



REPUBLIC OF ZAMBIA

REPORT

OF THE

PARLIAMENTARY SELECT COMMITTEE APPOINTED TO SCRUTINISE THE MINISTERIAL APPOINTMENT OF MR MATO SHIMABALE, MRS BERNADETTE CHILUFYA MWABA PHIRI, BISHOP JOSEPH SHAPELA KAZHILA, MS OPHELIA NYAMBE, MR NCHIMUNYA HACHANDI, MS JACQUELINE CHISHIMBA, MR DANTE CHARLES SAUNDERS, MS JACQUELINE MILAMBO KABETA AND MR JACK KALALA TO SERVE AS DIRECTORS OF THE ZAMBIA NATIONAL BROADCASTING CORPORATION (ZNBC) BOARD

APPOINTED ON 24THFEBRUARY, 2022, DURING THE FIRST SESSION OF THE THIRTEENTH NATIONAL ASSEMBLY

PRINTED BY THE NATIONAL ASSEMBLY OF ZAMBIA

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REPORT OF THE PARLIAMENTARY SELECT COMMITTEE APPOINTED TO SCRUTINISE THE PRESIDENTIAL APPOINTMENT OF MR MATO SHIMABALE, MRS BERNADETTE CHILUFYA MWABA PHIRI, BISHOP JOSEPH SHAPELA KAZHILA, MS OPHELIA NYAMBE, MR NCHIMUNYA HACHANDI, MS JACQUELINE CHISHIMBA, MR DANTE CHARLES SAUNDERS MS JACQUELINE MILAMBO KABETA AND MR JACK KALALA TO SERVE AS DIRECTORS OF THE ZAMBIA NATIONAL BROADCASTING CORPORATION (ZNBC) BOARD

The Honourable Madam Speaker
National Assembly
Parliament Buildings
P O Box 31299
LUSAKA

Madam,

The Parliamentary Select Committee was appointed on 24th February, 2022, to scrutinise the Ministerial appointment of Mr Mato Shimabale, Mrs Bernadette Chilufya Mwaba Phiri, Bishop Joseph Shapela Kazhila, Ms Ophelia Nyambe, Mr Nchimunya Hachandi, Ms Jacqueline Chishimba Mr Dante Charles Saunders, Ms Jacqueline Milambo Kabeta and Mr Jack Kalalato serve as Directors of the Zambia National Broadcasting Corporation (ZNBC) Board.

The appointment of Mr Mato Shimabale, Mrs Bernadette Chilufya Mwaba Phiri, Bishop Joseph Shapela Kazhila, Ms Ophelia Nyambe, Mr Nchimunya Hachandi, Ms Jacqueline Chishimba, Mr Dante Charles Saunders, Ms Jacqueline Milambo Kabeta and Mr Jack Kalala to serve as Directors of the Zambia National Broadcasting Corporation is made pursuant to section 4 of the Zambia National Broadcasting Corporation Act, Chapter 154 of the Laws of Zambia, which provides as follows:

“4. (1) There is hereby constituted the Zambia National Broadcasting Corporation Board which shall, subject to the provisions of this Act, perform the functions of the Corporation under this Act.

(2) The Board shall consist of nine part-time directors appointed by the Minister, subject to ratification by the National Assembly.

TERM OF REFERENCE

2. The Term of Reference of the Committee was to scrutinise the Ministerial appointment of Mr Mato Shimabale, Mrs Bernadette Chilufya Mwaba Phiri, Bishop Joseph Shapela Kazhila, Ms Ophelia Nyambe, Mr Nchimunya Hachandi, Ms Jacqueline Chishimba, Mr Dante Charles Saunders, Ms Jacqueline Milambo Kabeta and Mr Jack Kalala to serve as Directors of the ZNBC Board.

MEMBERSHIP

3. The Committee comprised the following Members:

Mr N Samakayi, MP (Chairperson)

Ms B Nyirenda, MP (Vice-Chairperson)
Mr C Andeleki, MP
Mrs C H Phiri, MP
Mrs J Sabao, MP
Mr K S Michelo, MP
Mr J Daka, MP
Mr I Wamunyima, MP
Mr J Mulebwa, MP
Mr R Chabinga, MP

MEETINGS OF THE COMMITTEE

4. The Committee held a total of nine (9) meetings during the period 14th March, 2022 to 30th March, 2022. At its First Meeting held on Friday, 25th February, 2022, the Committee elected, Mr N Samakayi, MP, as Chairperson and Ms B Nyirenda, MP, as Vice-Chairperson.

PROCEDURE ADOPTED

5. The media plays a vital role in the promotion of good governance, democracy upholding the rule of law, human rights, and development. In that regard, the Zambia National Broadcasting Corporation, as a public broadcaster, has the mandate to educate, inform and entertain the citizenry. In this vein, the Corporation has the responsibility to provide information to all.

Given the important role ZNBC plays in ensuring timely and accurate dissemination of information to the public, and in promoting democracy and good governance, the Committee resolved that only competent persons with the requisite qualifications and experience should be appointed to the ZNBC Board. The Committee further resolved that the persons should be of unquestionable integrity, diligence, eminence, and sound character and, above all, committed to the promotion of good governance, the rule of law and serving the people of Zambia.

Therefore, the Committee carefully selected the witnesses to assist it in the scrutiny of the nominees. The Committee requested memoranda from the state security agencies, relevant professional bodies and the Appointing Authority. The witnesses also appeared before the Committee to make their oral submissions. Further, the Committee assessed the suitability of the nominees to serve in the various appointments by scrutinising, in detail, their *curricula vitae* and the information submitted to the Committee by the witnesses.

SUBMISSIONS BY STATE SECURITY AGENCIES

ZAMBIA POLICE SERVICE (ZP)

6. The Deputy Inspector-General in charge of operations submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*.

The Deputy Inspector General informed the Committee that a search conducted by its Criminal Records Department had not found any criminal or adverse record against the nominees. In that regard, ZP, found the nominees suitable for appointment to serve as directors of the ZNBC Board.

ANTI-CORRUPTION COMMISSION (ACC)

7. The Acting Director-General of the ACC submitted on the personal, educational and professional background of the nominees as contained in their *curricula vitae*.

The Acting Director-General stated that the ACC's submission was in line with its mandate as set out in the Anti-Corruption Act No. 3 of 2012. In that regard, the ACC's submission did not cover offences committed under any other law. He explained that the information obtained on the nominees was based on the ACC's database, which was a computerised database called the Case Management System. The Acting Director-General added that the system stored information relating to any investigations the ACC had handled. Additionally, it contained information such as the suspect's details and the nature of the allegation.

The Acting Director-General submitted that a search on the ACC's database did not yield any adverse record against the nominees. In view of this, the ACC supported the appointment of the nominees to serve as directors of the ZNBC Board.

DRUG ENFORCEMENT COMMISSION (DEC)

8. The Director-General submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*.

The Director-General informed the Committee that DEC searched its database to determine whether the nominees had contravened the Narcotic Drugs and Psychotropic Substances Act, No 35 of 2021 or the Prohibition and Prevention of Money Laundering Act No.44 of 2010. She informed the Committee that although its mandate was restricted to the two pieces of legislation, DEC also considered the legal framework that provided for the appointment of the Board of Directors of ZNBC. She noted that the Act did not include age as a qualification for appointment to the Board. She, however, submitted that it was necessary to bring to the Committee's attention the fact that some of the nominees were quite advanced in age.

The Director-General submitted that a record search conducted by DEC on the nominees had not yielded any adverse record against them. She explained that the information contained on the database at DEC dated as far back as 1993, which was when the Narcotic Drugs and Psychotropic Substances Act was enacted. In that regard, DEC could only confirm the information in its database based on when the two (2) Acts were enacted.

The Director-General submitted that the nominees were suitably qualified for appointment to serve as directors of the ZNBC Board, and that, in that regard, DEC supported their appointment.

SUBMISSIONS BY PROFESSIONAL BODIES/STAKEHOLDER INSTITUTIONS

FINANCIAL INTELLIGENCE CENTRE (FIC)

9. The Acting Director-General informed the Committee that FIC considered the legal framework that provided for the appointment of the corporation's board and carried out background checks on each of the nominees, in the institution's database. She submitted that a check on the personal, business and professional associations of the nominees on the database did not reveal any adverse information nor establish any *prima facie* questionable business interests linked to any of the nominees, which could preclude any of them from being appointed as directors of the ZNBC Board.

The Acting Director-General submitted that there were no pending suspicious transaction reports (STRs) or criminal records pertaining to the nominees.

The Acting Director-General concluded her submission by stating that FIC had no adverse record against all the nominees and, therefore, supported the appointments.

HUMAN RIGHTS COMMISSION (HRC)

10. The Director submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*. She further submitted on each of the nominees as set out below.

(i) Mr Mato Shimabale

The nominee was a seasoned marketing and corporate affairs expert, with a rich professional background, with demonstrated history of having served at top and senior management levels in various institutions. Further, the nominee possessed a wealth of experience, having served as director in various institutions both under the private and public sector. He would, therefore, be able to meet the demands of the appointment.

The nominee had presented key papers on important thematic areas such as the importance of creating and sustaining a successful brand. In that vein, his academic proficiency would provide value addition beneficial to the enhancement of the Corporation's image and brand as a national and public media, in line with the Corporation's objectives.

In that regard, the HRC had no reservations with the nominee's appointment.

(ii) Mrs Bernadette Chilufya Mwaba Phiri

The nominee had a background of working in civil society and non-governmental organisations, particularly in the area of reproductive health and HIV/AIDS. She possessed over twenty (20) years work experience in providing leadership, including starting up an NGO called Zambia Health Education and Communications Trust (ZHECT), where she currently served as Chief Executive Officer.

The nominee was versatile and possessed experience in consultancy work and self-initiatives, that incorporated print and broadcast media. Among the nominee's notable consultancy works were audience impact and user assessment of radio as a medium for dissemination of information, considering social, cultural, economic and financial factors published through PANOS Southern Africa.

The nominee would provide beneficial value to the enhancement of the Corporation's operations by providing strategic direction through acquired skills and programme presentation. In that regard, and taking cognisance of the nominee's gender, the HRC supported the appointment.

(iii) **Bishop Joseph Shapela Kazhila**

The nominee was a renowned clergyman with demonstrated history of working in the religious institutional industry. The nominee had experience in organisations and institutional settings in which he performed, among other key responsibilities, procurement, management and supervision as well as information dissemination.

The Director noted that the nominee's appointment promoted diversity in the composition of the proposed ZNBC Board and, therefore, supported his appointment.

(iv) **Ms Ophelia Nyambe**

The nominee possessed vast experience in business, finance and risk, having worked in various capacities in the financial sector for over twenty (20) years. Additionally, she possessed skills in corporate credit analysis and public relations acquired both locally and regionally. The nominee's major achievements included management of key projects in some of the institutions she had served.

In addition, the nominee had served under various boards such as the Public Service Pensions Fund Board, and, thus, possessed the necessary experience to navigate through the operations of the Corporation. The HRC was, therefore, confident that the nominee's experience was an important attribute, which would add value to the operations of the ZNBC.

The HRC took cognisance of the nominee's gender and, therefore, had no reservations with her appointment.

(v) **Mr Nchimunya Hachandi**

The nominee was an experienced financial executive, with a demonstrated track record of having served in prominent companies. He possessed academic proficiency which cut across the legal, accounting and financial fields. The nominee also had a background in the governance of organisations at various levels, which included strategic business planning and taxation. Those were key attributes, which would be beneficial in the operations and management of the Corporation with regard to financial oversight, and strategic direction, all of which were important responsibilities of ZNBC Board members.

The nominee had served as a board member of prominent institutions which primarily focused on providing broadcasting, information and communication services. These included Multi Choice Zambia and MTN Zambia Limited.

The nominee's experience in finance, information, communications and technology management would provide diversity to the operations of ZNBC in its quest to further enhance its service delivery to the citizenry. In that regard, the HRC had no reservations with the nominee's appointment.

(vi) **Ms Jacqueline Chishimba**

The nominee was an expert consultant in leadership, communication and strategic planning, whose scope of consultancy work included media consultancies with institutions such as BBC Media Action and MISA Zambia.

The nominee had self-driven passion for media and communication and had made positive strides in working towards the development of communication and media in the country. She was recognised and awarded the Zambia Woman of the Year Media Ambassador Award. As a certified journalist in advanced radio journalism and media studies, it was the HRC's expectation that the nominee would positively contribute to fostering and mainstreaming communication, journalism and media values such as, transparency, integrity, innovation, accountability, objectivity and professional ethics.

The HRC took cognisance of the nominee's gender and, therefore, had no reservations with the nominee's appointment.

(vii) **Mr Dante Charles Saunders**

The nominee had academic and professional qualifications in marketing, management and administration, which would provide beneficial input in the operations of the Corporation. Further, he was a prominent governance and democratic activist, renowned, over the years, for his passion and commitment towards advocacy on various political and human rights issues, as well as democracy and the rule of law. Therefore, it was expected that with the nominee's experience as a governance and democratic activist, he would ensure that the operations of the Corporation were independent, transparent and professional.

The HRC noted the nominee's age, but observed that the relevant legal provision did not prescribe an age limit for appointment to the ZNBC Board. Therefore, the HRC had no reservations on the appointment of the nominee to serve as a director of the ZNBC Board.

(viii) **Ms Jacqueline Milambo Kabeta**

The nominee was a media expert with more than twenty-four years demonstrated experience in media development and communications, both regionally and internationally. Her experience would be beneficial to the operations of ZNBC because she would share international best practices in the operations of a public broadcaster.

It was noted that the nominee had previously served in high level management positions in media and communication related institutions such as the Media Institute of Southern Africa (MISA), Southern Africa Institute of Media Entrepreneurship Development (SAIMED), Zambia Institute of Mass Communication (ZAMCOM) and the Zambia National and Information Services (ZANIS).

Based on the available information, the nominee possessed the requisite qualifications and experience to contribute positively to the operations of ZNBC. Further, HRC had neither received nor heard any adverse record against the nominee, relating to human rights violations or any form of professional misconduct that would be detrimental to the independent and professional operations of ZNBC.

(ix) **Mr Jack Kalala**

The nominee was a known political analyst and had previously served in the capacity of Principal Private Secretary and Special Assistant to the late President Levy Patrick Mwanawasa.

The nominee's role models as stated in his *curriculum vitae* were renowned for having stood for justice, freedom and human rights, which indicated that the nominee was inspired by good virtues of service to mankind, which were necessary to professional and ethical conduct.

The nominee also had a well-known record of political and governance activism, including standing up against perceived corruption and calling for accountability.

In conclusion, the Director submitted that based on the HRC's data base on human rights violations establishment in 2007, there were no adverse reports against any of the nominees.

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THE ZAMBIA QUALIFICATIONS AUTHORITY (ZAQA)

11. The Chief Executive Officer submitted that ZAQA was established to develop and implement a national qualifications framework and provide measures to ensure that standards and registered qualifications were internationally comparable. She added that, in line with its mandate, ZAQA was responsible for independently validating and evaluating all qualifications for recognition in Zambia.

