaii , USA	<b>Women Organizing for Change in Agriculture and Natural resources (WOCAN)</b>	Consultant	Support the W+ Application to Bokpoort Project of Acwapower, South Africa application and evaluation for credits.  W+ Standard ( <a href="http://www.wplus.org">www.wplus.org</a> )
December 2019 – June 2020	Australia	<b>University of New England</b>	Consultant	Draft Policy Briefs for LS/2016/276: High quality markets and value chains for small-scale and emerging beef cattle farmers in South Africa (Stage 2)
August 2019- March 2020	South Africa	<b>Department of Agriculture Land Reform and Rural Development</b>	Service Provide (Company owner)	Owens the company that is tasked with <b>Development a Land Reform Master Plan for South Africa</b> – Tender Ref no. RDLR 0013 (2019/2020)
November 2014- August 2018	Southern Africa	International livestock Research Institute (ILRI)	Regional Representative	Coordinate facilitate and monitor ILRI's activities in southern Africa. This includes provision of technical expertise to ongoing projects, development of relevant partnerships, engaging in the development of the region's livestock agenda, leadership for resource mobilization for the region's activities and support capacity development initiatives. Currently ILRI Project leader of the <b>IFAD funded Mozambique Red Meat (PROSUL)</b> and Project Leader for the <b>Innovative Beef Value Chain Development Schemes in Southern Africa (Swaziland)</b>
July 2011- September 2014	South Africa	Agriculture Research Council (ARC) South Africa	Program Manager – Rangelands and Forage Programme	Manage and encourage people to optimise their outputs and effectively manage relationships in order to achieve organisational goals. Build team spirit and cohesion within and across functional boundaries within the organisation. Provide leadership for the development of research in the fields of rangelands management and forage production. Champion the sourcing of funding for research. Manage resources and people for effective delivery on mandates. Manage staff development and capacity of young scientists. Participate and development strategic partnership to meet the goals of the ARC and national imperatives

Date from - Date to	Location	Organisation	Position	Description
December 2009- June 2011	South Africa	Council for Science and Industrial Research (CSIR) South Africa	Senior Scientist	Initiate and conduct research in ecosystems dynamics, model ecosystem changes and map resources, develop research partnerships, build capacity of young scientists, source funding for research, manage research projects, communicate research results through publications, other media and platforms. Participate in national and international forum to advance the rangelands science.
September 2005- November 2009	South Africa	University of Fort Hare	Head of Department and Senior Lecturer	Teach undergraduate rangeland management and pasture production courses, teach postgraduate GIS courses, provide strategic leadership and guidance to the department and faculty in relation to research and teaching, develop strategic partnerships for R&D, supervise postgraduate students, manage departmental resources (HR & financial), develop effective networks. Provide service to the university and surrounding communities and participate in national and international bodies. Source funding for research and training, communicate results from research through publications and other platforms.

#### 10. PROFESSIONAL EXPERIENCE

Date from - Date to	Location	Organisation	Role	Project/Description
<b>August 2019 – March 2020.</b>	South Africa	Department of Agriculture, Land Reform and Rural Development - South Africa Government	Company owner and lead the land use and mapping activities	Development a Land Reform Master Plan for South Africa– Tender Ref no. RDLR 0013 (2019/2020)
<b>July – October 2018</b>	Namibia	NNFU (Namibia National Farmers Union)	Development of framework for better support of livestock farmers in Northern Communal Areas	Provision of Consultancy Services for the Livestock and Livestock products in the northern communal areas of Namibia
<b>May-June 2018.</b>	Zimbabwe	ADB	Livestock Expert, led the design of the livestock program activities	Agricultural Value Chain Programme (AVCP)
<b>March – April 2018</b>	Mozambique	ADB	Livestock Expert, led the design of	Agricultural Value Chain and Youth Empowerment Project (Vachangami)

