

# PEKALSKI, ADRI

811 Featherview Estate, Mogale City, 1739

## Work Experience

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<b>2015 - CURRENT</b>	<b>ENVIRONMENT-AFRICA INDEPENDENT SUSTAINABILITY CONSULTANTS (Pty) Ltd.</b>	<b>MOGALE CITY</b>
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### Owner

- Environmental legal compliance audits of major water treatment plants in the Johannesburg area and the scope included operational as well as permit/ authorisation-based requirements.
- Advise operations on and management risks related to applications for environmental authorisations and compliance to existing environmental authorisations.
- Cost control and management of environmental consultants for all projects.
- Environmental Legal Compliance audits reviewed by Council admitted to the South African High Court.
- Applications for Environmental Authorisations including Water Use Licence Applications, Heritage and Vegetation Permits.
- Review of Environmental Specialist Reports and Environmental Applications for Authorisation for e.g. bulk water supply pipelines, bulk sewer lines, waste licences, waste registers, road infrastructure.
- Engage senior stakeholders across the projects and facilitate knowledge sharing through initiating, identifying and communicating best practice, technologies and equipment.
- Proactively scan and identify areas of legal change and develop strategies for projects to facilitate compliance to e.g. ISO14001:2015 risk-based strategies.
- Compilation and also review of legal-technical documentation used in arbitrations for historic land contamination, and contractual obligations related to environmental compliance criteria.
- Effective project management of environmental projects including budget planning, risk management, resource requirements and project strategy including design alternatives.
- Compilation of Health Risk Assessment for a Gas Fired Power Plant near Walvis Bay (Namibia) based on the International Chamber of Commerce criteria for the World Bank.
- Representing client on independent external environmental legal compliance audits.
- Assisting clients with environmental competency mentoring of environmental staff.
- Environmental risk assessments for large scale road infrastructure maintenance projects where infrastructure was severely damaged due to floods as well as compilation of Environmental Management Programmes to mitigate risks.

<b>2013 - 2015</b>	<b>ANGLO AMERICAN – KUMBA IRON ORE</b>	<b>CENTURION</b>
<b>Environmental Specialist – Project Execution I and II (Sishen, Kolomela and Thabazimbe) *</b>		

### \*Anglo American Standards - Category A, B and C projects.

- Identify all Environmental Regulatory Compliance (includes licensing and permitting) requirements for mining infrastructure projects and ensure that requirements of environmental authorisations are included in the project deliverables.
- Cost control and management of environmental consultants for all projects.
- Communication with Anglo American (South Africa) Legal, Anglo American Project Review Teams, National, Provincial as well as Local Government.
- Generate and/or review legal-technical documentation.
- Develop and coordinate sustainable development initiatives as part of project planning and implementation for new infrastructure e.g. Water Treatment Plant, At Pit Maintenance Facilities and Dewatering.
- Sustainable Development Lead for a River Flow Restoration Project.

- Advise operations on and management risks related to applications for environmental authorisations and compliance to existing environmental authorisations.
- Review of Environmental Specialist Reports and Environmental Authorisation Applications for all projects e.g. water export pipeline, involuntary resettlement of a small town, upgrading of existing plant, new landfill facilities, construction of a new town, pilot plants, slimes dams, development of new pits and exploration, as well as, waste use licences.
- Assist project team with assessments for the development of a new open cast pit for an existing mine including mining rights, infrastructure and environmental authorisations.
- Support, implement and monitor Environmental Management Systems through reducing and minimising operational impacts on the environment.
- Engage senior stakeholders across the projects and facilitate knowledge sharing through initiating, identifying and communicating best practice, technologies and equipment.
- Proactively scan and identify areas of legal change and develop strategies for projects.
- Effective project management of environmental projects including budget planning, risk management, resource requirements and project strategy/design.
- Assist with achieving the Group's Environmental improvement KPI's at operational level through supporting and driving initiative for continuous improvement.
- Reason for leaving – Organisational Redesign.