She further submitted that the process of validating and evaluating qualifications included the following three stages:

- (a) establishing the accreditation status or recognition of the awarding body that conferred the qualification. This stage sought to affirm that the awarding body, be it local or foreign, had the legal mandate or delegated authority from central government or from a government agency to award nationally recognised and quality assured qualifications;
- (b) confirmation from the awarding body that the qualification was, indeed, genuinely awarded to the holder of the qualification; and
- (c) establishing the level, on the Zambia Qualifications Framework (ZQF), at which a particular qualification should be recognised, considering set standards of competence for each level of qualification. She added that the Zambia Qualifications Framework was a single integrated system which comprised three coordinated qualifications sub-frameworks for –
 - (i) general education;
 - (ii) trades and occupations; and
 - (iii) higher education.

The Chief Executive Officer submitted that having considered the legal provisions relating to the nominees' appointments, ZAQA subjected the qualifications of the nominees to the evaluation and validation process. She stated that the results were as set out below.

(i) **Mr MatoShimabale**

The nominee's qualifications were authentic, and were duly awarded to him by credible institutions.

(ii) **Mrs Bernadette Chilufya Mwaba Phiri**

The nominee's qualifications were authentic, and were awarded by credible institutions. However, ZAQA was unable to conclude the verification process of her Master of Business Administration qualification from Heriot-Watt University (*United Kingdom*) due to time constraints.

(iii) **Bishop Joseph ShapelaKazhila**

The nominee's qualifications were authentic, and were awarded by credible institutions. However, ZAQA was unable to conclude the verification process of his Certificate in Distribution (Overseas) and Bachelor of Biblical Studies qualifications from College of the Distributive Trade (*United Kingdom*) and Ames Christian University (*United States of America*), respectively, due to time constraints.

(iv) **Ms Ophelia Nyambe**

The nominee's qualifications were authentic, and were awarded by credible institutions. However, ZAQA was unable to conclude the verification process of her Bachelor of Science in Applied Accounting and Master of Business Administration qualifications from Oxford Brookes University (*United Kingdom*) and University of Witwatersrand (*South Africa*), respectively, due to time constraint.

(v) **Mr NchimunyaHachandi**

The nominee's qualifications were authentic, and were awarded by credible institutions.

(vi) **Ms Jacqueline Chishimba**

The nominee's qualifications were authentic, and were awarded by credible institutions.

(vii) **Mr Dante Charles Saunders**

The nominee's qualifications could not be authenticated as the nominee could not produce copies of his qualifications, save for a letter from Embakwe School Plumtree explaining that the papers were lost during the liberation struggle. ZAQA had contacted the Zimbabwe Qualifications Authority to establish the status of Embakwe at the time and if its high school certificate would be acceptable in Zambia. Unfortunately, ZAQA was unable to verify the qualification due to time constraints.

(viii) **Mrs Jacqueline Milambo Kabeta**

The nominee's school certificate and Bachelor of Arts degree were authentic and awarded by credible institutions. However, ZAQA could not verify the foreign qualifications due to time constraints.

(ix) **Mr Jack Kalala**

The nominee did not sit for the school certificate exams due to financial constraints. Further, his post-secondary school certificates were classified as part qualifications, that is, single module awards and were not recognised by ZAQA. Lastly, the nominee did not submit a copy of his Form III certificate for verification. In that regard, ZAQA was unable to verify the authenticity of the certificate because certain vital information necessary for the process can only be obtained from the actual copy or original certificate.

The Chief Executive Officer concluded her submission by stating that on the basis of the genuine qualifications held by the nominees and in the absence of specific qualification requirements for one to serve on the ZNBC Board, ZAQA found that the nominees were suitable to serve as directors of the ZNBC Board.

The Chief Executive Officer concluded her submission by stating that on the basis of the genuine qualifications held by the nominees and in the absence of specific qualification requirements for one to serve on the ZNBC Board, ZAQA found that the nominees were suitable to serve as directors of the ZNBC Board.

TRANSPARENCY INTERNATIONAL ZAMBIA (TIZ)

12. The Democratic Governance Lead began his submission by emphasising that freedom of expression was regarded as the most important individual freedom. Without it, all the other freedoms would be unable to endure for long. He explained that freedom of expression was a right, embodied in the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights. He added that the freedom of the press in the broad sense (written and audiovisual press) and more generally freedom of communication, was a consequence of freedom of expression. In that regard, the ZNBC Board ought to be occupied by persons who were qualified, of high professionalism and integrity. The Democratic Governance Lead submitted that in line with its standard procedure, TIZ conducted the assessments of the nominees, using the methodology set out below.

1. Legal Requirement

The Ministerial appointment of the ZNBC Board was established under the Zambia National Broadcasting Corporation Act. It was in line with that piece of legislation that TIZ undertook an analysis of the constitutional provisions concerning the nominee's academic and professional experience.

2. Security Vetting

TIZ was not a security wing with access to intelligence information. TIZ's vetting was based on what was publicly available on a nominee's position on various issues that bordered on national security. In that regard, TIZ's security vetting focused on any public attitude that the nominee could have adopted on matters of public security.

3. Independence/Objectivity Test

The above methodology was, in most cases, in-house analysis of data obtained and the focus was to establish how independent or objective the nominees would be, if ratified. Further, the work history and performance of the nominees were also considered.

4. **Public Integrity and Standing Test**

Using public and private records, TIZ assessed whether the nominees were people of high integrity and good standing in society. Only persons with integrity could qualify for the position of ZNBC Board member due to the sensitivity of the institution.

5. **Skills Matching**

TIZ carefully scrutinised the *curricula vitae* of the nominees to assess whether the nominees would perform their duties in line with the ZNBC Act and the general principles of good corporate governance.

Further, a brief background of the nominees and their qualifications was submitted to ascertain whether they qualified for appointment as follows:

(i) **Mr Mato Shimabale**

The nominee was a highly qualified individual with vast experience of over fifteen (15) years in marketing and business administration. Further, he served as board member with different institutions, which accorded him experience in executing board responsibilities and duties.

In addition, based on his qualifications and leadership experience, the nominee would effectively discharge the functions of a board member of ZNBC. TIZ, therefore, supported his appointment.

(ii) **Mrs Bernadette Chilufya Mwaba Phiri**

The nominee had over twenty (20) years' experience in health (HIV/AIDS) related fields and marketing private consultancy with different institutions. She had held various portfolios, including being a board chairperson for three organisations and a board member respectively.

However, it was in the public domain that the nominee had contested for adoption as the Kafue Parliamentary Constituency seat candidate on the United Party National Development (UPND) ticket. Based on that, TIZ was of the view that the integrity of the nominee could be comprised towards decision making owing to her association with political elites as she was still involved in active politics. Therefore, the nominee was not suitably qualified to serve on the ZNBC Board and TIZ did not support her nomination.

(iii) **Bishop Joseph Shapela Kazhila**

The nominee had over twenty (20) years of experience in theology and stock management. However, he had no experience had no relevant connection or correlation with anything to do with media or broadcasting. In that regard, his *curriculum vitae* had not demonstrated any management and leadership experience required for the nominee to serve on the ZNBC Board.

It was further submitted that although the nominee had been a peacemaker during the run up to the general elections in 2021, it was in the public domain that he was allegedly a UPND sympathiser. Therefore, the nominee's decisions could be politically influenced and hence affect the operations of ZNBC.

In addition, the nominee had inadequate academic qualifications to serve on the ZNBC Board and, therefore, TIZ did not support his appointment.

(iv) **Ms Ophelia Nyambe**

The nominee possessed the requisite academic and professional qualifications to serve on the ZNBC Board. She was a highly qualified financial analyst with vast experience in internal and external stakeholder management skills. Further, she had fifteen (15) years of experience serving as a member on various boards such as EFT Corporation Zambia Limited, a former trustee of Sartunia Regna Pension Fund and chaired the fund's investment committee. Therefore, it was believed that the nominee was objective and independent in making decisions based on the number of portfolios she previously held. In that regard, TIZ supported her appointment.

(v) **Mr Nchimunya Hachandi**

The nominee was highly qualified with over fifteen (15) years of experience in financial management having worked for various telecommunication companies in different portfolios. Further, he served as a board member with different institutions. In that regard, the nominee had attained experience in executing board responsibilities and duties, which could be beneficial to ZNBC.

Therefore, based on the nominee's *curriculum vitae*, he possessed adequate experience and academic qualifications to serve on the ZNBC Board and, thus, TIZ supported his appointment.

(vi) **Mr Dante Charles Saunders**

The nominee had experience in motor and electrical mechanics, construction, and the aviation industry. In that regard, based on the nominee's *curriculum vitae*, he did not possess the requisite competence or skills required to serve on the ZNBC Board.

Further, the nominee was seemingly involved in partisan politics by supporting the current ruling UPND Government. In that regard, the nominee could be conflicted during deliberations of the board and that had the tendency of violating the principles of good corporate governance. In that vein, TIZ did not support the appointment of the nominee.

MEDIA INSTITUTE OF SOUTHERN AFRICA ZAMBIA (MISA)

13. The Chairperson submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*. He submitted on each of the nominees as set out below.

(i) **Mr Mato Shimabale**

The nominee was a marketing and business administration graduate who would provide value to the Corporation through his business and customer relations.

(ii) **Mrs Bernadette Chilufya Mwaba Phiri**

The nominee had a strong resume, and her experience demonstrated that she had the requisite knowledge of effective governance. Her marketing and commercial background would also benefit the Corporation's image.

(iii) **Bishop Joseph ShapelaKazhila**

The nominee lacked media experience as well as experience in corporate governance. In that regard, MISA did not support his appointment

(iv) **Ms Ophelia Nyambe**

The nominee had had experience in media and accountancy. Her experience working for organisations such as the Zambia Institute of Policy Analysis and Research (ZIPAR) could aid the Corporation in making significant improvement in terms of performance.

(v) **MrNchimunya Hachandi**

The nominee possessed the essential media exposure and corporate governance experience, which would be helpful to the Corporation. His legal expertise also provided him with a thorough awareness of the Corporation's parameters.

(vi) **Ms Jaqueline Chishimba**

The nominee had a track record of being well-versed in the media. Her background was impressive, and she would offer valuable media experience to the Board.

SOUTHERN AFRICAN CENTRE FOR THE CONSTRUCTIVE RESOLUTION OF DISPUTES (SACCORD)

14. The Executive-Director submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*. He noted the gender balance that the nominees were ineligible to be appointed to the ZNBC Board. He further submitted on each of the nominees as set out below.

(i) **Mr Mato Shimabale**

The nominee was a Zambian citizen and was, therefore, eligible to serve on the Board. A background search revealed no adverse report and confirmed that the nominee was a person of integrity. In addition, the nominee possessed the necessary media and academic qualifications and, therefore, SACCORD had no objection to his appointment to serve on the ZNBC Board.

(ii) **Mrs Bernadette Chilufya Mwaba Phiri**

The nominee possessed the requisite academic qualifications and was a family oriented person. Therefore, her appointment would advance the values and ideals of gender balance and equality. Additionally, the nominee had the necessary media and academic qualifications and therefore, SACCORD had no objection to the nominee's appointment to serve on the ZNBC Board.

(iii) **Bishop Joseph ShapelaKazhila**

The nominee was a Zambian citizen and, therefore, eligible to serve on the Board. Further, a background search revealed that the nominee was a person of integrity. In that regard, the nominee possessed the necessary media and academic qualifications and, as such, SACCORD had no objections to his appointment to serve on the ZNBC Board.

(iv) **Ms Ophelia Nyambe**

The nominee was a Zambian citizen and, therefore, eligible to serve on the ZNBC Board. Further, the nominee was a family oriented person and being a woman, her appointment would advance values and ideals of gender balance and equality. In that regard, she possessed the necessary media and academic qualifications and SACCORD had no objection to her appointment to serve on the ZNBC Board.

(v) **MrNchimunyaHachandi**

The nominee was a Zambian citizen and, therefore, eligible to serve on the ZNBC Board. A background search on him did not yield any adverse report and, as such, SACCORD had no objection to his appointment.

(vi) **Ms Jacqueline Chishimba**

The nominee possessed the requisite academic qualifications and her appointment would advance the values and ideals of gender balance and equality. In that regard, SACCORD supported the nominee's appointment to serve on the ZNBC Board.

(vii) **Mr Dante Charles Saunders**

The nominee was a Zambian citizen and, therefore, eligible to serve on the ZNBC Board. A background check revealed that the nominee possessed the necessary media and academic qualifications. On that basis, SACCORD supported the nominee's appointment to serve on the ZNBC Board.

(viii) **Mrs Jacqueline Milambo Kabeta**

The nominee possessed the requisite academic qualifications and had a clear work track record especially in the media fraternity. Further, her appointment would advance values and ideals of gender equality.

The nominee was a person of integrity and as such, had no objection to her appointment to serve on the ZNBC Board. SACCORD, therefore, supported her appointment.

(ix) **Mr Jack Kalala**

The nominee possessed the necessary academic qualifications and had a clear work track record. He had served as a Special Assistant to the late former President, Levy Patrick Mwanawasa and was also a man of integrity. In that regard, SACCORD had no objection to the nominee's appointment to serve on the ZNBC Board.

In conclusion, SACCORD recommended the ratification of all the nominees to serve on the ZNBC Board.

FOUNDATION FOR DEMOCRATIC PROCESS (FODEP)

15. The Executive Director submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*. He submitted that the diversity of personalities nominated for appointment to the ZNBC Board was pertinent because the Board members could draw on each other's experience. However, he observed that the youth had not been included in the appointments. He explained that in order to have inclusive participation in governance of the country, it was important for the youth to be included in appointments to such bodies. He then submitted on each nominee as set out below.

(i) **Mr Mato Shimabale**

The nominee was a marketing and customer service professional and a fellow of the Zambia Institute of Marketing. He possessed the requisite academic qualifications and had a proven track record of hard work, with extensive experience in the banking and financial sectors.

FODEP did not have any reservations on the appointment of the nominee to serve on the ZNBC Board.

(ii) **Mrs Bernadette Chilufya Mwaba Phiri**

The nominee possessed the requisite academic qualifications and was a well-known Public Health Communications Specialist and founder of Zambia Health Education Communications Trust (ZHECT). While her qualifications may not be fully attuned to the media profession, the nominee's wealth of experience in the public health sector, civil society and the corporate world, would greatly add to the blend that the Corporation would benefit from.

In that vein, FODEP had no objection to the nominee's appointment.

(iii) **Bishop Joseph Shapela Kazhila**

Although the nominee's educational background was not directly aligned to media and broadcasting, ZNBC could benefit from his wealth of experience and exposure as a clergyman.

FODEP had no objections to the nominee's appointment, as he was suitably qualified for appointment.

(iv) **Ms Ophelia Nyambe**

The nominee was a business and finance management professional, with vast work experience in the banking sector, FODEP was confident that the nominee would add value to the composition of the ZNBC Board. In that regard, FODEP had no reservations on the appointment of the nominee to serve on the ZNBC Board.

(v) **Mr Nchimunya Hachandi**

The nominee had a blend of legal, business and financial qualifications with senior executive level experience, as well as experience serving on various corporate boards. FODEP did not have any contrary observations or concerns about the nominee's appointment to serve on the ZNBC Board.

(vii) **Ms Jacqueline Chishimba**

The nominee possessed a wealth of experience in the information and communications industry. She was a well-exposed resource who could assist in transforming ZNBC.

However, it was noted that the nominee's perceived political inclination to the ruling UPND party, before, during and after elections could compromise her impartiality.

(vii) **Mr Dante Charles Saunders**

The nominee was a good governance and democracy activist, who possessed qualifications in business management, production and marketing at diploma level. It was noted that the nominee was the only one amongst his peers whose academic qualifications were below the level of a first Degree.