Date from - Date to	Location	Organisation	Role	Project/Description
			the livestock program activities	
<b>February – March 2018</b>	Zambia	ADB	Livestock Expert, led the design of the livestock program activities	Small Ruminants Value Chain Support Project Preparation.
<b>August 2017.</b>	South Africa	Australian Centre for International Agriculture Research (ACIAR)	Reviewer	Final Review of Project LPS/2005/128. High quality markets and value chains for small-scale and emerging beef cattle farmers in South Africa
<b>May – September 2014</b>	Africa	CAADP, NEPAD	Developed and elaborated on the framework for engendering the indicators	Development of and elaboration of a Gender Atlas based on gender specific data and related analysis focusing on women in agriculture in Africa.
<b>November 25-28, 2013</b>	India	ICRISAT	Training on gender integrated planning and climate change	Facilitation: Developing Capacity in Africa and South Asia on Gender and equity considerations in the design and climate services for farmers. RP-Resilient Dryland Systems International Crops Research Institute for the Semi-Arid Tropics. Dryland Systems ICRISAT, Patancheru, Andhra Pradesh, INDIA
<b>September 1, 2013.</b>	Lesotho	FANRPAN	Facilitator	Facilitation: Climate Smart Agriculture (CSA) Policy Advocacy and Communication Training: 2013 Annual High-Level Food and Nutrition Security Multi-Stakeholder Policy Dialogue, Maseru, Lesotho
<b>June 2013 – December 2014.</b>	South Africa	The Department of Defence in the Northern Cape represented by The Office of State Attorney	Expert witness for the Department of Defence in the Northern Cape High Court; led in loco inspections of the sites	Assessing the quantum of damages caused by the fire claimed by farmers and serving as expert witness in court.

<b>Date from - Date to</b>	<b>Location</b>	<b>Organisation</b>	<b>Role</b>	<b>Project/Description</b>
<b>April- May 2013</b>	India	IDRC India	Facilitated the gender mainstreaming in CISRF project	Documentation of Strengthening the Delivery of Gender Equity Outcomes in CIFSRF Workshop April 22-26, 2013
<b>March – July 2013.</b>	South Africa	Malusi and Company Attorneys	Expert witness for the High Court and led the fieldwork	Preparation of a report on feasibility of farming operations on the land under claim in the Eastern Cape - Salem
<b>April 2013.</b>	South Africa	CCARDESA.	Facilitation	The CCARDESA MTOP Review Meeting, 11-12 APRIL 2013, Grand Airport Hotel, Johannesburg South Africa
<b>12-16 November 2012</b>	Ethiopia, Kenya, Tanzania, Malawi, Zimbabwe, Rwanda, Uganda, Botswana, South Sudan, and Mozambique	CIMMYT.	Trainer	Innovation Platform Training for Sustainable Intensification of Maize-Legume cropping systems for food security in Eastern and Southern Africa (SIMLESA)
<b>October 2012</b>	South Africa	FARA Secretariat	Facilitation	Regional Forum on Transforming African Agriculture to support smallholder farmers in Southern Africa through Partnerships and Strategic Alliances: 2 to 3 October 2012, Johannesburg, South Africa
<b>August 2012</b>	South Africa	SAB&T Chartered Accountants Incorporated	Conducted field surveys and led out of court settlement negotiations	Investigation into cattle deaths at the Athol Farm: Mpumalanga Department of Agriculture, Rural Development and Land Administration
<b>June – September 2011</b>	South Africa	IFPRI, Washington DC	Author	Writing of Country Chapter: South African Food Security and Climate Change: Agriculture Futures

<b>Date from - Date to</b>	<b>Location</b>	<b>Organisation</b>	<b>Role</b>	<b>Project/Description</b>
<b>May 2011</b>	Botswana	International Business Service (IBS), Harare, Zimbabwe	Reviewer	Reviewer of draft SADC Regional Agricultural Policy (Gaborone, Botswana)
<b>15 July – 15 October 2008</b>	Southern Africa	International Livestock Research Institute (ILRI) Capacity Strengthening Unit, Addis Ababa, Ethiopia	Drafting and conducting interviews	Current status of postgraduate training in animal production and veterinary science in Southern Africa Region (SADC): strengths, gaps and priority areas for support
<b>April and June 2007</b>	South Africa	Agriculture Research Council, South Africa	Trainer	ARD In-country Training in Limpopo Modules: Systems Thinking; Ecological Analysis