**2009 - 2013**

**BOMBELA CIVILS JOINT VENTURE**

**SANDTON**

**Environmental Manager – Civil Construction of the Gautrain Rapid Rail Link Project**

- Represent Bombela Civils Joint Venture on the Environmental Management Committee and at other external meetings e.g. Community Liaison Forums.
- Managing environmental communication to external parties.
- Liaison with Authorities including Department of Water Affairs (DWA), Gauteng Department of Agriculture and Rural Development (GDARD), South African Heritage Resource Agency (SAHRA) and the Local Authorities of City of Tshwane, City of Jo'burg and Ekurhuleni Metropolitan Municipality.
- Identify special requirements to appoint specialist environmental consultants including management of the specialists e.g. International Noise and Acoustics Specialist, Geohydrologists, Toxicologists, Chemists, Zoologists, Ecologists, Hydrologists, etc.
- Manage scheduled audits and inspections on sub contractor's performance with progress reporting to Senior Management the CEO and the Board.
- Manage External Legal Environmental Compliance Audits.
- Compilation of the Environmental Section for the Board Reports.
- Ensure that statutory requirements including permit, authorizations and licenses requirement are met including review of Environmental Impact Assessments and Environmental Management Plans compiled by Environmental Consultants.
- Manage Environmental Coordinator and Environmental Engineers.
- Review of monitoring procedures for noise, dust, vibration, water quality and ecological assessments.
- Assisting with strategy for Environmental matters including compiling documentation and specialist studies for dispute resolution on Geohydrological matters (tunnel water ingress, historical contamination, claims related to vibration (blasting) and noise.
- Representing Bombela CJV on the SHERQ Steering Committee meeting convened by the Gautrain Management Agency.
- Compilation of documents of the Annual Environmental Status Report.
- Design review for environmental compliance and assisting design with design review comment.
- Review and monitoring of environmental rehabilitation for landscaping, storm water control measures and ecological protection of sensitive areas.
- Managing chemical laboratory analysis for water quality, materials toxicity and assisting with the execution of international standards for chemical analysis with the CSIR and SABS on chemical procedures that are not normally executed in South Africa.

- Providing environmental specialist opinions to legal firms regarding environmental matters and advising Senior Management and Senior Council with specialist opinions on environmental matters under review. Legal firms include ENS and Norton Rose.
- Reason for leaving – Completion of construction of the Gautrain Rapid Rail Link.

**2006 - 2009**

**BOMBELA CIVILS JOINT VENTURE**

**SANDTON**

**Environmental Project Coordinator**

- Establishing focus groups, complaints database, Interested and Affected Parties Database for managing the Public Participation on the project. (This function escalated to the appointment of a Manager: Communications due to the large number of Interested and Affected Parties and the number of Community Liaison Forums that was established.)
- Input into the development of the Draft Final Environmental Management Plan as submitted for approval of the Project.
- Liaison with members of the Lenders Review Team prior to financial close of the project.
- Managing applications for all environmental authorisations/permits and conditions of approvals.
- Development and implementation of Environmental Management System for the
- Project aligned with SANS 14001.
- Internal Auditing of compliance to the Draft Final Environmental Management Plan.
- Compilation of Monthly Environmental Management Performance Report for the civil contractor distributed to the Client, Independent Certifier and Authorities.
- Manage Sectional Environmental Control Officers: EMS and Monitoring as well as an Environmental Administrator.
- Manage specialist studies for Ecological, Herpetological, Heritage, etc.
- Ad hoc specialist reports.
- Reason for leaving - Promotion

**2004 - 2006**

**SELF EMPLOYED**

**JOHANNESBURG**

**Environmental Consultant**

- Compilation of Environmental Management Plans and Environmental Risk Assessments for Mining related projects.
- Mining rights applications for quarries and borrow pits.
- Compilation of Environmental Management Plans for Housing Development Projects.
- Appointment as Environmental Coordinator for the Gautrain Rapid Rail Link Project (Billion R20 project).

**2003 - 2004**

**SABBATICAL**

**JOHANNESBURG**

**Completion of Masters Degree**

**2002 - 2003**

**APRON SERVICES  
(LATER CALLED EQUITY AVIATION)**

**JOHANNESBURG  
INTERNATIONAL AIRPORT**

**Risk Manager (Safety, Health, Environment and Risk)**

- Managed SHE and risk function for all major urban centers in South Africa.
- Development and implementation of S,H,E,R policies, procedures and standards.
- Monitoring and devising strategic direction on Cost of Risk.
- Devising and implementing Strategic Risk Assessments and developing Risk Management standards for Regional implementation.
- National co-ordination of Computer Assisted Risk Management System.
- Planning of CEO's bi-annual safety meeting and compilation of Annual reports on Safety, Health and Environmental issues.
- Monitoring Balanced Scorecard figures for the Disability Injury Frequency Rate (DIFR), Public fatalities and Cost of Risk.