FODEP observed that the nominee had, on many occasions, been politically associated with political parties. His recent publicly perceived affiliation was to the ruling UPND. The nominee had not only been passively perceived to be politically sympathetic to UPND, but had, on several occasions, been viewed as actively aligned to the party.

Despite the observation on the two (2) nominees' political alignment, there was no reason to reject them. In that vein, FODEP had no objection to the nominees' appointment.

(viii) **Ms Jacqueline Milambo Kabeta**

The nominee's possessed vast experience in media and communications, having worked in various organisations. Her experience and academic credentials were relevant to the media field and as such she was well-suited for the role.

It was observed that the nominee had political inclinations towards the ruling party as illustrated on her social media pages. If ratified, her position would require her to refrain from making party-political statements, especially since ZNBC public perception.

(ix) **Mr Jack Kalala**

The nominee possessed vast experience in the corporate world. He had also served in various high profile positions which would be beneficial to the ZNBC Board. However, the nominee had very little experience in the media sector which was at variance with presidential pronouncements that appointments would be made on merit.

SUBMISSIONS BY THE NOMINEES

(i) **Mr Mato Shimabale**

16. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

He submitted that he had vast experience in marketing and had worked for different private firms in the banking and telecommunications sectors. In that vein, he submitted that he was currently employed as the Head of Marketing at ABSA Bank Zambia PLC.

He added that he had a strong moral and ethical background based on his Christian beliefs and that if he was ratified, he would make decisions objectively and without bias. Further, as a team player, he would participate in the crafting of objectives and strategies that would produce a clear roadmap to restructure content production and foster financial stability at the Corporation.

(ii) **Ms Bernadette Chilufya Mwaba Phiri**

17. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*.

She informed the Committee that she had worked in different positions, for different companies from 1986 to about 2002. In 2002, she founded a non-governmental organisation, where she was currently working as Chief Executive Officer.

The nominee submitted that she was a member of various boards and that she believed that her vast experience in that area would be beneficial to ZNBC. She explained that her previous professional work experience had shaped her into the person she was and that she was confident that she would add value to the ZNBC Board.

She stated that she would ensure that changes were made to the manner in which the news was presented, to ensure matters of national importance were accorded ample air time.

(iii) **Bishop Joseph Shapela Kazhila**

18. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

He informed the Committee that he had worked at Edinburgh Hotel for two (2) years before joining NIEC Agencies, where he worked for ten (10) years as Stock Controller. He added that after he resigned from formal employment, he began work as a clergyman and founded the Life Gospel Fellowship Ministries Church International, a position he held to date.

The nominee stated that he had a passion for broadcasting and had been involved in the field since 2007. He added that his ministry and church produced television programmes which appeared on various television stations, both local and international, including ZNBC.

He submitted that if ratified, he would be governed by the laws of the country and perform on non-partisan lines.

(iv) **Ms Ophelia Nyambe**

19. The nominee informed the Committee about her personal details, educational qualifications and professional background as contained in her *curriculum vitae*.

She informed the Committee that she had vast experience sitting on various boards and that she understood her role as a board member and the media industry. The nominee added that she had acquired the valuable skills required to sit on the ZNBC Board as an active member.

The nominee submitted that if her appointment was ratified, she would be impartial in carrying out her duties as guided by the law. She noted that based on her accountancy background, she would adhere to strict ethical standards in carrying out her responsibility as a director of the ZNBC Board.

(v) **Mr Nchimunya Hachandi**

20. The nominee informed the Committee about his personal details, educational qualifications and professional background as contained in his *curriculum vitae*.

He informed the Committee that he would bring a wealth of experience to the board in terms of oversight of the Corporation, as a result of his accounting and legal background. In addition, he believed that because of the various portfolios he had, he had gone through the necessary fermentation period through his interactions with various stakeholders such as the government and regulators.

The nominee submitted that his expertise focused on value chain creation of an entity. Therefore, during his time at Multichoice he had a relationship with ZNBC as one of the shareholders. In that regard, based on his knowledge and experience, he believed that he had gained the necessary skills to serve on the ZNBC Board.

(vi) **Ms Jacqueline Chishimba**

21. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*.

She informed the Committee that her interest in the media industry began when she was a child. She stated that she worked for various broadcasting and print media organisations and was involved in the creation of the Independent Broadcasting Authority Act as well as advocacy for the Access to Information Bill.

The nominee submitted that she possessed the necessary knowledge and understanding of broadcasting and media policies. She stated that she had collaborated closely with ZNBC on private programs for the various organisations for which she worked. She explained that she had collaborated with the United Nations (UN) to establish a communications department for the World Food Programme (WFP) in Zambia.

In addition, her training provided her with knowledge of leadership and strategy, which she would use to her advantage. In that regard, if ratified, she would take her expertise to ZNBC by guiding management through the Board. She explained that as a team player, her performance as a member of the Board would be guided by ethical guidelines.

(vii) **Mr Dante Charles Saunders**

22. The nominee informed the Committee about his personal, academic and professional background as contained in her *curriculum vitae*.

He informed the Committee that he had been an activist for democracy for the nation since the 1960's. He stated that he had been on numerous boards and, hence, his understanding of the functions of boards.

He submitted that if ratified, he would ensure that ZNBC's operations were beneficial to the citizenry. The nominee concluded his submission by stating that his loyalty was to the Zambian people and not a particular individual or party.

(viii) **Ms Jacqueline Milambo Kabeta**

23. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*.

She informed the Committee that having worked for ZNBC and other broadcasting institutions, she was well-versed in broadcast management and journalism affairs. She stated that she possessed vast experience in the field of media and communication and therefore understood the strategic direction that ZNBC required in order to be more efficient in its operations.

She submitted being a national broadcaster, ZNBC had the duty to ensure that every Zambian was serviced by not focussing on political agendas. In that regard, she stated that ZNBC would have to adjust its operations so as to ensure that its content was balanced.

(ix) **Mr Jack Kalala**

24. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

He submitted that the perception that ZNBC was politically inclined to the ruling party had been created by ZNBC and the public at large. He stated that during his service under the late President Levy Patrick Mwanawasa, he could not recall a moment where ZNBC was called and ordered to operate in a certain manner. In that regard, he informed the Committee that ZNBC, on its own accord, televised more content of the ruling party as a way of gaining recognition from the Government.

He explained that ZNBC had the mandate to keep the citizenry informed on various government programmes and also to inform the nation on various national matters. In that regard, he stated that, if ratified, he would ensure that the ZNBC management acted according to that mandate and avoided political inclinations.

SUBMISSION BY THE APPOINTING AUTHORITY

25. The Minister of Information and Media informed the Committee that Section 4 of the ZNBC Act, Cap 154 of the Laws of Zambia, provided for the appointment of Directors of the ZNBC Board. She apprised the Committee that ZNBC had been facing operational challenges because it required Board approval in order to make certain decisions. In that regard, she emphasised on the urgent need to have the ZNBC Board in place.

The Hon Minister then submitted on each nominee as set out below.

(i) **Mr Mato Shimabale**

The nominee was born on 15th February, 1969. After completing his secondary school education, he pursued his tertiary education at University of Zambia and other institutions of higher learning in South Africa, Malaysia and Europe.

The nominee was an award-winning Marketing and Customer Services professional and won an award as customer-focused strategic leader of the year 2018. He possessed over 15 years senior executive leadership experience in multinational organisations and had experience in formulating and executing organisational and departmental strategic and financial plans.

Additionally, the nominee was a versatile professional with proficiency in commercial operations, strategic marketing, brand communication, customer service, corporate communications, media relations, government and stakeholders' relations and customer analysis. He was result-oriented and focused on service delivery, leadership and interpersonal skills backed by a track record of building, developing and leading high-performance teams.

The nominee was, therefore, highly qualified, experienced and suitable for appointment as a member of the ZNBC Board and the Government fully supported his appointment.

(ii) **Ms Bernadette Chilufya Mwaba Phiri**

The nominee was born on 30th August, 1958. She obtained her undergraduate degree in Business Administration at the University of Zambia, before proceeding to pursue a post-graduate diploma in Marketing and Business Administration and Masters in Business Administration in Europe.

The nominee had served in different portfolios, in various institutions, mainly in the private sector and had attended various seminars and workshops as well as undertaken consultancy work. In addition, the nominee had served on a number of boards and therefore possessed the requisite experience.

The nominee was, therefore, highly qualified, experienced and suitable for appointment as a member of the ZNBC Board and the Government fully supported her appointment.

(iii) **Bishop Joseph Shapela Kazhila**

The nominee was born on 10th October, 1958. He completed his secondary school education at Solwezi Secondary School before proceeding to pursue certificates in Distribution. Additionally, the nominee possesses various qualifications in Biblical studies which he obtained in the United States of America.

The nominee worked in various organisations between 1981 and 2011, with his latter engagement involving broadcasting programmes on various television stations. Currently, the nominee serves as a pastor.

The nominee was, therefore, highly qualified, experienced and suitable for appointment as a member of the ZNBC Board and the Government fully supported his appointment.

(iv) **Ms Ophelia Nyambe**

The nominee possesses various academic qualifications with a bias towards Accounting and studied at the University of Zambia and other institutions of higher learning in Europe. She also possessed substantial business, finance, risk and capital market experience acquired both locally and internationally.

Additionally, the nominee had experience sitting on boards and had served as chairperson of the Investment Committee of Saturnia Regna Pension Fund. With regard to her work experience, the nominee possessed vast experience in international and external stakeholder management and had built and maintained relationships with key partners.

The nominee was, therefore, highly qualified, experienced and suitable for appointment as a member of the ZNBC Board and the Government fully supported her appointment.

(v) **Mr Nchimunya Hachandi**

The nominee undertook his tertiary education at various institutions of higher learning including the Copperbelt University and the University of Zambia. The nominee was a seasoned finance executive and lawyer and possessed a strong background in governance of organisations at board level.

He had superior interpersonal skills and was capable of resolving multiple and complex sales, human resource, legal and operational issues. Lastly, the nominee possessed experience spearheading political and government agendas having served on various government committees.

The nominee was, therefore, highly qualified, experienced and suitable for appointment as a member of the ZNBC Board and the Government fully supported his appointment.

(vi) **Ms Jacqueline Chishimba**

The nominee was an expert consultant in leadership, communication, analysis and wealth creation with a strong emphasis on strategic planning and political Communication and analysis. She combined communication, strategy and project management to build strong, high achieving, projects, teams, individuals and businesses.

Her strength in communication strategy, analysis, resource mobilisation, partnership and management distinguished her from others, thereby making her a highly sought after consultant. The nominee was, therefore, highly qualified, experienced and suitable for appointment as a member of the ZNBC Board and the Government fully supported her appointment.

(vii) **Mr Dante Charles Saunders**

The nominee was born on 17th August, 1942. He had served in various portfolios in various institutions and was notably a political analysis and activist.

The nominee was, therefore, qualified, experienced and suitable for appointment as a member of the ZNBC Board and the Government fully supported his appointment.

(viii) **Ms Jacqueline Milambo Chishimba**

The nominee was born 8th February, 1969. She possessed various academic qualifications including a Masters degree in Media and Journalism from Rhodes University in South Africa.

The nominee had served in different portfolios in various institutions, in both the public and private sectors, mainly in the media industry and had more than 24 years work experience in that field. She had also been engaged in an advisory capacity by many organisations. The nominee had also served on various boards of public and private institutions.

The nominee was, therefore, qualified, experienced and suitable for appointment as a member of the ZNBC Board and the Government fully supported her appointment.

(ix) **Mr Jack Kalala**

The nominee was born on 2nd February, 1950. He did his primary and part of secondary education in Zambia, before dropping out due to financial constraints. The nominee furthered his education with focus on Financial Accounting, Cost Accounting and Mercantile Law.

He had served in various portfolios in the public sector but mainly in parastatal companies. Notably, the nominee served as the Principal Private Secretary and Special Assistant for Project Implementation and Monitoring to the late President Levy Patrick Mwanawasa from 2002 to 2004 and 2004 to 2008 respectively. He was currently running his private businesses.

The nominee was, therefore, qualified, experienced and suitable for appointment as a member of the ZNBC Board and the Government fully supported her appointment.

OBSERVATIONS AND RECOMMENDATIONS

26. The Committee observes that all State Security agencies did not find any adverse records against the nominees. Additionally, most of the witnesses that appeared before the Committee submitted that the nominees possessed the requisite experience and were qualified to serve as directors of the ZNBC Board.

The Committee observes that, as regards the Constitutional requirement on gender equality, Article 259 (1) (b) has been adhered to. In this regard, the Committee commends the Appointing Authority for taking gender balance into consideration when making appointments. However, the Committee notes that Article 259 (1) (c) has not been adhered to as there is no representation from the youth or persons with disabilities among the nominees. Further, the Committee notes that some of the nominees were too advanced in age. The Committee also observes that is no prescribed age limit for persons to be appointed to serve on the ZNBC Board, however, the Appointing Authority should desist from appointing elderly persons on boards. In that regard, the Committee urges the Appointing Authority to take this into consideration when making appointments in future.

The Committee observes that the ZNBC Act does not provide for minimum requirements with regard to the qualifications for members of the Board. In that regard, the Committee recommends that the Act be amended so that it provides for minimum academic qualifications for persons to be appointed as members of the Board.

Furthermore, the Committee observes that the practice by the Executive of publicly announcing appointments before the House has ratified them has the potential of prejudicing the ratification process and should be discouraged.

The Committee made the following specific observations regarding each of the nominees:

(i) **Mr Mato Shimabale**

The Committee notes that the nominee is a seasoned marketing and corporate affairs expert, with a rich professional background, who has served at top and senior management levels in various institutions. The Committee observes that the nominee has presented key papers on important thematic areas such as the importance of creating and sustaining a successful brand. Therefore, his academic proficiency and experience will be beneficial to the enhancement of the Corporation's image and brand as a national and public broadcaster. The nominee is, therefore, suitably qualified and experienced to serve as a director of the ZNBC Board.

(ii) **Mrs Bernadette Chilufya Mwaba Phiri**

The Committee observes that the nominee possesses over twenty (20) years' experience in providing leadership, including starting up an NGO called Zambia Health Education and Communications Trust (ZHECT), where she currently serves as Chief Executive Officer.

The Committee further observes that the nominee is versatile and possesses experience in consultancy work and self-initiatives that incorporate print and broadcasting media. Among the nominee's notable consultancy works are audience impact and user assessment of radio as a medium for dissemination of information, and considering social, cultural, economic and financial factors published through PANOS Southern Africa.

The Committee is satisfied that the nominee is highly qualified and has the necessary skills and experience to serve as a director of the ZNBC Board.

(iii) **Bishop Joseph Shapela Kazhila**

The Committee notes that the nominee is a renowned clergyman with a demonstrated history of working in the religious institutional industry for over twenty (20) years. The Committee further notes that the nominee has experience in organisational and institutional settings in which he performs, among other key responsibilities, procurement, management and supervision as well as information dissemination.

The Committee is also confident that the nominee's appointment promotes diversity in the composition of the ZNBC Board. The nominee is, therefore, suitably qualified to serve on the ZNBC Board.

(iv) **Ms Ophelia Nyambe**

The Committee notes that the nominee is a highly qualified financial analyst with vast experience in internal and external stakeholder management skills. The Committee observes that the nominee has fifteen (15) years of experience serving as a member on various boards such as EFT Corporation Zambia Limited. The nominee is also a former trustee of Sartunia Regna Pension Fund and chaired the fund's investment committee.

