

Professional Profile

Dr. McEdward Murimbika (Ph.D.)

2013

PERSONAL INFORMATION

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TITLE	Dr.	SURNAME	Murimbika	FIRST NAME	McEdward
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QUALIFICATION:	Ph.D. (Archaeology), (2006) [Univ. of Witwatersrand, Johannesburg]				

BRIEF PROFILE

Dr. McEdward Murimbika

McEdward Murimbika (Ph.D.) is Managing Executive Director and Head of Research & Enterprise Development at Nzumbululo Holdings (RSA Ltd.), [www.nzumbululo.com], a dynamic and market-leading consultancy providing integrated innovative solutions in Sustainability, Energy & Environment [SEE]; Environmental Health and Safety [EHS] Applied Social-Economic Research and Enterprise Development [RED] services and Cultural Heritage Development [CHD]). Professional manager and business and research consultant with more than 17 years' of practice and experience in applied policy research, sustainability & environmental management, heritage development & management and organisational entrepreneurship. His comprehensive set of competencies, combined with his international academic, applied research and business science exposure, experience and results orientation, enables him to enjoy improved person and business performances. He has been an executive at Nzumbululo for 10 years, and was founding executive of Mukhaha Consulting Engineer (2007-2010) and Mukhaha Consulting Lit. (Namibia and South Africa 2009-2012). He has a track record of pre-development planning program management, sustainable environmental and heritage management, new venture businesses and policy initiatives successfully implemented with valuable impact to private and public organisations and their stakeholders.

Dr Murimbika has led specialist teams in several projects in Pre-development Planning (consulting regional and town planning & engineering; Sustainability, Energy & Environment (SEE); Environmental Health and Safety Solutions; Cultural Heritage Development (CHD) and Applied Socio-Economic Research and Enterprise Development [RED]. He has a solid portfolio in Program Management Unit (PMU) services and project management, for example, he recently led specialist teams responsible for developing a Heritage Impact Assessment & Heritage Management Plan for sustainable mining for Venetia Diamond Mine for De Beers Consolidate Mines (2012 -2013); development of the Gauteng Provincial Human Settlement Strategy (2012), Integrated Development Planning (IDP) Environmental Toolkit (Mpumalanga Province [2011]), the Tourism Development Toolkit (Department of Environment and Tourism [2009]); engineering services to the Northwest Provincial Government Department of Housing PMU (2009-2012), etc. He is equally effective at relationship building, program development, and specialists team leadership. He served on Statutory Boards such as the Gauteng Provincial Heritage Resources Agency (2006 to 2007), the Limpopo Heritage Resources Agency (2007 to 2010), Joint Task Team for the South African National Park (2000-2004), the University of the Witwatersrand Council's Statutory University Forum, etc. Has demonstrated first-class research, training, analytical and applied problem solving skills emanating from local (South Africa), regional (Sub-Saharan Africa) and international experience.

EDUCATION

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
Wits University 2000 - 2005	Doctor of Philosophy (PhD) in Ethno-Archaeology
Wit Business School [WBS] 2010 – 2011	Master of Management (Entrepreneurship and New Venture Creation)
University of Bergen, 1997-1999 (Bergen, Norway)	Master of Philosophy (M.Phil.) (Archaeology)
University of Brussels (1998) (Brussels, Belgium)	Diploma: International Graduate Certificate [African Archaeology & Cultural Resources Management]
University of Zimbabwe (1995)	BA Honours (Archaeology)
University of Zimbabwe (1992-4)	BA Gen. (Archaeology, African History & Economic History)

LANGUAGE PROFICIENCY (Good, Fair, Poor)

Language	Reading	Speaking	Writing
English	Good	Good	Good
Shona	Good	Good	Good
Ndebele	Fair	Fair	poor
Zulu	Beginner's stage		