- Incident management including Section 32 Enquiries from Department of Labour.
- Developing a Legal Register (process driven).
- Develop strategies to reduce aviation incidents.
- Managing asset and liability claims and risk finance portfolio.
- Develop and budget for Occupational Health Programmes.
- Administration of general liability and asset insurance policies in conjunction with Transnet Group.
- Environmental scanning and compilation of information for general liability and asset insurance policies.
- Establishing and managing Medical Surveillance Programme and Health Risk Assessments.
- Incident Investigation and reporting in accordance with International Aviation Standards.
- Execution of internal and external S,H,E,R audit Programmes.
- Reason for leaving – Sabbatical

**2001 - 2002**

**METRO RAIL HEAD OFFICE**

**JOHANNESBURG**

**Safety, Health and Environmental Manager**

- Managed SHE in all major urban centres in South Africa
- Monitoring and devising strategic direction on Cost of Risk.
- Devising and implementing Strategic Risk Assessments and developing Risk Management standards for Regional implementation.
- National co-ordination of Computer Assisted Risk Management System (CARMS).
- Planning of CEO's bi-annual safety meeting and compilation of Annual reports on Safety, Health and Environmental issues.
- Monitoring Balanced Scorecard figures for the Disability Injury Frequency Rate (DIFR), Public fatalities and Cost of Risk.
- Incident management especially Section 32 Enquiries from Department of Labour.
- Developing a Legal Register for Metrorail (process driven).
- Monitoring success of NOSA programmes and strategies to improve safety records.
- Devise a Risk Communication Strategy and assist with programmes i.e. national television, posters etc.
- Control and monitor compliance to legislation including the National Environmental Management Act, National Water Act and Occupational Health and Safety act as well as devising policy for implementation by Regions.
- Develop an Emergency Management System including Business Continuity Planning and Disaster Management.
- Liaise with Transnet Group Risk Management regarding corporate standards and guidelines.
- Facilitate implementation and auditing of Environmental Management System.
- Facilitate implementation for capacity building in Risk Management.
- Special projects
  - Critical analysis of absenteeism.
  - Devising an implementation guideline for Substance Abuse Policy.
  - Developed Medical Surveillance Policy for Metrorail.
  - Develop policy and guidelines for trauma counselling as part of Employee Assistance Programme.
  - Developed policy on medical examinations for critical grades.
  - Member of task team for the development of a Rail Risk Management System.
  - Member of NOSA's Executive Members.
- Reason for leaving – Promotion.

**1997 - 2001**

**SPOORNET HEAD OFFICE**

**JOHANNESBURG**

**Assistant Manager: Environmental Management Systems**

- Managed Environmental function for all major urban centres in South Africa
- Devising an Environmental Management System for Spoornet.
- Devising and presentation of the General Environmental Awareness programme countrywide.
- Devising and presentation of the Integrated Risk and Environmental Assessment Training Course.
- Contract Management with various external consultants.
- Devise and implement communication strategy for Environmental Management i.e. Poster programme, Website, Forums and Publications.
- Devise Environmental Management Policy and subsidiary policies together with line management.
- Yearly Environmental Self-Assessment Programme for twelve (12) functions countrywide.
- Compile reports to Spoornet Management Board.
- Implementing a database for effluent quality results.
- Team member for the EMS audit for Spoornet and Sasol (Oil).
- Devising the Business Plan for Environmental Management.
- Collaboration with External Consultants for devising the Legal Register for Spoornet.
- Co-ordination of training in Environmental Law and application to Spoornet circumstances. Training given by Bowman, Gilfillian Attorneys.
- Reason for leaving – Promotion.

**1995 - 1997**

**SPOORNET: SOUTHERN TRANSVAAL**

**JOHANNESBURG**

**Environmental Officer**

- Budget control approximately R3 million.
- Emergency response to derailments and incidents with an environmental impact.
- Project management of rehabilitation projects.
- Environmental audits and EMP for leased sites.
- Integrated Risk and Environmental Assessments.
- Advising members of Regional Board on environmental issues.
- Public participation related to incidents and leased sites.
- Monitoring of industrial effluent results and prescribing corrective action.
- Project management in derailment clean-up. Some of the bigger projects successfully completed are listed below:
  - Sulphuric acid (98%) – 50 000l flowed into wetland.
  - Phosphoric acid – 35 000l in drainage channel leading to a wetland.
  - Sodium hydroxide – 40 000l near Vaal River.
  - Diesel – 1 000 000l in Elands River in Swartruggens.
  - Jet fuel – 50 000l in a rail siding.
- Reason for leaving – Promotion.