The Committee is confident that the nominee is objective and independent in making decisions based on the number of portfolios she previously held. The nominee is, therefore, suitably qualified and experienced to serve on the ZNBC Board.

(v) **Mr Nchimunya Hachandi**

The Committee observes that the nominee possesses media exposure and corporate governance experience, which will be helpful to the Corporation. His legal expertise also gives him a thorough awareness of the Corporation's parameters. The Committee notes that the nominee is a former Board member of Multi Choice Zambia. In that regard, during his tenure on the Multi Choice Zambia Board, he interacted with the Corporation, which is one of the shareholders of Multi Choice Zambia.

The Committee, is, therefore, satisfied that the nominee possesses the requisite qualifications and experience to serve on the ZNBC Board.

(vi) **Ms Jaqueline Chishimba**

The Committee notes that the nominee is an expert consultant in leadership, communications and strategic planning. The Committee further notes that the scope of the nominee's consultancy work includes media consultancies with institutions such as the BBC Media Action and MISA Zambia.

The Committee observes that the nominee has a calm demeanour and a self-driven passion for the media and communications. The Committee notes that the nominee has made positive strides in working towards the development of communication and media in the country. She has been recognised and awarded the Zambia Woman of the Year

Media Ambassador Award. The Committee is confident that as a certified journalist in advanced radio journalism and media studies, the nominee will contribute positively to fostering and mainstreaming communications, journalism and media values in the Corporation.

The Committee is, therefore, satisfied that the nominee is suitably qualified and experienced to serve as a director of the ZNBC Board.

(vii) **Mr Dante Charles Saunders**

The Committee notes that the nominee is a prominent governance and democratic activist, renowned, over the years, for his passion and commitment towards advocacy on various political and human rights issues, as well as democracy and the rule of law.

The Committee observes that as the oldest of the nominees, there is no legal impediment in the ZNBC Act that would prevent him from being appointed. In this regard, the Committee is confident that the nominee's experience as a governance and democracy activist, would add value to the composition of the ZNBC Board. Therefore, the nominee is suitably qualified to serve as a director of the ZNBC Board.

(viii) **Ms Jacqueline Milambo Kabeta**

The Committee observes that the nominee has served in different portfolios in various institutions, and possesses vast experience in the media industry, with more than 24 years work experience in that field. The nominee's experience in an advisory capacity with international organisations, coupled with her experience as a board member of various institutions, distinguishes her and makes her a valuable addition to the composition of the ZNBC Board.

Therefore, the nominee is suitably qualified to serve as Director of the ZNBC Board.

(ix) **Mr Jack Kalala**

The Committee notes the nominee's service in both the private and public sector and his wealth of knowledge having served as Consular to the Democratic Republic of Congo and as the Principal Private Secretary and Special Assistant for Project Implementation and Monitoring to the late President Levy Patrick Mwanawasa.

Therefore, the nominee is suitably qualified to serve as Director of the ZNBC Board.

The Committee, after due and thorough consideration, analysis and evaluation of the written and oral submissions presented to it by the witnesses and the interview with the nominees, is of the considered view that all the nominees are eminently qualified and possess the requisite competences to serve as directors of the ZNBC Board.

The Committee, therefore, recommends that the House ratifies the Ministerial appointment of Mr Mato Shimabale, Mrs Bernadette Chilufya Mwaba Phiri, Bishop Joseph Shapela Kazhila, Ms Ophelia Nyambe, Mr Nchimunya Hachandi, Ms Jacqueline Chishimba, Mr Dante Charles Saunders, Ms Jacqueline Milambo Kabeta and Mr Jack Kalala to serve as Directors of the Zambia National Broadcasting Corporation (ZNBC) Board.

CONCLUSION

27. The Committee wishes to express its gratitude to all the stakeholders who appeared before it and tendered both oral and written submissions. The Committee also appreciates your guidance,

Madam Speaker, and the services rendered by the Office of the Clerk of the National Assembly during its deliberations.

We have the honour to be, Madam, the Parliamentary Select Committee appointed to scrutinise the Ministerial appointment of Mr Mato Shimabale, Mrs Bernadette Chilufya Mwaba Phiri, Bishop Joseph Shapela Kazhila, Ms Ophelia Nyambe, Mr Nchimunya Hachandi, Ms Jacqueline Chishimba, Mr Dante Charles Saunders, Ms Jacqueline Milambo Kabeta and Mr Jack Kalala to serve as Directors of the Zambia National Broadcasting Corporation (ZNBC) Board.

Mr N Samakayi, MP
(Chairperson)

Ms B Nyirenda, MP
(Vice-Chairperson)

Mr C Andeleki, MP
(Member)

Mrs C H Phiri, MP
(Member)

Mrs J Sabao, MP
(Member)

Mr K S Michelo, MP
(Member)

Mr J Daka, MP
(Member)

Mr I Wamunyima, MP
(Member)

Mr J Mulebwa, MP
(Member)

Mr R Chabinga, MP
(Member)

Mr N Samakayi, MP
CHAIRPERSON

APPENDIX I – OFFICERS OF THE NATIONAL ASSEMBLY

Mrs Doris N Kapumba, Parliamentary Legal Counsel
Mr Dominic Mwinamo, Acting Deputy Parliamentary Legal Counsel
Ms Mambwe Kaoma, Legal Officer
Mrs Salome C Sakala, Legal Officer
Ms Christabel Mtonga, Administrative Assistant II
Mr Lovemore C Kabwata, Legal Assistant
Mrs Naomi N Chiluba, Legal Assistant
Mr Jacob Mulyata, Intern Legal Services

APPENDIX II – THE WITNESSES

ZAMBIA POLICE (ZP)

Mr M Muyambango, Deputy Inspector-General (Operations)
Mr M Yuyi, Senior Intelligence Officer
Mrs D Tembo, Intelligence Officer

ANTI-CORRUPTION COMMISSION (ACC)

Mr S Muchula, Acting Director - General

DRUG ENFORCEMENT COMMISSION (DEC)

Ms M Chirwa, Director-General
Ms N Noondo, Chief Investigations Officer, Research, Information and Planning Unit
Mr L Nyanga, Assistant Investigations Officer, Information and Communications Technology

FINANCIAL INTELLIGENCE CENTRE (FIC)

Mrs L Tembo, Acting Director-General
Mrs C Kalemba, Manager- Legal and Policy
Mrs G Chafwa, Manager- Monitoring and Policy

HUMAN RIGHTS COMMISSION (HRC)

Ms S Sichone, Director
Mr J L Mulemwa, Legal Counsel

ZAMBIA QUALIFICATION AUTHORITY (ZAQA)

Mrs M Chiyaba, Chief Executive Officer
Mr M Hamalabbi, Director Technical Services

TRANSPARENCY INTERNATIONAL ZAMBIA (TIZ)

Mr C Nachibinga, Democratic Governance Lead

MEDIA INSTITUTE OF SOUTHERN AFRICA ZAMBIA (MISA)

Rev Fr Dr B Simatende

SOUTHERN AFRICAN CENTRE FOR THE CONSTRUCTIVE RESOLUTION OF DISPUTES (SACCORD)

Mr B Chembe, Executive Director

FOUNDATION FOR DEMOCRATIC PROCESS (FODEP)

Mr E Rubvuta, Executive Director
Mr G Chisenga, Programs Manager

APPOINTING AUTHORITY

Hon C Kasanda, MP, Minister of Information and Media

APPENDIX III – THE NOMINEES

Mr Mato Shimabale

Mrs Bernadette Chilufya Mwaba Phiri

Bishop Joseph Shapela Kazhila

Ms Ophelia Nyambe

Mr Nchimunya Hachandi

Ms Jacqueline Chishimba

Mr Dante Charles Saunders

Ms Jacqueline Milambo Kabeta

Mr Jack Kalala

APPENDIX IV- CURRICULUM VITAE OF THE NOMINEES

CURRICULUM VITAE

Personal Details

Name	:	Mato Shimabale
Date of Birth	:	15 th February, 1969
Sex	:	Male
Marital Status	:	Married With 3 Children
Postal Address	:	P.O. Box 310022, Lusaka, Zambia.
Mobile NO.	:	+260 97 898 0165
Email	:	Matoshimz@Yahoo.Com

SUMMARY

- Award winning Marketing and Customer Service Professional,
- Marketing Personality of the Year (2013) – Awarded by the Zambia Institute of Marketing
- Customer focused strategic leader of the year (2018) - Awarded by the Zambia Institute of Customer Service.
- Fellow of the Zambia Institute of Marketing
- Change management expert – led the highly successful rebranding of Barclays to Absa Bank in Zambia.
- Over 15 years’ senior executive leadership experience in multinational organisations with expertise in formulating and executing organisational and department strategic marketing and financial plans
- Versatile professional with proficiency in commercial operations, Business Development, strategic marketing, brand communication, customer service, corporate communications, media relations, Government and stakeholder relations, customer analytics, brand sponsorships and corporate social responsibility.
- Results oriented and delivery focused professional with exceptional leadership and interpersonal skills backed by track record of building, developing and leading high performance teams.
- Qualifications in Economics, Public Administration, Marketing and Business Administration. Currently pursuing Doctorate in Business Administration (Dissertation stage). Specialised executive training at London Business School, University of Oxford (Said Business School) and Witwatersrand University (South Africa).
- Accredited Lay Preacher.

WORK EXPERIENCE

Director – Marketing and Corporate Relations – Absa Bank Zambia PLC (private multinational, formerly Barclays Bank Zambia)

April 2015 – to date

- Duties and responsibilities;
 - Support the formulation and execution of overall organisational strategic plans as a member of the Executive Leadership Team.
 - Developing and executing annual strategic marketing plans and budgets to achieve defined business and departmental objectives.
 - Brand and Corporate Communication, advertising, media mix management, Government and stakeholder engagement, Media relations, customer analytics,

internal communication, crisis communication, sponsorships and corporate social responsibility.

- Achievements;
 - Successfully led the brand transition of Barclays Bank Zambia to Absa Bank Zambia on budget, on time and with no disruption.
 - Exceeded brand equity score targets within 6 months of introducing the new brand on the Zambian market.
 - Accolades include Best CSR Bank in Zambia, and several annual awards including Best adverts for television, radio, print, Outdoor, Best sponsorship and Best brand campaigns of the year (Zambia Institute of Marketing)

Head – Customer Services – Zambia National Commercial Bank (Zanaco)
(Commercial bank with part ownership by Rabo bank of Netherlands)
June 2014 – February 2015

- Duties and responsibilities;
 - Provide leadership and direction for the customer experience of the organisation and implement practical steps to entrench the importance of customer service to the overall performance of the business.
 - Strategy formulation for the customer service department and determine key strategic direction and objectives of the department.
 - Managing internal and external customer relationships on behalf of the organisation, engaging in direct interactions with business and personal customers as required.
- Achievements;
 - Established the department and developed the first ever customer service strategy for the bank
 - Developed, conceptualised and project managed the bank's first ever Deposit mobilisation promotion and increased deposits by 8%.
 - Facilitator and part of the team which developed the Brand and value embedment staff campaign

Marketing Director – Zambia Tourism Board (ZTB)
Statutory body responsible for local and international marketing of destination Zambia
October 2012 – May 2014

- Duties and responsibilities;
 - Leading the development and practical implementation of destination Zambia tourism strategic marketing plan.
 - Develop integrated destination marketing communication, advertising and media strategic campaigns targeting local and international tourism segments.
 - Identify and foster relations with key stakeholders in the tourism sector to ensure harmony and consistency in promoting the tourism agenda of the Country.
- Achievements;
 - Coordinated the overall communication and publicity of the 2013 United Nations World Tourism Organisation (UNWTO) General Assembly co-hosted by Zambia using multimedia channels to create awareness to the public and delegate information.

- Winner of the 2013 UNWTO Best creative destination poster for the Africa region.
- Winner of the 2013 Best Marketing campaign (UNWTO host Country branding), most creative TV advert (Destination Zambia), best outdoor advert all awarded by the Zambia Institute of Marketing

Country Director – Airtel Money (Mobile Commerce), Airtel Zambia (Part of Bharti Group – India)

(Private multinational Company; Telecommunications Industry)

July 2011 – September 2012 (Also doubled as Customer Services Director for 6 months)

- Duties and responsibilities;
 - Defining and implementing the Mobile Money strategic and financial objectives by driving market entry strategy, usage penetration and operational performance in line with business objectives.
 - Developed an ecosystem that ensures and encourages virtual money transactions through strategic partnerships and establishing a distribution and merchant network.
 - Implement governance principles in line with regulatory requirements.
- Achievements;
 - Established the first ever Mobile Money business in Zambia from start-up to market launch and operations.
 - Developed ecosystem with over 200,000 customers, 5000 agents and 200 merchants including Utility Companies and DSTV payment solution.
 - Achieved monthly transactions exceeding \$3m within 6 months of launch.
 - Integrated Airtel Money with two Commercial Banks – a first in Zambia for full mobile banking solution.

Customer Services Director

Zain Zambia Plc. (formerly Celtel International B.V.) now Airtel Zambia

(Private multinational Company; Telecommunications Industry)

December 2007 - December 2011

- Duties and responsibilities;
 - Provide strategic and operational leadership for the development, continuous improvement and delivery of customer service, leading a department of 341 staff in call center and retail outlets.
 - Create a service culture and processes that achieve the business goals and objectives by establishing a customer centric organisation
 - Define and entrench frontline customer service behaviors to ensure service delivery of the highest standards across touch points aligned with the brand aspirations
- Achievements;
 - Two-time winner (2009 & 2010) of the Best Customer Service organisation in Zambia award – Zambia Institute of Marketing.
 - Established the Customer Services Department in 2007 with objective of ensuring satisfaction, loyalty and retention.
 - Transformed an underperforming call centre into the best performing call centre in the Zain Group (fore runner to Airtel) with consistent service levels exceeding 80%.

Marketing Manager – Planning & Research
Zain Zambia Plc. (Part of Celtel International B.V.)
(Private multinational Company; Telecommunications Industry)
January 2006 — November 2007

- Duties and responsibilities;
 - Develop and execute annual strategic marketing plans and budgets with specific business objectives.
 - Conceptualise and execute marketing campaigns across multiple media channels to maximise audience reach.
 - Manage creative and media buying agency relations – develop creative briefs, guide creative direction and media placement.
 - Market research and analytics to extract key insights for future campaign developments and go to market strategies.
 - Media relations and corporate communication
- Achievements;
 - London Business School recognition through MBA case study for outstanding commercial turnaround strategy.
 - Winner of several awards from the Zambia Institute of Marketing including Best Product launch, Best Corporate Identity, Best Marketing campaign of the year.
 - Project managed an aggressive welcome plan for the entry of competitor MTN which confined MTN to less than 12% market share for 3 years – the lowest in all their markets.

Business Development / Marketing Manager
Celtel Zambia Plc. (Part of Celtel International B.V.) now Airtel Zambia
(Private multinational Company; Telecommunications Industry)
January 2004 — January 2006

- Duties and responsibilities;
 - Preparation and implementation of annual strategic marketing plans and budgets to achieve business objectives.
 - Product Development for new revenue stream from concept stage and business case preparation to launch.
 - Market Development – Increasing customer penetration per geographical area and per segment.
 - Determine competitive positioning and pricing strategy leveraging on market research and analytics.
 - Geo marketing and network rollout planning
- Achievements;
 - Geo marketing and network rollout planning resulted in contiguous network coverage – a first for Zambia.
 - First mover in Zambian market with innovative mobile telecommunications products and services including the first ever mobile internet, airtime transfer, payphones all with monthly financial contribution of over \$100,000.
 - Attained 100% brand awareness and 85% top of mind in Brand Health Tracker results.
 - London Business School accolades through MBA case study for outstanding commercial turnaround strategy.