AUXILLIARY SPECIALIST SKILLS

Key Management skills

- Applied Environment & Heritage Management Research
- Sustainable development programmes assessment.
- Socio-Economic Impact Assessment
- Business and Social Policy Impact Assessment
- Corporate & Organisational Entrepreneurship
- Project Management
- Enterprise & New Venture Creation Development Specialist
- Leadership Advocacy & Solutions Architect
- Continuous Entrepreneurial Professional Development Capacitation

Other skills

- Development advisory
- Performance management
- Policy Review
- Public Policy review & Impact Assessment
- Public Finance Management
- Project Management Unit (PMU) coordination, control and contract management
- Intergovernmental & Institutional Facilitation and
- Professional Archaeologist & Ethnologist.
- Computer Skills
 - Statistics Programmes (competence in STATISTICA & NCCS)

- MS Operating System (Professional Level Competencies in: MS Word, MS Excel, MS Power-point, MS Access Database, PMS Publisher, and Internet).
- Mac Operating System (Professional Level Competencies in Pages, Numbers, Keynote, Aperture).
- Photoshop

WORK & PROFESSIONAL EXPERIENCE

PERIOD: 2003 to Present: Present position: Executive Director – Nzumbululo Holdings Limited [www.nzumbululo.com].

Executive Director & Head of Research and Enterprise Development at Nzumbululo Holdings Limited [www.nzumbululo.com] (dynamic and market-leading consultancy providing integrated innovative solutions in Sustainability, Energy & Environment [SEE]; Environmental Health and Safety [EHS] Applied Social-Economic Research and Enterprise Development [RED] services and Cultural Heritage Development [CHD]).

Years within the Firm: 10 Years (founder 2003 – Present)

Specialist Responsibilities:

- Provide Strategic and Management leadership to the organisation.
- Provide scientific and applied research leadership to professional and specialist team members in the organisation.
- Charged with solutions designs, quality assurance for projects conducted for clients and associate parties.
- Facilitates a large portfolio of applied research, environment, heritage and social & Business Impact Assessment studies; environmental and sustainable development review projects and initiatives; program/project Monitoring & Evaluation, programme strategic planning, and organisational entrepreneurial planning for government departments and local municipalities as well as civic and social enterprises and organisations.
- Provide research and scientific leadership in Sustainability, Energy & Environment [SEE]; Environmental Health and Safety [EHS] Applied Social-Economic Research and Enterprise Development [RED] services and Cultural Heritage Development [CHD])
- Principle Consultant – responsible for coordination and management of pre-development planning projects Enterprise Development initiatives.

PERIOD: 2004 to May 2005: Principal Advisor – Institute of Cultural Resources Management [ICRM], Natal Museum, KwaZulu Natal Province

RESPONSIBILITIES:

- Provide research advisory and leadership to the institute, which was structured as an applied research arm of the Natal Museum.
- Provide Specialist Advisory expertise in Heritage Management and Archaeological specialist input in Cultural Heritage Resources Management programmes.
- Advise on public and private clients liaison on applied cultural resources management (CRM) research, heritage policy development studies, baseline surveys and heritage impact assessments.

PERIOD: February 2000 to May 2004: Research Consultant – Archaeology & Heritage Resources Management, School of Geography, Archaeology and Environment

ORGANISATION: University of the Witwatersrand, School of Geography, Archaeology and Environmental Studies, Archaeology Resources Management (ARM).

RESPONSIBILITIES: Specialist Researcher in the archaeological and cultural heritage sector; Department ethnography researcher; Participate in School's Mapungubwe Research Programme; Provide Specialist expertise in Heritage Management, Training and Archaeological specialist input in Cultural Heritage Resources management programmes; Produce and publish research results and reports.

CORPORATE RESPONSIBILITIES

2010 – Present: Executive Chairman of Board of Directors, Nzumbululo Holdings (Pty) Ltd.

2003 - 2010: Founding Member and Executive Director & Board member of Nzumbululo Heritage Solutions

2005 – Present: Non-Executive Member of Board of Directors, Tshisele Investments (Pty.) Ltd.