**1991 - 1995**

**SPOORNET: SOUTHERN TRANSVAAL**

**JOHANNESBURG**

**Occupational Risk Official**

- Implementation and maintenance of Loss Control Programmes in six (6) disciplines
- Ventilation, Lighting, Noise, Audiometry and Pollution Studies.
- Auditing of Loss Control Programmes
- Accident investigation.
- Water monitoring; bacteriological and chemical.

- Training of line management in general Occupational Hygiene matters.
- Communication with middle and top management regarding health and safety matters.
- Managed two (2) Field Assistants.
- Reason for leaving – promotion

## Education

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**2005** **UNIVERSITY OF THE FREE STATE** **BLOEMFONTEIN**

**Masters Degree (Environmental Management)**

- MOB 707: Chemistry and Physics, Geology, Hydrology, Pedology, Atmosphere, Ecology.
- MOB 708: Environmental Law, Management Practices, Political Studies, Sociology, Communication, Town and Regional Planning.
- MOB 750: Specialist course in Environmental Impact Assessments.
- Dissertation completed - The attitudes and behaviour of Middle Management towards the implementation of an Environmental Management System.

**1999** **UNIVERSITY OF POTCHEFSTROOM** **VAALTRIANGLE CAMPUS**

**Bachelors of Art**

- Cum Laude - Academic Colours

**1991** **TECHNICON WITWATERSRAND** **BRAAMFONTEIN**

**National Diploma: Environmental Health**

- Microbiology \*; Chemistry and Physics \*; Environmental Control 1 \*,2 \*,3 \*; Occupational Hygiene 1 \*,2,3; Anatomy and Physiology \*; Epidemiology \*; Meat Hygiene; Public Administration 1 \*, 2 \*; Sociology \*; Health Education \*.
- Secretary Student Environmental Health Committee (1990).
- Vice Chair Student Environmental Health Committee (1991).
- Audiometry Certificate.
- AWARD: Best 2nd year Student in Transnet.

**1985** **CAPE TECHNICON** **CAPE TOWN**

**Toward National Diploma Food Technology**

- Chemistry 1; Biology 1; Calculations and Statistics 1; Food Technology 1 & 2; Analytical Chemistry 1; Biochemistry 1 & 2; Microbiology 1.

**1982** **MARIENTAL HIGH SCHOOL** **MARIENTAL, NAMIBIA**

**Senior Certificate**

- Afrikaans, English, Mathematics, Biology, Biblical Studies, History.

## Short Courses Completed

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2014	Operational Risk Management Processes (A3)	Anglo American
2013	Workplace Risk Assessment and Control (WRAC)	She Risk, IRM UK
2013	Fault Tree, Event Tree, Logic Tree Analysis	• She Risk. IRM UK
2013	Master Class –Bow Tie Analysis	She Risk, IRM UK
2009	Carbon Foot Printing	IEMA
2008	International Lead Auditor	
2007	Media Skills	Jenine Lazarus
2001	Behaviour Based Safety	London
2000	Sustainable Development	Germany

## Awards

1999	Outstanding Service	Spoornet
1998	Academic Colours	Potchefstroom University
1997	Merit Award – Swartruggens Derailment	Marico Kommando
1997	Goue Spoor – Service Rendering during the Swartruggens Train Derailment	Spoornet
1993	Best Occupational Risk Official Southern Transvaal	Spoornet
1991	Best Occupational Risk Official Southern Transvaal	Spoornet
1990	Best Second Year Student in Environmental Health	Transnet

## Personal Information

Contact (Mobile No)	+27 83 233 0740
Gender	Female
Date of Birth	1964-12-21
Citizenship	South African
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## References\*

Mr. Conrad Bezuidenhout	Previous: Project Manager Anglo American Kumba Iron Ore (Dingleton Relocation Project)	Cell: During office hours: +27 83 609 1521
Mrs. Viktoria Jansen Gotchev	Previous: Project Manager Anglo American Kumba Iron Ore (Gamagara River Flow Restoration Project)	Cell: During office hours: +44 7910 732130
Mrs. Dajana Odribozic Little	Previous: Assistant Commercial Director Bombela Civils Joint Venture (Gautrain Project)	Cell: (during office hours) +27 83 675 1509
Mr. Etienne van der Lith	Previous: Environmental Manager Bombela Civils Joint Venture (Gautrain Project)	Cell: (during office hours) +27 83 781 9454

\*Additional references are available on request.