- Awards; Best product launch, best corporate identity - Zambia Institute of Marketing (2005).

Regional Manager – Copperbelt & Southern Regions

Celtel Zambia Plc. (Part of Celtel International B.V.) now Airtel Zambia

(Private multinational Company: Telecommunications industry)

October 2001 – January 2004

- Duties and responsibilities;
 - Responsible for the overall operations of the business in the region, managing team of 30 people in sales, distribution, finance and networks.
 - Develop and execute annual plans for retail and corporate sales and developing a distribution network.
- Achievements;
 - Trebled sales revenue within a year of taking up position.
 - Developed pervasive distribution channel increasing number of distributors from 25 to over 200 resulting in revenue growth.
 - Effective Relationship Management resulted in 25% increase in corporate accounts and zero churn during 2-year tenure.

National Breweries Plc.

(Member of the Lonrho Group and subsequently SABMiller)

(Private multinational Company: Brewing industry)

March 1996 — September 2001

- Duties and responsibilities;
 - Management supervision over operations of 4 Breweries with total staff compliment of 100.
 - Developing and execute annual sales, distribution, marketing and financial plans for the region.
 - Procurement – established procedures and was responsible for purchases of raw materials exceeding \$200,000 per month.
 - Implementation of governance and financial controls in operations of the breweries.
- Achievements;
 - Transformed all 4 Breweries into profit business ventures through rigorous controls, sales maximisation and cost efficiency.
 - Developed distribution channels that resulted in 60% sales revenue growth.

Trainee Manager

Lonrho Zambia Plc. (British multinational)

February 1995 – February 1996

- 12month comprehensive management development program with attachments in various subsidiary companies and departments: sales, marketing, HR, production, finance and general management.

Management Trainee

Zambia National Commercial Bank

February 1993 – February 1995

- Underwent comprehensive two-year management development program with hands on exposure to all aspects of banking operations; Treasury, International banking, credit, branch management, front & bank office operations

EDUCATION

- Master's Degree in Business Administration (MBA) – Herriot Watt University 2006 – 2010
- BA Economics & Public Administration – University of Zambia 1988 – 1992.
- Advanced Certificate in Marketing – Chartered Institute of Marketing – 2005
- Management Development Program – 2005 – Wits Business School, South Africa
- Market Driving Strategies – 2007 – London Business School
- Digital Marketing – Disruptive strategy Programme – 2021 – University of Oxford
- Currently studying for Doctorate in Business Administration - Dissertation stage– Binary University, Malaysia

RECENT PAPERS PRESENTED

- *Excellence in Service delivery* – BDO Zambia - 2021
- *The Story behind the brand* – Zambia Institute of Marketing Annual conference - 2020
- *Building a successful brand* - Texila American University / Zambia Chamber of Commerce and Industry – 2020
- *Leadership conversations* – Presentation to the Top 50 Leaders in Absa Bank Zambia - 2021

INTERESTS

Marathoner, sports all round, current affairs, public speaking, reading Christian literature
Certified Lay Preacher with United Church of Zambia (UCZ) – second biggest Church in Zambia

REFEREES

Rev. Kuzipa Nalwamba

Church Minister

Email: knalwamba@gmail.com

Mobile: +417979831077

Norman Moyo

Group CEO – Econet Energy

Email; NMoyo@econetenergy.com

Mobile; +27783779462

Prof. Olusegun Yerokun

University Lecturer

Email: oyerokun1@yahoo.com

Mobile: +260 977779506

CURRICULUM VITAE

PERSONAL DETAILS

Name : Chilufya Bernadette Mwaba-Phiri
Gender : Female
Mobile No. : +260 977 778870
Email : chilufyam@zhect@org.zm
Physical address : Zambia Health Education and
Communications Trust (ZHECT)
P/B E835, Post Net 221
Lusaka, Zambia

PROFILE

A passionate risk taker with the ability to effectively turnaround an organisation or build one up from scratch and grow it. Expert in social marketing, leadership, running an organisation and providing organisational strategic direction. Skills in effective networking, collaboration and resource mobilisation for sustainability.

ACADEMIC AND PROFESSIONAL QUALIFICATIONS

2010 : Masters in Business Administration, Heriot-Watt University
1991 : Diploma in Marketing and Physical Distribution, R V B, Netherlands
1981 : Bachelor's Degree in Business Administration, University of Zambia
2002 to date : Chief Executive Officer/Founder, Zambia Health Education and
Communications Trust (ZHECT)

- Providing strategic direction to the organisation
- Mentoring of subordinates and growing them into effective leaders
- Managing people, have managed up to a maximum of 200 staff
- Developing and managing programmes
- Resource Mobilisation- Have mobilised resources for ZHECT for 20 years now
- Working with local communities, partners, international and local donors as well as international Non-Governmental Organisations
- 20 years' experience working in the area of reproductive health and HIV and AIDS
- HIV/AIDS prevention and mitigation and have great facilitation skills
- Spearheaded development of several Government and Organisational HIV/AIDS/Health policies
- Implementation of Organisational Development Non-Governmental Organisations
- Collaborating with senior government officials/departments to obtain desired results

1995 to 2002 : Senior Marketing Manager, Society for Family Health
(Population Services International – Zambia)

- Provided leadership to the HIV/AIDS department
- Responsible for developing and implementing marketing plans to include marketing and social behaviour change communication strategies that influence positive behaviour

- Launched new family planning products namely SafePlan oral contraceptive pills and Protract vaginal foaming tablets
- Responsible for preparing departmental budgets, monitoring expenditures
- Collaborated with NGOs and community- based organisations dealing in HIV and AIDS
- Spearheaded the organisation’s stakeholder engagement including Senior Government officials
- Provided leadership to the HIV/AIDS department. Was responsible for developing and implementing annual marketing plans that included marketing and social behaviour change communication strategies that influence positive behaviour
- Focal point person in the development of-phases 1, 2 and 3 of the national HIV/AIDS youth mass media campaign called the Heart Campaign. Campaign ran for 4 years
- Condom promotion component of the 1st HIV/AIDS/TB/Malaria proposal submitted by Zambia to the Global Fund

1987 to 1992; 1992 to 1995 : Sales Manager/Trading Manager, Lusaka Engineering Company, Zambia Steel and Building Supplies Limited

- Responsible for formulating and implementing marketing policies and strategies for both local and export marketing, market expansion; spearheaded new product development
- Spokesperson for the organisation

SKILLS

- Organisational Development and Governance
- Providing Strategic Direction to the Organisation
- Resource Mobilisation
- Ability to Engage Donors, Government and Other Stakeholders
- Facilitation Skills
- Leadership and Team Building
- Great Initiator of New Innovations
- Collaboration and Networking

OTHER ACTIVITIES

1. Presented an HIV and AIDS TV programme “AIDS in the City” (a TV drama that brought out various issues on HIV and AIDS) on national TV- ZNBC for 3 years. (1998 and 2003-2004)
2. In 2015, initiated the Zambia Women of the Year Awards so that women who have made great contributions to Zambia and are inspiring to others especially young women are recognised for their great efforts and initiatives. This has been running for 4 years now
3. PANOS Southern Africa
Co-author of “WHOSE VOICE IS HEARD: Response to HIV/AIDS in Zambia”, report on the HIV and AIDS and ART situation in Zambia and the general response. Written for Panos Southern Africa and has now been published.
4. PANOS Southern Africa (2006)
As part of a five-country regional exercise, I undertook an audience impact and user assessment of radio as a medium for the dissemination of HIV/AIDS messages. The analysis, while primarily social and cultural also looked at the financial and economic

factors posed to both the owners of broadcast media and the originators of messages. I presented study findings at a regional forum held in Johannesburg, prior to incorporation into the final cross-country report for PANOS in association with SIDA; published in 2009. PANOS Southern Africa is head quartered in Lusaka, Zambia for the southern region and has ties to the UK office.

5. World Bank Consultancy- 2010-2011
Administered and supervised an HIV Knowledge, Attitude and Practices survey for 3 water utility companies in Zambia, Malawi and Kenya under the Water and Sanitation Programme of the World Bank.
6. Forum for African Women Educationalists
Developed a ground-breaking and innovative Sexual Reproductive Health and Rights education manual for the Forum for African Women Educationalists (FAWE) that is being utilised in six countries namely Zambia, Ethiopia, Ghana, Kenya, Rwanda and Uganda by professional educators, community leaders and peer educators.
7. Zambian Report for the Gracia Machel Trust on Sexual Reproductive Health and Nutrition
Conducted research in 2016 on existing policies, systems, strategies and gaps in service delivery for the Gracia Machel Trust in Sexual Reproductive Health and Nutrition.
8. International Facilitator on an NGO, the Foundation for Better Health

SPECIAL AWARDS:

Received “Emerging Marketer of the Year” Award for 2000 from the Zambia Institute of Marketing

BOARD MEMBERSHIP:

- Board Chairperson and Facilitator for the Dreyfus Health Foundation’s “Problem Solving for Better Health” programme in Zambia- 2000-2004
- Board Member for Hivos Zambia- 2009-2010
- Board Member and later Chairperson for MARCH Zambia 2012 to 2018
- Current Board Chairperson for Teal Sisters Foundation dealing in prevention of Cervical Cancer
- Current Board Member for Ulemu
- Member and Mentor of the Alchemy Women in Leadership

REFEREES

Ms. Charity Mwansa
CC Mwansa and Associates
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Mr. Sampa Joseph Kalungu
Mobile Number: 0977 854666
Email address: bishopsampa@yahoo.co.uk

CURRICULUM VITAE

PERSONAL DETAILS

Title : Bishop
Name : Joseph Shapela Kazhila
Date of Birth : 10th October, 1958
Gender : Male
Nationality : Zambian
NRC Number : 137522/24/1
Marital Status : Married
Languages : English, Bemba and Kikaonde
Mobile Nos. : +260 979 427889/+260 968 966085
Email : jskfaith@yahoo.com
Physical address : House No. 4471B, Off Dag, Riverside Extension
Chingola, Zambia

ACADEMIC AND PROFESSIONAL QUALIFICATIONS

1979 : Form V - Cambridge Overseas School Certificate, Solwezi
Secondary School, Solwezi
1977 : Form II – School Certificate, School Certificate, Solwezi
Secondary School, Solwezi
1974 : Grade 7 School Certificate, Shilenda Primary School, Solwezi
1988 : Certificate in Distribution, College for the Distributive Trades,
London
1989 : Certificate in Distributive Management, College for the
Distributive Trades, London (*NB. Certificate lost*)

OTHER QUALIFICATIONS

2003 : Bible Diploma, Spirit Fire School of Ministry, Florida, USA
(*NB. Certificate lost*)
2003 : Ordained Bishop under International Communion of
Charismatic Churches, Georgia, USA
2016 : Conferred with Philosophiae Doctor honoris causa in
Leadership, Spiritual and Social Transformation, Copperstone
University, Kitwe
2017 : Bachelor of Biblical Studies, AMES Christian University,
Florida, USA

WORK EXPERIENCE

1981 to 1983 : Controller, Edinburg Hotel, NIEC Agencies - Kitwe

Main Duties and Responsibilities

The work involved monitoring and reporting all activities. The responsibilities were:

- Management of stocks
- Supervision
- Reconciliation

- Reporting

1981 to 1983 : Stock Controller, NIEC Agencies - Kitwe

Main Duties and Responsibilities

- Stock control
- Reporting
- Ordering and reordering of stocks

1986 : Office Manager, NIEC Agencies - Kitwe

Main Duties and Responsibilities

- Office management and supervision
- Procuring
- Information dissemination

1990 : Branch Manager, NIEC Agencies - Kitwe

Main Duties and Responsibilities

- Management of all branch affairs

1991 : Senior Branch Manager, NIEC Agencies - Kitwe

- Supervision and management
- Public relations

1995 : Founded the Life Gospel Fellowship Ministries Church International in Chingola. (Opened branches in various places in Zambia, Malawi and Mozambique)

2002 : Director, Kings Trust School, Luano B, Chingola East (Providing free education from grade one to grade nine to over 400 pupils annually.

2011 : Executive Producer, Life Telecast TV Programmes on ZNBC, Revelation TV and Prime TV, Omega TV, Adonai TV and Solid Rock

2016 : Director, Shebah Vision Investments Limited and Explosion Investments Limited

2016 : Director, Jsk Mineral Resource Limited

REFEREES

1. Pastor Joey Motes
+170 634 616 27
USA

2. Pastor Andrew White
+44 077 950 350 46
United Kingdom

3. Apostle Jerry Kufuna
+260 955 788 346
Chingola
4. Bishop John Mambo
+260 967 640 804
Lusaka
5. Apostle Stanford Chifita
+260 977 764 388
Lusaka

CURRICULUM VITAE

Personal Details

Name : Ophelia Nyambe, MBA, BA, BSc, FCCA, FCMA, FZICA
Email : onyambe@yahoo.co.uk
Mobile : +260 974 931600

OBJECTIVE

To utilise my managerial, business and financial skills to drive the strategic objectives and manage the financial risks of the organisation.

PROFILE

Has substantial business, finance and risk experience in financial and capital markets acquired both locally and internationally.

Solid experience in financial reporting, financial analysis, structured product accounting, financial management, financial control, budgeting, forecasting, variance analysis, financial commentary, regulatory reporting, reconciliations, internal controls and risk management. Application of International Financial Reporting Standards (IFRS).

Have extensive experience dealing with Boards. Sits on the Board of EFT Corporation Zambia Limited and the Audit and Risk Committee for Public Service Pension Fund (PSPF). A former Trustee of Sartunia Regna Pension Fund (the largest private pension scheme in Zambia) and Chaired the Fund's Investment Committee. Undertook face to face quarterly reporting for sixteen client Board of Trustees on the performance of pension fund portfolios. Point of contact for institutional clients particularly the investments sub-committee. Attends ZIPAR main Board and Board Committee meetings as Finance lead.

Have vast internal and external stakeholder management skills. Has built and maintained relationships with key partners, clients and support colleagues to achieve business goals. This has been achieved by harnessing social skills in areas of negotiations, coaching, emotional intelligence and people management.

Have both academic and professional qualifications including Master of Business Administration (MBA), Chartered Institute of Management Accountants (CIMA), Association of Chartered Certified Accountants (ACCA) and BSc (Honours) in Applied Accounting.

ACADEMIC AND PROFESSIONAL EDUCATIONAL QUALIFICATIONS

Nov, 2015 : Chartered Institute of Management Accountants (CIMA)
United Kingdom - Fellow Member

July 2012 : Wits University, Johannesburg, South Africa - Master of
Business Administration

March, 2011 : Oxford Brookes University, Wheatley, Oxford, United
Kingdom - BSc Applied Accounting

- 2002 : Association of Chartered Certified Accountants (ACCA), Glasgow, United Kingdom. Fellow member. Third top graduating student in Zambia and top student in Business taxation
- 2000 : Zambia Institute of Chartered Accountants (ZICA), Lusaka, Zambia. Accounting diploma. Second top graduating student and top student in taxation and company law.
- 1998 : University of Zambia, Lusaka, Zambia - Bachelor of Arts in Mass Communication. Top graduating student.
- Grade 12 (O' Levels) : Holy Cross Girls Secondary School, Mongu, Zambia

WORK EXPERIENCE

June 2019 to date : Zambia Institute for Policy Analysis and Research (ZIPAR, Lusaka, Zambia

Accountable for the financial and administrative activities of the Institute for the achievement of financial goals and the Institute's overall mandate.