2007 – 2012: Member of Board of Directors, Mukhaha Engineers and Mukhaha Consulting (Ltd. (South Africa and Namibia).

ADDITIONAL SPECIALIST POSITIONS AND PROFESSIONAL CONSULTANCY EXPERIENCE

July 2012 – June 2014: Environmental and Heritage Impact Assessment Study for Eskom SOC Limited 765kV Powerline Development Northern to Western Cape Provinces.

Programme Director: Environmental Authorisation (EIA) and Heritage Impact Assessment (HIA) studies for Eskom SOC Transmission Gamma-Kappa & Kappa-Omega 765kV Powerlines Development in Northern & Western Cape Provinces in South Africa 2012-14. The project management responsibilities involves coordinating a team of more than 16 high level independent scientific researchers and specialists ranging from ecology, Land use and land acquisition, agro-economists, rural and urban planning, environmental and built environment, social, tourism to terrestrial studies. This power transmission project is one of the largest and strategic transmission projects Eskom has ever embarked on in the past two decades.

October 2012 – March 2013: Heritage Management Planning for Venetia Diamond Mine Development, Limpopo Province.

Project Manager & Principal Investigator for the Heritage Impact Assessment for the R160 Billion Venetia Diamond Mine expansion program. The study involves assessing the relationship between the Mapungubwe Cultural Landscape UNESCO World Heritage Site and sustainable mining in the region. The research report and a Heritage Management Plan for the project were developed to guide mining authorisation and sustainable mining development in relation to World Heritage Site cultural landscape in the Limpopo Valley region, Limpopo Province.

2005 - 2013 Environmental Impact Assessment Studies Portfolio

Have managed Environmental Impact Assessment (EIA) Studies and EIA specialist teams for a broad portfolio of projects ranging from linear (roads and powerlines); gas infrastructure, spatial developments, mining development, large scale settlement relocations, brown land rehabilitation, etc. The EIA portfolio during this period amounts to more than 50 projects across South Africa and neighboring countries with an estimated value in excess of 20 Million Rands in professional fees allocation.

JULY 2011 – March 2012: Research, Design and Development of the Delmas Treason Trials Commemorative Monument Project at Delmas Magistrate's Court, Mpumalanga Province.

Acted as Project Director and Principal Investigation for archival, oral and historical research on the 1985-1989 Delmas 22 and 1989 Delmas 4 Treason Trials (the last of the infamous apartheid treason trials). The project entails detailed legal history on treason trials, conceptualise, design and develop and commission a public commemorative monument in honour of the treason Trialists. Hundreds of hours of digital recordings of interviews with legal struggle icons such as George Bizos, the late Justice Arthur Chaskalson, Advocate Gcina Malindi, Justice Yacob, former Premier Popo Molefe and all surviving Delmas trialists and their families were collected, project report was generated and South Africa's first monument dedicated to commemoration of treason trials was developed and unveiled in March 2012 at Delmas Court in Delmas Town, Mpumalanga.

November 2011: The African Development Bank Review of Eskom Holding Medupi Power Plant Development Compliance Monitoring & Evaluation Mission

Independent Reviewer for the African Development Bank (AfDB) Compliance Monitoring & Evaluation of Eskom Holding Medupi Power Plant Development regarding meeting pre-set compliance target.

2008- 2009: Program Director – Mpumalanga Province Greeting, Heritage and Greening Mpumalanga Flagship Program Management Unit [PMU]

Programme Director for the Mpumalanga Provincial Government commissioned Mpumalanga Province Greeting, Heritage and Greening Mpumalanga Flagship Program Management Unit [PMU]. Dr M. Murimbika Provided management and administrative leadership to the PMU team; Provide leadership in cultural heritage management initiative under the Flagship Program until the provincial government re-integrated the services back into its department.