## 11. PUBLICATIONS

### Books

1. **Dube S. 2009.** Status of postgraduate training in the livestock sector in southern Africa and priorities for ILRI's support. ILRI (International Livestock Research Institute), Nairobi, Kenya. 42 pp.
2. **Dube S. 2007.** Adaptive Livestock Management in Semi-Arid Rangelands: A Modelling Approach, VDM Verlag Dr. Müller, Germany 125pp.

### Books Chapters

1. **Sikhalazo Dube**, Fatunbi A. Oluwole and 'Mota, S. Lesoli (2010). Impacts, Efficacy and Economics of Bushwacker SC (Bromacil) in Controlling Acacia Invasion in South Africa, Herbicides and Environment, Andreas Kortekamp (Ed.), ISBN: 978-953-307-476-4, InTech Publishing
2. **Sikhalazo Dube.** 2008. Communal rangelands of the Eastern Cape Province: Is there real interaction between resource users, science and policy? A case study in South Africa. In Hijweege, W.L. (Ed.), S. Dube, G.K. Kabusimbi, Z. M. Aloyce, C. Nyandiga, T. Gondo, J. Serugo, W. Kozanayi, R. Mayienda. Emergent practice of Adaptive Collaborative Resource Management in Southern and Eastern Africa: Eight Case Studies, Wageningen University & Research Centre, the Netherlands. ISBN: 978-90-8585-336-7

### Publications in Refereed Journals

1. Mndela, M., Madakadze, I.C., Nherera-Chokuda, F. and **Dube, S.** 2019. Dynamics of the soil seed bank over the short-term after bush clearing in a semi-arid shrubland in Springbokvlakte thornveld of South Africa. South African Journal of Botany 125 298–309
2. **Dube S.**, Shabangu S., Manyatsi J., Nhleko P., Thwala M., Sihlongonyane M. and Mtimet N. 2019. The SwaziBeef Project: Successes, challenges and lessons learnt. Proceedings of a writeshop held in South Africa 24–27 June 2018. Nairobi, Kenya: ILRI.
3. Mtimet, N. and **Dube, S.** 2018. International conference on livestock value chain finance and access to credit: Proceedings book from the livestock finance conference, Ezulwini, Swaziland, 21–23 February 2017. Nairobi, Kenya: ILRI.
4. **Dube, S.**, Chakoma, I. and Bahta, S. 2017. Analysis of the goat value chain in Beitbridge district of Zimbabwe. ILRI Project Report. Nairobi, Kenya: ILRI.
5. Lovemore C Gwiriri, Godfrey Manyawu, Promise B Mashanda, Irenie Chakoma, Siboniso Moyo, Charles Chakoma, Hazel Setaunyane, Venancio E. Imbayarwo-Chikosi, **Sikhalazo Dube**, Barbara V Maasdorp. 2016. The potential of replacing conventional dairy supplements with forage legume-based diets in Zimbabwe's smallholder dairy sector. African Journal of Range and Forage Science 33 (3): 155-163
6. Irenie Chakoma, Godfrey Manyawu, Lovemore C Gwiriri, Siboniso Moyo, **Sikhalazo Dube**, Venancio E. Imbayarwo-Chikosi, Tinyiko E Halimani, Charles Chakoma, Barbara V Maasdorp, Victor Buwu. 2016. Promoting the use of home-mixed supplements as alternatives to commercial supplements in smallholder beef production systems in the subhumid region of Zimbabwe. African Journal of Range and Forage Science 33 (3): 165-171.
7. Irenie Chakoma, Lovemore C Gwiriri, Godfrey Manyawu, **Sikhalazo Dube**, Mercy Shumba, Aleck Gora. 2016. Forage seed production and trade as a pathway out of poverty in the smallholder sector: lessons from the Zimbabwe Crop Livestock Integration for Food Security (ZimCLIFS) project African Journal of Range and Forage Science 33 (3): 181-184
8. Bethwell Moyo, **Sikhalazo Dube** and Philani Moyo (2013). Rangeland Management and Drought Coping Strategies for Livestock Farmers in the Semi-arid Savanna Communal Areas of Zimbabwe. Journal of Human Ecology, 44(1): 9-21