- Input into the formulation of the Institute's strategy and oversee the implementation of financial and operational strategic processes.
- Establish and maintain an appropriate financial Management System for monitoring the Institute's financial activities.
- Undertake the treasury management functions of the Institute.
- Supervise and manage the preparation of internal and external financial reports - management accounts and budget performance analysis.
- Manage payroll processing and taxation activities.
- Management of internal and external audits.
- Supervise and manage all procurement and attendant activities. This includes establishing and maintaining ZIPAR assets inventory, stores management and records management system.
- Supervise Human Resource functions including staff development and staff performance management.
- Develop and maintain standard administrative procedures.
- Safeguard the Institute's assets and ensure all assets are well preserved and insured.
- Provide training and guidance to finance and administration teams as needed.
- Perform duties assigned by the Executive Director.

Sept, 2017 to May, 2019 : Head of Finance, Corpus Legal Practitioners, Lusaka, Zambia

Responsible for providing leadership in financial management, financial operations, strategy and risk management through maintaining internal controls, effective monitoring of the Firm's budgets, providing accurate financial analysis and reporting to the General Manager and Partners.

- Analysis of the Firm's operating and competitive environment to assess the Firm's strategic position to input into the Firm's strategic formulation and implementation processes.

- Providing management reports, variance analysis and management Information (MI) split between legal and support costs to the most granular level (including Departmental and individual staff performance analysis).
- Provision of technical oversight for all financial operations including accounting, budgeting, investment management, financial control, cash flow management, forecasting, short and long term financial planning and management.
- Manage the Accounting, Treasury, Risk and Strategic Functions of the Firm.
- Manage financial regulatory requirements and best practices.
- Working with external auditors, and the Board on audit related matters.
- Provision of timely reports on financial and administrative services with recommendation on risk management and control frameworks to inform decision making.
- Management of the Firm's receivables book in line with targets agreed from time to time and improve the overall liquidity of the Firm.
- Nurture and develop team members through coaching and mentoring.

Dec, 2016 to Aug, 2017 : Ass Portfolio Manager, African Life Financial Services (Aflife), Lusaka, Zambia

Responsible for leading the portfolio management team in carrying out investment research, investment analysis, managing risk, reviewing recommendations and making investment decisions across all asset classes of equities, property, fixed income, offshore investments and cash for the optimal investment management of ~ZMW3.5bn (~US\$350m) funds under Aflife management.

- Appraisal (analyses & interpretation) of off-market investments and recommendations to invest.
- Appraisal and review of analysis of LuSE listed stocks and recommendations including liaison with senior executives of LuSE listed companies for updates of results and regular briefings on listed companies' performance.
- Review of economic and statistical data from various financial institutions done by the Investment Team.
- Review of general market information and competitive analysis.
- Supervising the lodging of bids for treasury bills and government bonds with BOZ and LuSE respectively by team members.
- Quarterly reporting to client Board of Trustees on performance of funds. Point of contact for institutional clients particularly the investments sub-committee.
- Significant input in the strategic development of Aflife Financial Services encompassing process improvements in investment decision making, new business initiatives and product development.
- Build and maintain relationships with counterparties such as banks, LuSE, stockbrokers, BOZ, and pension fund administrators.
- Risk Management as first line of defence for the business including compliance with regulations such as SEC & PIA and adherence to client investment mandates.
- Internal relationships management of group entities and divisions such as AFCapital, AfProperties, Sanlam, BIFM etc.

March, 2013 to Sept, 2016 : Financial Manager, Absa Bank, Johannesburg, South Africa

Responsible for financial reporting, financial control processes and financial and credit risk management for the Edcon debtor book of +/-R10 billion (~ZMW 7billion/ ~US\$700m) and ~3 million customers purchased by Absa.

- Review of monthly, quarterly and annual financial statements, management reports, financial reports, statutory reports, key value drivers and ad hoc information reports to enable decision making.
- Submit financial reports with variance analysis to the Chief Financial Officer (CFO), Cluster Finance and the Group Finance Team.
- Coordinate the preparation of budgets and rolling forecasts.
- Monthly preparation of the business unit tax pack.
- Liaising with Barclaycard (UK & USA) by supplying financial information and commentary.
- Complete and attest to financial risk matters on monthly risk reports to group risk.
- Ownership and management of the business unit balance sheet and management of the account ownership and reconciliation (AO & R) processes for the business unit.
- Ensure that financial governance and controls, technical and non-technical accounting requirements (including new policies and accounting standards) are consistently and correctly applied across all products and transactions within the portfolio.
- Managing the effective use of credit capital both regulatory capital and economic capital by measuring credit risk using metrics such as expected credit losses (ECL), earnings at risk (EAR), loss given default (LGD), probability of default (PD), exposure at default (EAD) etc.
- Ensuring the effective use of economic profit as a measure for capital allocation decision making.
- Manage the preparation IFRS 9 pillar 3 reports relating to credit risk.
- Liaison with the collections team to continuously review and update the performance of collections and recovery activities and recommend improvement adjustments to Operations and Business to meet budgets and forecast targets.
- Participate in the process of evaluating debt sale methodologies and make recommendations on debt sale strategies, prices offered, what debt to sell and what to write-off.
- Support front office business colleagues in the first line risk defence by ensuring that business initiatives are within the tolerable risk appetite.
- Review the business unit's financial processes, procedures and transactions to ensure that financial controls are adequate for risk mitigation.
- Liaison with internal and external auditors including coordination and resolution of audit findings.

Feb, 2008 to Feb, 2013 : Product Financial Manager, Absa Wealth & Investment Management, Johannesburg, South Africa

Financial management responsibility for an asset book of >R90 billion (~ZMW 65 billion/ US\$6.5bn) for both institutional and retail clients.

- Contribution to strategic development and implementation as part of senior management team.

- Managing major customer relationships by ensuring their financial needs are serviced efficiently and effectively.
- Relationship building and liaison with various people both internally and externally including asset managers, liability system administrators and investors.
- Liaison and management of internal support functions such as Legal, Compliance, IT, Projects, Operations etc.
- Compliance to legislation, company policies and good business practice.
- Liaison with central finance in formulating budgets, forecasts and relevant performance measurement frameworks.
- Analysis and reporting of the profitability of all products (unit trusts).
- Preserving and maintaining the business general ledger integrity, accuracy and relevance for financial reporting purposes including managing general ledger reconciliations.
- Implementation and maintenance of a robust system of internal controls with financial discipline and subsequent monitoring through quarterly reviews.
- Review of monthly management accounts (including income statements & balance sheets) & variance reporting as well as analysis of financial performance for the business unit.
- Completion of statutory returns (such as Capital Adequacy Returns).
- Managing the preparation of monthly fund financial statements including income statements, balance sheets, statement of changes in equity and notes for +/- 35 unit trust funds.
- Managing daily finance transactions such as payments and daily reconciliations.
- Human capital management by attracting, nurturing and retaining talent.

Feb, 2007 to Jan, 2008 : **Focus Group Accountant, Property Finance Investment Banking, Rand Merchant Bank, Johannesburg, South Africa**

- Guidance to Investment Banking Relationship Managers on administration, risk, tax, accounting and capital treatment of all categories of the property finance transactions.
- Providing technical support to property finance deal makers for IFRS, tax, regulatory and capital matters.
- Preparation and analysis of monthly financial reports and return - P&L, Balance Sheet, Economic capital, statutory returns (Depository Institution returns & Basel II).
- Preparation of financial commentary & presentations to the Head of property finance for inclusion into board reports and to Central Finance & Central Bank Regulatory divisions.
- Monthly preparation of property deals credit exposure.
- Preparation and analysis of month end property finance Profit by Deal Calculation.
- Preparation of property finance budgets and forecasts.
- Internal & external auditor liaison and engagement.

May, 2006 to Jan, 2007 : **Corporate Lending Accountant, Capital Markets (Temp), Investec Bank Ltd, Johannesburg, South Africa**

Responsible for data integrity and clean up in migration to a new loan system.

- Analysis of Credit Loan Contracts to understand the structure and mechanics of each deal and then build the relevant amortisation and financial models.

- Comparing the rebuilt amortisation models to the models on the existing Finance System and on Excel. The Finance System housed the Loan assets and interfaced with the General Ledger; the client statement models were administered on Excel.
- Quantifying the discrepancies in terms of accrued interest, repayments and capital balances between the three models.
- Design analysis models that determined the causal factors and their contribution to the total discrepancy e.g. interest rate differentials or structural differences.
- Recommended corrective measures to Management highlighting the effects of identified discrepancies on the Income Statement and the Balance Sheet.
- Designed models to be migrated into the New Core Banking System.
- Also analysed qualitative credit information such as verification of loan security and adherence to loan covenants.

**Nov, 2005 to April, 2006 : Accountant (Temp), Investment Solutions
(Alexander Forbes), Johannesburg, South Africa**

Maintenance of the General Ledger, Balance Sheet and Income Statement including journal processing, accruals and reconciliations.

- Variance analysis of monthly performance over budget and prior year.
- Forecast adjustments and month on month forecast roll on.
- Maintenance of Fixed Asset Register by calculating monthly depreciation, accounting for disposals & recognising additions.
- Management of inter-company loan accounts including journalising, adjustments, settlements and calculating interest on outstanding balances.
- Management of VAT Returns; being computation and electronic payment thereof.
- Management of transactions with Group particularly excess cash holdings, salary/payroll journals, reconciliations thereof and reimbursements to Group Salaries.
- General Ledger & Income Statement recognition of various Credit Card transactions as well as Cash Book & Bank Accounts reconciliations.
- Petty cash maintenance and Creditors management including local & foreign payments.
- Preparation of external audit working papers, liaison with auditors & resolving audit queries.

**Sept, 2004 to Feb, 2005 : Financial Controller, Rand Merchant Bank Asset
Management, Johannesburg, South Africa**

- Analysis of general ledger accounts for bank charges & interest. Ensuring that bank charges, interest received & interest paid is booked and reconciled.
- Ensuring that all deposits on operational bank accounts are captured in the relevant investor accounts and payments are journalised and reconciled.
- Monitoring operational bank holdings to avoid excess positions and advising management of any expected excess positions and/or overdrawn positions.
- Monitoring, updating and balancing offshore bank accounts.
- Liaison with the Banks and various internal departments.
- Manually loading, uploading & maintenance of EFT files into the banking systems.
- Accurate & timely preparation of EFT files for release & co-ordinating EFT releasers.
- Archiving & recording relevant reports - bank statements, recon reports, EFT documentation.
- Printing & balancing of preliminary banking reports to final payment reports

**Jan, 2002 to May, 2004 : Graduate Programme as Financial Accountant,
Barclays Bank, Lusaka, Zambia**

Full function accounting for the Staff Pension Fund. i.e. accounting, administration and monitoring the investment portfolio. Also managed two staff (Pensions Administrator & Accounts Payable Clerk).

- Preparation of financial reports and management packs (Investment returns, performance analysis, Income statements and Balance Sheets) for Trustees and the Investment Committee.
- Preparation of Central Bank reports and Pensions Regulator Reports.
- General Ledger maintenance being journalised and up to date reconciliations are maintained.
- Assisting the Investment Committee perform optimally and effectively by giving them constant feedback and drawing their attention to deviations & surplus funds in between formal sittings.
- Preparation of external and internal audit working papers, auditor liaison and responding to audit queries.
- Preparation of weekly Forecasts and Budgets.
- Computation, submission and payments of VAT Returns
- Maintenance of Fixed Asset Register by calculating monthly depreciation, accounting for disposals & recognising additions.
- Management of Debtors' Ledger including debtor reconciliation, age analysis and chase up.
- Recognition of Accruals and reconciliation of Bank Accounts with cash books.
- Creditor administration including payment of local and foreign creditors.
- In-house Staff Pension Administration and National (State) Pension Administration.
- PAYE administration including payment thereof and Payroll reconciliation.

**Jan, 2000 to Dec, 2001 : Graduate Programme, Barclays Bank, Lusaka,
Zambia**

Fast tracked into middle management role by exposure to various areas of the bank this included;

Corporate credit analysis

- Financial statement analysis and cash flow modelling as well as Client, Sector, Industry and economic analysis.
- Analyses of Client needs to determine suitable facilities and pricing thereof, identifying potential market opportunities, monitoring of loan performance, adherence to covenants and several other indicators that may result in a bad loan book.

Retail banking

- Identifying retail clients' financial needs and providing financial services to meet these needs.
- Implementing and monitoring customer service standards and policies.
- Selling and cross selling products, facilities and services.

Operations/back office

- Ensuring that client instructions are processed timeously and accurately.

Chief of Staff for Country CEO

- Act as an operational filter to the country CEO by providing guidance and input around operational issues.
- Monitor business performance and coordinate management Information (MI) reporting on behalf of the CEO.
- Attend forums, project and management meetings to stay up to date with operational conditions.
- Distribute issues to the correct level of operational management for resolution.

Sept, 1997 to Dec, 1999 : Public Relations Officer, National Pension Scheme Authority, Lusaka, Zambia.

- Creation of mutual understanding between the Pension Scheme and its members, government and employees using newsletters, oral communication and the media.
- Reporting for the in-house staff newsletter (tabloid).
- Liaison with both print and electronic media.
- Advising management on best public relations policies to be adopted.
- Ensuring that social responsibilities were undertaken.

BOARD EXPERIENCE

- Public Service Pensions Fund – Audit & Risk Committee (Current).
- EFT Corporation – Board Member (Current).
- Saturnia Regna Pension Fund – Trustee & Chair of Investments Committee.
- +/- Sixteen Pension Funds Trustee Boards Asset Manager key contact person – Standard Chartered Bank, Absa Bank, Stanbic Bank, Zanaco Bank, Cavmont Bank, Copperbelt Energy Corporation, Zambia Sugar, Zambia Breweries, National Breweries, Chambishi Copper Mines, Indeni Petroleum Ltd, Sun International Hotels, Airtel, Buyantashi, Deloitte, Young & Rubicam.

MAJOR CAREER ACHIEVEMENTS

- Revamped ZIPAR's performance management system to enhance operational and financial performance. The new performance management system's objectives are derived from the strategic plan and cascaded to all employees. Performance is monitored on an on-going basis.
- Significantly improved ZIPAR's risk management by creating and monitoring the Risk Register. This involved identifying risks, assigning risk owners and implementing risk monitoring processes and mechanisms.
- Strengthened the Compliance levels of ZIPAR by creating, reviewing and implementing policies, processes and procedures as required by law such as review of "Finance Processes and Procedures Manual" to align to the Public Finance Management Act No 1 2018, review of "Human Resources Manual", creation of a "Code of Conduct" and "Disciplinary and Grievance Code" to comply with the Employment Code Act No 3 2019.
- Successful implementation of an enterprise resource system (ERP) at Corpus that generates detailed fee earner performance reports and intergrated back and front office processes.
- Managed projects including the onboarding the financial reporting processes for Absa Edcon business unit by liaising with different units such as exchange controls,

Compliance, Risk, IT, Projects, Business Development, Legal, Finance Operations and Technical Accounting.