MARCH - June 2010: Namibian Government Delegation on Study Tour of European Heritage & Museum Institutions

Mission Chief Scientist – Namibian Government Delegation on Study Tour of European Heritage and Museum Institutions – led a study team of ten (10)

professionals from various Namibian government departments and NAMDEB Diamond Mining Company on study tour of European Museums in France, Sweden, Spain, Belgium, Portugal, and Germany on fact finding mission to assist Namibian Government on Maritime and Mining Museum Development initiatives.

2009 – October 2010: eThekweni Metropolitan Shembe Baptist Nazareth Church Cultural Landscape Project

Commissioned by the eThekweni Metro Council as Project Manager and Principle Investigator for the eThekweni Metropolitan Shembe Baptist Nazareth Church Cultural Landscape Project. The project involved conducting historical research into the evolution of Shembe Church, one of Africa's older and continuous independent churches that was founded by Isaiah Shembe in 1910. The second object was to propose, nominate the Shembe Cultural Landscape as Provincial Heritage Site under the protection of provincial and national heritage laws. The project closed with development of the cultural heritage Conservation Management Plan and nomination of Shembe cultural Landscape as Provincial Heritage Site (Nomination Approved by the KwaZulu Natal Provincial Heritage Council (Amafa Council) on Oct. 18 2010). **Contact Person:** Peter Gilmore [Development Planning, Spatial & Land Use Manager], eThekweni Municipality. Ph: 031-2616640; Fax: 031-2616671; Cell: 083 3788737; gilmorep@durban.gov.za.

June 2008 to Dec. 2010: The Oranjemund Shipwreck Namibia Program Phase I & II – International Maritime Heritage Project

Project Manager for the Oranjemund Shipwreck Namibia Program Phase I & II – International Rescue Excavation exercise for a 15th Century Treasure Ship off the Oranjemund Coastline, Namibia; Coordinate Conservation Management, Artefact Storage Program, Artefact Catalogue and Database Development for the Namibian Government.

Led an international team of heritage experts including Maritime Historians, Archaeologist, maritime heritage conservators, and museum specialist to rescue excavate the shipwreck discovered during diamond mining on the Atlantic coastal mine of Oranjemund in Namibia; Compiled a project plan and managed delivery schedules, securing the 80 tonnes of 15th Century heritage collection including nearly a tonne of gold and silver coin and metal collections.

June 2006 – December 2007: Applied Heritage Research and Development of Integrated Heritage Conservation and Management Plans for various local management authorities across South Africa.

During the 18-months period, was Chief Researcher and Principal Investigator for applied heritage research and development regional integrated conservation management plans:

- **September 2006 – June 2007: Program Manager & Principal Heritage Specialist** for the development of an Integrated Cultural Resources Management Plan for Nkangala District Municipality in Mpumalanga Province.
- **April 2007 – October 2007: Programme Director** for the Cultural Resources Management Plan and Provincial Heritage Declaration for selected Sites Project commissioned by the Capricorn District Municipality Limpopo Province.
- **June 2006 – February 2007: Archaeologist & Principal Heritage Specialist** for the Addo Elephant National Park Archaeological Heritage Mapping Project in Eastern Cape Province. The SANParks financed by the World Bank commissioned the study.

Namibian Government Delegation to the UNESCO Convention of Under Water Heritage Conference 2009, Paris France

Special Scientific Advisor to the Namibian Government Permanent Delegation to the UNESCO Convention of Under Water Heritage Conference 2009, Paris France. Mission to assist the Namibian Government comply and become a signatory to the convention.

November 2011: The African Development Bank Review of Eskom Holding Medupi Power Plant Development Compliance Monitoring & Evaluation Mission

Independent Reviewer for the African Development Bank (AfDB) Compliance Monitoring & Evaluation of Eskom Holding Medupi Power Plant Development regarding meeting pre-set compliance target.

2007 – World Bank (WB) Lesotho Highlands Development Authority (LHDA) Inflow River (IFR) Audit

Was INR Project Team Specialist responsible for the Social and Economic

Impact Assessment Study for World Bank funded LHDA Inflow River Audit Environmental and Socio-economic Impact Assessment Review exercise.