9. **Sikhalazo Dube**, Robert J. Scholes, Gerald C. Nelson, Daniel Mason-D'Croz, and Amanda Palazzo (2013). South African Food Security and Climate Change: Agriculture Futures. Economics: The Open-Access, Open-Assessment E-Journal, Vol. 7, 2013-35. <http://dx.doi.org/10.5018/economics-ejournal.ja.2013-35>
10. Karen Nortje, Constansia Musvoto, Miriam Murambadoro & **Sikhalazo Dube** (2013): Decision-making processes in agrarian landscapes of Limpopo province, South Africa: implications for landscape multi-functionality, Journal of Land Use Science, DOI:10.1080/1747423X.2013.786153
11. Bethwell Moyo, **Sikhalazo Dube**, Mota Lesoli and Patrick Masika. 2013. Seasonal habitat use and movement patterns of cattle grazing different rangeland types in the communal areas of the Eastern Cape, South Africa. African Journal of Agricultural Research 8(1): 36-45
12. Bethwell Moyo, **Sikhalazo Dube**, Mota Lesoli and Patrick Masika. 2012. Behavioural patterns of cattle in the communal areas of the Eastern Cape Province, South Africa. African Journal of Agricultural Research 7(18): 2824-2834
13. Bethwell Moyo, **Sikhalazo Dube**, Charles Moyo and Edward Nesamvuni. 2011. Heavily stocked 5-paddock rotational grazing effect on cross-bred Afrikaner steer performance and herbaceous vegetation dynamics in a semi-arid veld of Zimbabwe. African Journal of Agricultural Research 6(10): 2166-2174
14. B Moyo, **S Dube**, M Lesoli and PJ Masika. 2010. Herbaceous biomass, species composition and soil properties of key grazing patches in coastal forest thornveld, sweet and sour veld of the Eastern Cape Province, South Africa. African Journal of Range & Forage Science 27(3): 151-162
15. MS Lesoli, **S Dube**, AO Fatunbi and B Moyo 2010. Physicochemical characteristics of communal rangeland soils along two defined toposequences in the Eastern Cape Province South Africa. African Journal of Range & Forage Science 27(2): 89-94
16. HPM Moyo and **S. Dube** 2010. The effects of *Acacia mearnsii* removal on water table fluctuations in the Tsomo valley Eastern Cape Province of South Africa. Grassroots 10(2): 22-29
17. T. Tshabalala, **S. Dube** and P. Lent. 2010. Seasonal variation in forages utilised by the African buffalo (*Syncerus caffer*) in the succulent thicket of South Africa. African Journal of Ecology 48: 438–445
18. **S. Dube**, A.O. Fatunbi and M. S. Lesoli. 2009. The Efficacy and Safety of Bromacil Based Herbicide for the Control of the Invasive Bush Species in South African Rangelands. African Journal of Biotechnology 8 (9):1776–1781
19. B. Moyo, P.J. Masika, **S. Dube** and V. Maphosa. 2009. An in-vivo study of the efficacy and safety of ethno-veterinary remedies used to control cattle ticks by rural farmers in the Eastern Cape province of South Africa. Tropical Animal Health Production 41:1569-1576
20. T. Ndlovu, M. Chimonyo, A.I. Okoh, V Muchenje, K. Dzama, **S. Dube**, J. Raats. 2009 .A comparison of nutritionally-related blood metabolites among Nguni, Bonsmara and Angus steers raised on sweetveld. The Veterinary Journal 179(2): 273-281
21. **S. Dube**, B Moyo, M Lesoli and PJ Masika. 2008. The management of communal grazing areas of the Eastern Cape Province of South Africa: people, vegetation, and policy interactions. Multifunctional Grasslands in a Changing World volume 2/Edited by Organizing Committee of the IGC/IRC Congress. Guangdong People's publishing House, China.
22. B. Moyo, **S. Dube**, M. Lesoli and P.J. Masika. 2008. Communal area grazing strategies: institutions and traditional practices. African Journal of Range and Forage Science 25(2): 47-54
23. Fatunbi A.O. and **S. Dube**. 2008. The influence of Physical Landscape and Soil Properties on the Threshold of Rangeland Degradation. Grassroots 8(1): 15-21
24. Fatunbi Abiodun Oluwole and **Dube Sikhalazo**. 2008. Land degradation evaluation in a game reserve in Eastern Cape of South Africa: soil properties and vegetation cover. Scientific Research and Essay 3(3): 111-119