- Embedded new processes and procedures and control systems in Absa Investments by generating service level agreements and detailed process maps of the unit's dealings with other business units in the wealth, investment and insurance cluster.
- Devised and implemented financial strategies in support of the overall business strategy in Absa. Composed and implemented Absa Fund Managers' financial strategy emanating from a corporate strategy change from a retail focus to a mix of retail and institutional customers.
- Navigated and implemented complicated and technical accounting treatments; applied the IAS 39 and AG8 for Edcon & Absa relationship and successfully migrated and converted 34 unit trust funds' financial statements from generally acceptable accounting principles (GAAP) to International Financial Reporting Standards (IFRS).
- Automated the daily reconciliation processes in Absa Investments that enabled the team to focus on resolving as opposed to identifying reconciling items.
- Successfully managed and handled multiple stakeholders both internally and externally. Rebuilt teams in Absa and successfully trained and coached new team members.
- Successfully implemented segmented reporting for investment banking into different portfolios (Property, Debt Capital Markets, Asset Based Finance and Infrastructure Finance) and three way portfolio reporting (deal and relationship manager).
- Built new amortisation models that were used to determine the correct asset and liability holdings of all investment banking clients in Investec Bank's debt portfolio.

SKILLS:

Financial Analysis	Financial Reporting
Financial Accounting	Financial Management
Budgeting & budgetary control	Forecasting
Financial Control	Internal Controls
Account Reconciliations	Regulatory Reporting
Project Management	Process Improvement
Change Management	Risk Management
Business Strategic Management	Investment & Cash Management
Credit Analysis	People Management
Coaching and Negotiations	

OTHER TRAINING

04/2018	:	Training for Pension Fund Trustees
04/2017	:	7 Habits of Highly Effective People
03/2017	:	Investment Advisors & Stock Brokers.
06/2016	:	Management Development Programme
06/2012	:	Certificate in Coaching
03/2011	:	Managing for results (GIBS)
03/2009	:	Emotional Intelligence
03/2009	:	Employee Relations
03/2009	:	Valuing Diversity
02/2009	:	Occupational Health & Safety
11/2008	:	Competency Based Interviewing
10/2008	:	Performance Development
09/2008	:	Key Skills for Effective Managers
10/2007	:	Investment Banking
07/2007	:	Structured Finance
06/2000	:	Essential Supervisory Skills.

COMPUTER PROGRAMMES

ERP & Accounting Systems - Maconomy, SAP, Hyperion Financial Management (HFM), Oracle Financials, QuickBooks, Pastel.

Microsoft Office (Word, Excel, Power point)

Bank payment systems - Absa, StanChart, Stanbic & FNB

REFEREES

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CURRICULUM VITAE

Personal Details

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Lusaka

ACADEMIC AND PROFESSIONAL QUALIFICATIONS

2019 : Bachelor of Laws (LLB); University of Lusaka, Zambia.
2012 : Postgrad Diploma of Business Administration; Manchester Business School, UK
2003 : Fellow of the Association of Chartered Certified Accountants (ACCA), UK
1999 : Bachelor of Accountancy (BAcc) – Copperbelt University, Zambia

WORK EXPERIENCE

Provided unparallel executive and professional leaders and various roles in the organisations below. Key activities included providing commercial and strategic finance support to the business leadership team; custodian of governance and controls in the business and finding the right balance in a growth business; providing financial controllership functions in order to ensure finances are managed in accordance with legislation, policies & procedures and IFRS principles; responsible for the overall Assets and Liabilities Management (ALM) for the business; managing risk in relation to setting and achieving the organisation's objectives, and implementing and monitoring effective internal control systems.

1. MTZ Zambia Limited – Chief Financial officer - July 2021 to date
2. Multichoice Zambia Limited - Finance Director - December 2018 to July 2021
3. Zambia Telecommunications Company - Chief Financial Officer - July 2012 to July 2018
4. Airtel Sierra Leone - Finance Director – October 2010 to July 2012
5. Zain Africa - Bahrain - Africa Consolidation and Reporting Manager– 2009 to Sept 2010
6. Celtel Zambia Plc - Manager – Reporting, Budgeting and Financial Systems - 2003 to 2009
7. PricewaterhouseCoopers (PwC) - Audit Senior – Dec 1999 to Aug 2003

BOARD MEMBER / SENIOR EXECUTIVE

22 years of successful experience providing leadership at Board level and fiscal, strategic and operations leadership in uniquely challenging situations and businesses. A seasoned board member and executive leading organisations at different stages in a company's lifecycle, mainly in emerging markets. Strong background in governance of organisations at board level, company secretariat, strategic business planning and financial related fields including taxation. Utilise keen analysis and insights and team approach to drive organisational improvements and implementation of best practices. Superior interpersonal skills, capable of resolving multiple and complex (sales, human resources, legal, financial, operational) issues and motivating staff to peak performance. Excellent governmental networks developed through membership of various government committees spearheading political and governmental agenda.

BOARD EXPERIENCE

Provided stewardship and leadership to various boards listed below in alignment of vision, mission and goals; monitor of the operations of the company in a multi-cultural environment; reviewed and approved the organisation's programs and approved strategic plan; enhancing stakeholder relationship; establishing best in class governance systems for the business; performing legal requirements as per Companies Act among other activities.

1. **MTN Zambia Limited – August 2021 to date**
MTN Zamia is the leading telecommunication service provider by subscribers in Zambia
2. **MTN Mobile Money Limited – August 2021 to date**
MTN Mobile Money is one of the major players in the fast-growing mobile money business in Zambia
3. **Copperbelt University (Zambia) Council – ICT Committee – March 2021 to date**
Copperbelt University is the second largest university provides various qualification in multi disciplines.
4. **Multichoice Group Support Services Limited – March 2020 to July 2021**
Multichoice Group Support Services Limited provides leadership and strategic support to Multichoice business interests in 7 countries namely Angola, Botswana, Malawi, Mozambique, Namibia, Zambia and Zimbabwe.
5. **Multichoice Zambia – March 2019 to March 2020**
MultiChoice Zambia provides a multi-channel pay-tv and subscriber management services, it forms part of MultiChoice Africa, operating in 49 African countries.
6. **Zamtel Mobile Money Limited (Zamtel Kwacha) – December 2014 – August 2016**
Zamtel Mobile Money Limited is a subsidiary of Zambia Telecommunications Company Limited that provides mobile money service.
7. **Airtel Money Limited and Airtel Towers Limited - Sierra Leone – November 2010 – July 2012**
These companies are subsidiaries of Airtel Sierra Leone Limited that provides mobile money service and infrastructure solutions.

MEMBERSHIPS

Member of Zambia Institute of Chartered Accountants
Member of Association of Chartered Certified Accountants
Member of Zambia Institute of Directors

REFEREES

Engineer Bernard Chiwala
+260 966 999660

Mr Mark Libakeni
+260 965 740647

Mr. RVS Bhullar
+230 5477 1009

CURRICULUM VITAE

Personal Details

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SUMMARY

Jacqueline is an expert Consultant in Leadership, Communication, Analysis and Wealth creation with a strong emphasis on strategic planning, political communication and analysis, and partnerships. She combines communication, strategy and project management to build strong, high achieving, projects, teams, individuals and businesses. Her strength in communication strategy, analysis, resource mobilisation, partnerships and management set her apart as she fosters commitment, integrity, passion, and marketing in any given assignment. Jacqueline is a very creative, analytical and innovative lady with excellent communication and management skills. She is definitely result oriented, and a highly sought-after Leadership, Analyst and Communication Consultant.

ACADEMIC AND PROFESSIONAL QUALIFICATIONS

- Executive MBA in Leadership and Wealth Creation - University of Lusaka
- Innovation and Entrepreneurship MBA Study Certificate – Galilee International Management Institute, Israel
- Bachelor of Business Administration, all specialties and project management - Cavendish University Zambia
- Bachelor of Arts with Business Administration and Communication, (Academic Record)- University of Namibia
- CIM Level II - Zambia Institute of Marketing & Chartered Institute of Marketing
- Certificate in Advanced Radio Journalism - SADC Journalism Center Windhoek, Namibia
- Certificate in Election Reporting - Zambia Institute of Mass Communication
- Certificate in Capacity Building for staff members of NGOs in Zambia, (1995) - Zambia Institute of Mass Communication & Africa Relief Foundation Zambia
- Level I Diploma in Journalism & Certificate in Development Support Communication - Evelyn Hone College of Applied Arts & Commerce

WORK EXPERIENCE

2019 to date : Founder & Executive Director, iSanitize – Lusaka, Zambia

Currently the strategic figurehead and vision carrier of iSanitize in Zambia. iSanitize is a development Non- Governmental, non- profit organisation working in Zambia since October 2019, to facilitate, promote, advocate, educate and build capacities of young people in schools in rural and peri- urban communities, with emphasis on girls and young women to practice good hygiene and gain access to sustainable hygiene information, facilities and tools for good health and poverty alleviation. With innovative programmes and concrete implementation plans and

targets that contribute to achieving the United Nations Sustainable Development Goals and achieving Agenda 2030, iSanitize has partnered with the Government of Zambia and other local and international partners to achieve its vision of a society that upholds hygiene and sanitation in Zambia.

Key Skills: Consultancy, Leadership, Communication and Strategy. Resource mobilisation, partnerships and synergy setting achievements:

- 12 months partnerships with 8 private sector corporate entities- US\$50,000
- Resource mobilisation from Actionaid Zambia- US\$18,000
- Working MoU with the Zambia Open Community Schools
- Working MoU with the Ministry of General Education
- Working MoU with the Ministry of Health
- Working MoU with SOS Childrens' Village
- Working MoU with the Zambia STEAM Foundation
- Community and school engagements in Lusaka province

2019 to date : Lead Consultant, Brand-Line Africa Limited

Lead Consultant in Communication, Political strategy and analysis, Media Training, Resource Mobilisation and Partnership assignments.

2017 to 2019 : Communications Associate (Consultant), Respectful Work Advisor and Ethics Ambassador, United Nations World Food Programme- Lusaka, Zambia

Headed the establishment of the communications unit of the UNWFP, Zambia Country Office and supported the Country Representative's office during the Transitional Interim Country Strategic Plan 2017-2019. Undertook various communication tasks as head of unit which include, documenting UNWFP programme achievements, development of information packs and dissemination of communication publications on UNWFP website and other digital media platforms, actively participating in joint United Nations communication activities in the UN Communications Group, prepare country office reports, donor and partnership reports and assisting the communication team to produce annual reports while overseeing WFP Zambia's branding requests and processes in the development and creative designing of communication materials. In-charge of developing storylines and designing a plan/ calendar of publications in line with UNWFP Zambia Country Office strategy and standards. Country Office Respectful Workplace Advisor and Ethics Ambassador in charge of Core Humanitarian and Ethics Standards for the Country office.

Key Skills: Communication and media strategy, digital media, excellent written and oral communication, community and corporate engagement, copy writing, communication innovation and creativity, radio, photo and videography, leadership, confidentiality and management, ethics and respect. Fundraising and partnership.

Achievements:

- Resource mobilisation for the 12th UN All Africa Games 2019- raised over US\$20,000.
- Produced information materials to strengthen resource mobilisation and partnerships for the World Food Programme- US\$600,000 resourced from USAID Food for Peace.
- Setting up a functional Communication unit at the World Food Programme Zambia Country Office
- Involved in Strategic planning and communication of WFP Zambia.

- Strengthening new and existing partnerships through project innovation, networking and communication

2007 to 2009 : Director Marketing- COJA Zambia All Africa Games - Ministry of Youth, Sport and Child Development- Government of the Republic of Zambia

Headed the Marketing and Communication unit of the MSYCD, specifically for this project and supported the office of the Director General, Director Sports and Permanent Secretary in line with communication to stakeholders, planning, and strategy. In- charge of developing reports, sports publications, media updates and tours of sports facilities in and out of Zambia.

Key Skills: Leadership, Communication, Strategy and Resource Mobilisation. This included fundraising and partnerships, plus exchange programmes for local coaches of the various sports disciplines.

Achievements:

- Construction of hostels at the University of Zambia- as a partner of the games
- Mass media communication about the ALL-AFRICA GAMES led to a 100% buy- in and support from the then Zambian President,

2004 to 2016 : Founder and Managing Partner, Brand-Line Africa (Communication and Media Consultancy Firm) Lusaka, Zambia

Among the first women in Zambia to own a communication and media consultancy firm leading 20 team members. I innovated and created new profitable communication services, promotional and public relations strategies. Responsible for formulating, strengthening and implementing management decisions, operational systems and methods to improve corporate image and customer confidence plus increasing profits. Lead a 6-member change agents' team in charge of identifying training avenues for staff, funding and partnerships for the organisation and beating targets as set by the Board of Directors. Was instrumental in transitioning the firm from corporate to political communication and analysis services.

Key Skills: Client management, communication, editing, writing, strategic management, networking, innovative and creative thinking, leadership and training, high level resource mobilisation, networking and partnerships.

2003 to 2004 : Country Manager, Saatchi & Saatchi Lusaka, Zambia

Overseeing the operations of Saatchi & Saatchi Zambia office through logistics, development of new business and client acquisition and ensure profitability. It was my responsibility to manage overall operations, recruit staff, create budgets and ensure that Saatchi & Saatchi Zambia conforms to the Saatchi & Saatchi Group advertising, communication and creative standards.

Key skills: Strategic thinking and management, creative and innovative pitching, editing, copywriting, publishing, leadership and team building.

- Achievements:
- Grew the agency revenue from 5 percent to 65 percent in nine months
 - Trained and strengthened sales and creative competency of personnel in 6 months

Jan, 2003 to June, 2003 : Media Consultant, AFRONET & Commonwealth Press Union

To strengthening and supporting print media journalists in Zambia, I was responsible for all administration and analysis of political information, political strategy and duties for the Commonwealth Press Union Zambia section, identifying training needs and opportunities for print media journalists in Zambia, writing project proposals to donors for funding of the section's activities, identifying and implementing exchange training programs between Zambia print media journalists and print media journalists from other Commonwealth member states. And producing political landscape reports.

Key skills: Proposal writing, partnerships, advocacy, networking and media relations
Achievements:

Mobilised resources from the private sector to send local journalists for training in the United Kingdom- US\$200,000.

1998 to 2000 : Public Relations Officer, Young and Rubicam Zambia (Y&R)

Responsible for writing client speeches, press releases and business advertisement messages for multi-national clients. Performed all public and media relations functions, including promotional and launch events. I was the brainchild of setting up the Kwachamania Charity fund which ran successfully on behalf of the Kwachamania Lottery.

Key skills: Journalism, public relations, media relation skills, advertising, marketing, sales and entrepreneurship

1996 to 1998 : Reporter and Presenter, Radio Phoenix, Commercial Private Radio Station

Responsible for news gathering, casting and presenting current affairs programs and client's promotional messages.

Key skills: Journalism, public relations, media relations, reporting, and presentation

CONSULTANCY WORK

- 2019 : UNAIDS Zambia- Lead Consultant –Reports Analyst and publisher.
- 2018 : Bio Carbon Partners- Lead Consultant, facility handover in Lower Zambezi.
- 2018 : ICT 4D Conference World Conference Zambia- Lead Consultant Media and Communication.
- 2016 : MISA ZAMBIA- Lead Consultant- Resource mobilisation and partnership.
- 2016 : USAID Pact Zambia- Lead Consultant -Communication, Information analysis and partnership.
- 2016 : Association of Professional Secretaries of Zambia- Lead Consultant Conference management.
- 2016 : BBC Media Action – Lead Consultant- Election reporting and Resource mobilisation for radio
- 2015 : Zambia Institute of Marketing- Lead Consultant Conference management and fundraising.
- 2015 : BBC Media Action- Lead Consultant, Profitability and business sustainability in radio management.