2001-2003 – SANParks and DEAT Mapungubwe Cultural Landscape Rehabilitation Programme

Was Principle Investigator and Field Director for the re-excavation, documentation and rehabilitation of K2 Archaeological site in the Mapungubwe Cultural Landscape as part of a broader program to rehabilitate old archeological excavations at Mapungubwe Hill and K2 site. The program was in preparation of the nomination and subsequent listing of the Mapungubwe Cultural Landscape to UNESCO World Heritage Site Status.

2000 - 2011 Archeological and Heritage Impact Assessment Studies

Have completed phase 1 (basic studies) to phase 2 and 3 heritage and archeological impact assessment studies (mitigation excavations, rescue or salvage excavation and monitoring studies) for infrastructural developments including, powerlines, roads and other developments. The HIA and AIA portfolio during this period amounts to more than 200 projects across all nine provinces of South Africa and neighboring countries with an estimated value in excess of sic Million Rands in professional specialists fees.

CITIZEN COMMUNITY SERVICE

- Member: **Limpopo Heritage Resources Agency Council** (nominated and appointed to Statutory Body from the 2007 – 2009 term).
- Member: Gauteng **Provincial Heritage Resources Agency Council** (nominated and appointed to Statutory Body from the 2006 – 2008 term – (stepped down 2007).
- Associate (2003 observer Status): **International Committee on Archaeological Heritage Management (ICAHM)**.
- Member: **South African Heritage Resources Agency (SAHRA) Limpopo Provincial Heritage Resources Agency (LIHRA) Review Committee** (2005 – 2009).
- Member – 2000 to 2003: **Archaeological Task Group (ATG)** (Culture and Heritage Advisory Committee to the JMC of the SANParks Board).

- Post-Graduate Students Representative to the **University Forum, Council of the University of the Witwatersrand**, 2003-2005.
- President and Council Member of the **Post-Graduate Association (PGA) of the University of the Witwatersrand**, Johannesburg, 2001-2004.

PROFESSIONAL AFFILIATIONS

- Member: **Institute of Directors Southern Africa** (IoDSA).
- Member: **World Archaeological Congress** (WAC).
- Member: **Association of Southern African Professional Archaeologists** (ASAPA).
- Principal Investigator Professional Member: **Cultural Resources Management (CRM) Chapter of Association of Southern African Professional Archaeologists** (ASAPA).

ACADEMIC WORKS & EXPERIENCE

ACADEMIC EXPERIENCE

2012: Guest Lecturer in Business of Archaeology, 3rd Year Archaeology Class, School of Geography, Archaeology and Environmental Management, University of the Witwatersrand, Johannesburg.

2011: Guest Lecturer in Corporate Entrepreneurship, Wits Business School

2004: Honorary Academic Staff, UKZN,

2001-2003: Field School Coordinator for The Mapungubwe Archaeology Field Research Project, Archaeology Unit of the School of Geography, Archaeology and Environmental Management, University of the Witwatersrand, Johannesburg.

1998-1999: Researcher, Institute of Archaeology, University of Bergen, Norway.

1996-1997: Assistant Lecture in Archaeology, Department of History, University of Zimbabwe.

Select Academic Publications

- Murimbika, M. and Urban, B. 2013. **Strategic Management Process Effects**

on Entrepreneurial Orientation of firms on emerging economies – Implications on Sustainable Competitive Advantage. International Journal of Management (Forthcoming, 2013).