25. Fatunbi Abiodun Oluwole, Johan Mackson Sambo and **Dube Sikhhalazo**. 2008. Long term effects of differing burning frequencies on the dry savannah grassland in South Africa. *African Journal of Agricultural Research* 3(2): 147-153
26. Teague, W.R., W.E. Grant, U.P. Kreuter, H. Diaz-Solis, **S. Dube**, M.M. Kothmann, W.E. Pinchak, R.J. Ansley. 2007. An ecological economic simulation model for assessing fire and grazing management effects on mesquite rangelands in Texas. *Ecological Economics* 64: 612-625
27. **S. Dube**, O. Mukulu, H. Iyambo-Mavetera and B. Masunda 2003. Forage production in northern Namibia's grazing areas: How valid is the tragedy of the commons paradigm? A case of three communities. *African Journal of Range & Forage Science* 20(2):199
28. **S. Dube**, C. Salinas and O. Mukulu. 2001. The value of tress as fodder for livestock in Northern Namibia. *Proceedings of the International Symposium on Silvopastoral Systems and 2nd Congress on Agroforestry and Livestock Production in Latin America, San Jose, Costa Rica.*  
<http://www.fao.org/WAIRDOCS/LEAD/X6109E/x6109e0a.htm>
29. **S. Dube** and VEE Gwarazimba. 2000. Effects of selective defoliation and height of defoliation on tiller dynamics and herbage yield of *Themeda triandra* in a semi-arid rangeland in Zimbabwe. *African Journal of Range and Forage Science* 17(1/3): 52-59
30. **S. Dube** and F. Kalua. 1998. Continuous vs. 5-paddock rotational grazing, at heavy stocking rate, in semi-arid communal rangelands in Southern Africa: A synthesis of knowledge. In: de Bruyn TD & Scogings PF (Eds.) *Proceedings of a symposium on policy-making for the sustainable use of Southern African Communal Rangelands* University of Fort Hare, Republic of South Africa, pp 240-247.

#### **Other academic or educational publications**

1. **S. Dube**. 2005. A Model for Adaptive Livestock Management on Semi-Arid Rangelands in Texas **Ph.D. Thesis**. Department of Rangeland Ecology and Management, Texas A&M University, College Station
2. **S. Dube**. 1999. Effects of grazing regime and intensity, and soil moisture level on the performance of *Themeda triandra* and *Cymbopogon plurinodis* in a semi-arid rangeland in Zimbabwe. **M. Phil. Science Thesis**. University of Zimbabwe, Harare
3. **S. Dube**. 1994. An evaluation of the use of inflorescence characteristics in species delimitation in the genus *Ficus* in Zimbabwe. **BSc. (Honours) Dissertation**. University of Zimbabwe, Harare