- Murimbika, M. 2013. **Violated sepulchres? The quest for a proper space for disinterred indigenous dead and immortal remains in post colonial South Africa.** Book Chapter (ZBH, forthcoming).
- Murimbika, M. 2013. **Influence of strategic management practices on the entrepreneurial orientation of South African firms in the financial and business services sector.** Berlin: Lambert Publishing (In Press).
- Murimbika, M. & B. Moyo. 2008. **Archaeology and donor aid in the Developing World: The case for Local Heritage in Zimbabwe.** Managing Archaeological Resources. Ed. F.P McManamon et. al. California: One World Archaeology 58.
- Murimbika, M. 2004. **Communing with the dead: an ethnoarchaeological interpretation of Shona mortuary practices.** British Archaeological Reports International Series, 1210: 181 – 188.
- Murimbika M. & Schoeman M. H. 2006/07. **Vessels for the ancestors: cupules and the annual rain-control cycles in the Shashe-Limpopo confluence area.** Southern African Field Archaeology, Vol. 15 & 16: 26 - 34.
- Murimbika, M. & Huffman, T.N. 2003. **Shona ethnography and Late Iron Age burials.** Journal of African Studies, Vol.1 (2): 237-246.

Title of Dissertations:

- Ph.D. (2006): SACRED POWERS AND RITUALS OF TRANSFORMATION: AN ETHNOARCHAEOLOGICAL STUDY OF RAINMAKING RITUALS AND AGRICULTURAL PRODUCTIVITY DURING THE EVOLUTION OF THE MAPUNGUBWE STATE, AD 1000 TO AD 1300.
- M.M. [E&NVC] (2011) Influence of strategic management practices on the entrepreneurial orientation of South African firms in the financial and business services sector.
- M.Phil. (1999): Return of the dead: the living, the dead and the ancestors. An archaeological interpretation of the Late Iron Age Shona mortuary practices in Zimbabwe.

Select Conference Papers

March 25 – 29 2008, Bi-annual Conference for the Association of Professional Archaeologist in Southern Africa [ASAPA] Cape Town. Paper presented: *Voluntary dormancy of systematic elimination: South African Archaeology in the era of Transformation.*

June 26 – 29 2004, Bi-annual Conference for the Society for Africanist Archaeologist, Bergen Norway. Paper presented: *Shifting kraals and changing uses of central spaces: Site spatial analysis for the K2 site in the Limpopo Valley.*

April 2004, Southern African Association of Archaeologists (SA3) Biannual Conference, Kimberly: Poster Presentation *in absentia* – *Archaeological Resources Management and Development.*

June 2003: World Archaeological Congress 5, Washington DC, USA. Papers presented:

1. *Violated sepulchres? The quest for a proper place for indigenous dead and immortal remains in the new South Africa.*
2. *Heritage on Target Sanction: Archaeology and donor aid in the Third World Countries: The case of Zimbabwe's World Heritage Sites.*

May 2003, State and Culture Conference, University of Edmonton, Canada. Paper Presented *in absentia:* *Reburial and Repatriation of Human Remains in South Africa.*

July 2002: Southern African Association of Archaeologists (SA3) Biannual Conference, Cape Town, South Africa. Papers presented:

Archaeological Site Management practice: K2 site rehabilitation project;

Shona ethnography and Late Iron Age burials (jointly with Prof. TN Huffman).

May 2002 Society of Africanist Archaeologists Conference, Tucson, Arizona: Joint paper presentation with Prof. TN Huffman: *Ethnography and Late Iron Age Burials in Southern Africa.*

August-September 2001: African Archaeology in Global Perspective Conference, Bergen, Norway. Paper presented: *Communing with the Dead: Shona mortuary practices.*

RESEARCH AWARDS

2001-2004: Post-Graduate Research Award for Archaeological Resources Management, GAES, University of the Witwatersrand.

2001-2003: Mellon Foundation Mentorship Award University of the Witwatersrand

2001 - 2004: University **Postgraduate Merit Award Bursary**, University of the Witwatersrand

2001: British Institute in East Africa Research Grant

1997-1999: Norwegian Department of Education International Postgraduate Scholarship

1995: SAREC Postgraduate Scholarship for 4th Year Honours Program, UZ.

ACADEMIC FELLOWSHIPS

July – September 1997: British Institute in East Africa – Kenya & Tanzania – Visiting Researcher, the East African Archaeology Research Program of the BIEA.

REFEREES

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