- 2014 : BBC Media Action- Lead Consultant Radio management training and political analysis
- 2012 : Association of Consulting Engineers of Zambia – Lead Consultant Communication and event co-ordination
- 2012 : Zambia Institute of Public Relations- Lead Consultant Conference management and fundraising.
- 2007 : Ministry of Sports, Government of the Republic of Zambia- Lead Consultant, Director Marketing, 2011 All Africa & Zone Six Games.

CERTIFICATIONS

- Certified United Nations Respectful Workplace Advisor and Ethics Ambassador 2019 (UNWFP, Italy)
- Certificate of Completion in Emergency Needs Assessment Online Game by Catholic Relief Services (CRS), disasterready.org. August 2018.
- Certificate of Completion in SEC- Basic Security in The Field II by World Food Programme, www.wfp.org. July 2018

PROFESSIONAL MEMBERSHIP

- Member of the Media Institute in Southern Africa (MISA ZAMBIA)
- Member of the Zambia Women in Media Association
- Member of the Zambia Public Relations Association
- Member of Africa Society for Blood Transfusion
- Chairperson for the Movement for Community Led Development- Zambia Chapter
- Member of the Zambia Wash Forum
- Member of the Lusaka Water Security Initiative

REFERENCES:

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 Kigali

RWANDA

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 Crime Prevention and Criminal Justice Officer & Head of Office
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UGANDA

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CURRICULUM VITAE

Personal Details

Name : Dante Charles Saunders
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Place of Birth : Ndola
Gender : Male
Marital Status : Married
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ACADEMIC AND PROFESSIONAL QUALIFICATIONS

- High School and Graduate Diploma, Embakwe School, Plumtree, Zimbabwe, formerly Southern Rhodesia
- Business Management and Administration: Diploma Manufacturing Cosmetics
- Production/Time Motion study – Diploma
- Marketing Diploma – USA
- Motor Mechanics – Three (3) years
- Senior Track Maintenance and Construction (Rhodesia Railways/Zambia Railways)
- Production Manager – Cheese borough ponds four (4) years

WORK EXPERIENCE

- Motor and electrical mechanics
- Zambia Railways – Track construction supervisor
- Alaska International Aviation Director Africa (Responsible for development of market)
- INDECO Marketing Advisor to Andrew Kashita marketing research

Current status : Good Governance and Democracy Activist

CURRICULUM VITAE

Personal Details

Name : Jacqueline Milambo Kabeta
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ACADEMIC AND PROFESSIONAL QUALIFICATIONS

2004 to 2005 : Master of Social Sciences (Media Studies and Journalism),
Rhodes University, Grahamstown, South Africa

2002-2002 : Certificate Training Function Management (Adult
Methodologies), Aarhus Technical School, Aarhus, Denmark

1988 to 1993 : Bachelor of Arts (Mass Communication and Public
Administration), University of Zambia

WORK EXPERIENCE

- July 2021-todate, Mumbwa, Mazabuka and Lusaka

Accelerate Water and Agricultural Resources Efficiency (AWARE) Programme under Sustainable Water Resources Management and Agricultural Water Use project funded by the European Union (EU) Delegation to Zambia, the German Federal Ministry of Economic Cooperation and Development (BMZ) in partnership with the Zambian government.

The Programme objective is to enhance sustainable; climate smart water resources management (WRM) and efficient agricultural water use for smallholders in the Lower Kafue Sub-Catchment, applying a gender sensitive approach.

Key Responsibilities

Development of training and PR materials that include Posters, Bill Boards for 32 demonstration sites placements and a learning experience Booklet using illustrations, Radio 13 series, Newspaper feature articles, video documentary for YouTube and public events media management • Production of beneficiaries' promotional materials that includes t-shirts, Report writing and a Communications environment audit

- November, 2016 to January, 2020, Based in Zambia (Lusaka) with missions to Siavonga (Zambian Side) and Zimbabwe side (Kariba and Harare)

- Kariba Dam Rehabilitation Communications Project within Energy Sector Project by Zambezi River Authority (ZRA): funded by the European Union with cooperating partners World Bank, Swedish Government, African Development Bank and the two Governments Zambia and Zimbabwe. The Project addressed a serious structural and industrial risk with very high visibility in Zambia and Zimbabwe. Historically the complex situation at the Kariba Dam was poorly understood and communicated, resulting in misunderstandings and misleading representation in the media and among local stakeholders. The objective was supporting the Zambezi River Authority and the four

financing partners in the development and implementation of a communication and visibility programme for the Kariba Dam Rehabilitation (KDRP), whose goal is securing the long-term safety and reliability of Kariba Dam Hydro-Electricity Scheme

Key responsibilities: Communications Expert2

- Development of the communication and visibility strategy, and implementation of the communication strategy plan with the wide communication and visibility campaign during 3 years
- Data collection and research activities. Conducted baseline study in both countries Zambia and Zimbabwe
- Creation of visibility of the EU and its cooperating partners to ensure a clear understanding of the objectives of the Project support; Collaborated also with National Authoring Office of the EU development fund – Zambia to create awareness of its role in the Project
- Management of communication procedures, as well as acting as technical writer drafting articles, publications and opinion pieces for local and international Newspapers and other communication materials for different platforms including website content, television, community radio and social media in Zambia and Zimbabwe. Reviewed and provided timely coordination of design and material submittals for compliance to contract activities in order to meet project schedule timelines. Entailed also tracking and follow-up of activities and managed vendor companies
- Ensure Stakeholders’ engagement including seeking opportunities for Zambezi River Authority (ZRA) to participate in conferences, events, networks and tours on-site for presentations promoting the Project and its progress. Further promoted stakeholders’ engagements with elected and local authorities from both countries Zambia and Zimbabwe. Averted reputational risks of the Project and the four financiers
- Media Relations - selected Press teams using both mainstream and social media platforms and trained them to communicate on the Project including on International Experts Joint mission and rehabilitation activities on-site
- Information dissemination to key constituencies on project objectives and progress. Used on-site tours, video animation of project works, e-mail mailing lists and information packages both hard copy and electronic as tools. Good example to ZACCI the Zambia National Chamber of Commerce and Industry representing District Chambers, affiliate business membership organisations, companies, public sector agencies supporting private sector growth. Others groups reached - the Zambia Chamber of Mines whose membership includes privately owned mine companies, mining suppliers and BDOs small scale players, Also NANGO a Zimbabwe coordinating body for the implementation of the Non- State Actors capacity mostly in livelihood activities; local tourism associations, traditional chiefs, civic and elected leaders
- Supported launch of the Project Grievances Redress Mechanism (GRM) developed by ZRA
- Overall monitored and evaluated communication strategy activities and related various media reports and audience’s feedback

Communication Results:

- Produced Project communication strategy, Key Messages and Crisis Communication Strategy including Capacity building on same of the PR and Communications staff and key management staff to increase its communication capacity

- Communicated on project milestones including staging strategic ground breaking bi-lateral events such as the contract signing ceremony for the Plunge Pool; high level meetings with Press News opportunities for the chief executive and the Energy Ministers from both countries. Other News opportunities included five international experts joint missions conferences communication and rehabilitation progress updates
- Hosted three media workshops in both countries to help create visibility of the Project. Stakeholders buy-in from local communities and business communities in both countries Zambia and Zimbabwe
- A sensitised group of media resulting in positive media materials
- Produced a video documentary, News reports, photographs using both drones and normal hand cameras, feature articles both online publication and hard prints, In addition produced radio programmes using local community radio stations in both countries etc)
- Other branding materials – brochure, folders, infographics, Media Packages and a Website microsite. Project Animation clip <https://www.facebook.com/KaribaFm Radio Zambia/videos/2502597590029765/>casted both on national televisions and social media

The tasks were carried out in compliance with the Communication and Visibility Manual for European Union External Action at: https://ec.europa.eu/international-partnerships/comm-visibility-requirements_en

April, 2016 to November, 2018, Lusaka, Zambia

Mineral Production Monitoring Support Project (MPMSP) in support of the Ministry of Mines and Minerals Development (MMMD) with integration of mineral production data for appropriate calculation of mining royalties. The communications and visibility plan aimed to provide guidance on the design, approach, priorities, and management of communications and visibility activities for the Mineral Production Monitoring Support Programme from 2016 to 2018.

Responsibilities: Communication and Visibility campaign design and implementation. Project milestones events management and promotion, Media capacity building on Project, Development of local media network, social media content, infographics and events activities to disseminate information and build awareness on Project using Mailchimp. Contributed to stories, videos and photos for the projects e-newsletter using Mailchimp.

Results: Robust media reporting on the Project including: media materials (video clips, News reports, photographs, social media - facebook), news stories to highlight project milestones published in the national press, branding materials – booklets, folders, infographics, Newsletters, 2 project vehicles branding). Hosted at least 5 Project milestones Events attended by both private and public representatives from within the industry. Also developed stakeholders’ data base and emailing lists of key industry players both private and public for awareness and engagement; Facilitated 2 training workshops for the Network of journalists reporting on the project and media skills for key engineers attached to the Project, four government agencies and a number of civil society organisations in the extractives industry. The tasks were carried out in compliance with the Communication and Visibility Manual for European Union External Action at: https://ec.europa.eu/international-partnerships/comm-visibility-requirements_en

April, 2019 to May, 2019, Lusaka, Zambia

Support to Civil Society Environment Fund 2 (CSEF 2) supported by the Ministry for Foreign Affairs of Finland. CSEF 2 was in nine provinces of Zambia and reached 38,000 beneficiaries. 5,441 small scale (SME) farmers were trained in conservation agriculture and agroforestry.

15,610 students sensitised on environmental awareness for sustainability included school going children provided with iPads with content on environment and sustainable livelihood.

Key Responsibilities:

CSEF2 Close-out -Event Planning and Support Communication Consultant Provided Project close out communication - included close out stakeholders event planning, event management and helped with beneficiaries' presentations and exhibition materials and media coverage.

Results: 150 participants including 7 institutional exhibitors from among the beneficiaries, media reports in 3 local News stations and social media News publications Mwebantu and Tumfweko

October, 2017 to April, 2020, Zambia Lusaka, and part of an international network with 2 outside missions to Ethiopia and UK

Extractives Hub - Oil, Mining and Gas initiative funded by UK Aid under Adam Smith International UK (phase1) and University of Dundee, Scotland (phase2). The Extractives Hub supports decision makers and governments in DFID supported countries worldwide with information and skills they need to manage extractives sector resources.

Key Responsibilities:

Lead Communication and Engagement expert Communication plan designed and communication and visibility campaign implemented. Zambia Lead Person promoting and communicating on Extractives Hub through public presentations and meetings. Launch of project in Zambia 2017 in collaboration with Ministry of Mines and Mineral Development and Zambia Extractives Industries Transparency Initiatives (ZEITI). Facilitate technical assistance requests by local stakeholders especially government and its sector agencies. Gathering trending issues in the sector and sharing with UK the Hub managers in UK. Case study write up on burning governance issues. <https://extractiveshub.org/servefile/getFile/id/7593>

Results: Successfully launched the Project in Zambia, engaged HUB users in country through 3 conferences, 2 events (technical assistance workshops and 3 boardroom presentations including various meetings. Supported the HUB project managers in UK understand local context through collection of information through needs assessments, setting up face to face meetings with high level government officers including the Minister of Mines and Permanent Secretary, Chamber of Mines President. Helped scope and complete two technical assistance requests in financial modelling. Assisted in formulation of the technical assistance, planning the event and coordinating logistics prior and during the assistance without UK Project staff on site but just the two international trainers. Championed good governance in Zambia mining sector - wrote a Case study and Policy draft on strengthening local content in Zambia. Published on Extractives Hub site.

October, 2013 to August, 2017

IntraHealth International- Zambia and Zambia Health Education Communication Trust (ZHECT) sub partner funded by Centers for Diseases Control and Prevention (CDC). The project's objective was to build resilient and sustainable health strengthening systems.

Role: Communication Advisor and later Project Manager

- As Social Behaviour Change Communication Advisor: developed internal and external communications strategies for community health promotion; trained and advised health

promoters in communication skills and stakeholders mobilisation. **Result:** Led training team and trained over 64 community health promoters in 21 constituencies in 8 districts of Zambia, equipping the community promoters with necessary communications skills using interpersonal communication techniques to form connections and form relations for the purposes of promoting health information and social marketing.

- As Project Manager, planned the budget, oversaw and documented all aspects of the project including forging private public partnerships in outreach Districts such as with the Zambia Sugar Plc in Mazabuka and Chilanga Cement Plc in Kafue.

Results: 8 districts outreach with matching 8 district coordinators deployed and implementation in over 21 constituencies and 9 chiefdoms

October, 2009 to September, 2010

Konkola Copper Mines Plc (Vedanta Resources). One of Zambia largest copper mines with its value chain of both open pit and underground mining spanning in four locations (towns) and has large communities of interests – SMEs as suppliers, local civic leadership and its people and a number of internal stakeholders that includes ZCCM-IH government lead shareholder, and mine employees of over 9000.

Head of Department - Corporate Communication and Affairs

Responsibilities

- Designed and implemented corporate communication and visibility strategy.
- Managed internal and external communications. Developed key messages for internal and external audiences.
- Promoted government relations and community relations through corporate social responsibility (CSR) activities.
- Acted as spokesperson for all information releases.
- Responsible for design and revamping of the institutional web site.
- Dissemination of information to key constituencies using institutional website. Developed success stories on CSR, feature Newspaper articles. External newsletters, on-site tours, email blasts, Mass media advertising and direct mail. Handled public relations to retain the reputation and image of the organisation.

Results: Developed standards to focus the communication and quality controls. Created and communicated a favourable public image for Konkola Copper Mines through Press Relations. Conducted various Visibility campaigns designed to reach investors, contractors, employees, mining industry analysts, government agencies and other stakeholders. Revised the quarterly Newsletter publication – the Konkola News. Published Thought leadership articles published in the local In-flight travellers' magazine. Event managed the Initial Public Listing (IPO) of Konkola on local stock exchange. Facilitated general Government liaison activities.

November, 2005 to August, 2009, 11 Southern Africa Countries (Botswana (HQ), with missions to Zambia, Lesotho, Malawi, Angola, Mozambique, Namibia, Swaziland, South Africa, Tanzania, Lesotho and Zimbabwe

Southern Africa Institute for Media Entrepreneurship Development (SAIMED). Counterpart non-governmental organisation to Southern Africa Media Development Fund (SAMDEF) under mother body the Media Institute of Southern Africa (MISA HQ Windhoek, Namibia). Supported media development through provision of entrepreneurship development targeted at emerging small to medium scale private and community (corporate) media. Based in Botswana with an

outreach to 11 countries. No offices were setup in 10 countries except for an established pool of 30 consultants that were spread out in these countries. A lean support staff pool of 5 were positioned in Botswana that included two programmes officers, an administration assistance, accountant and office orderly. The Board of directors of 6 with rotational representation of these countries.

Executive Director

Key Corporate Communication Responsibilities:

- Fulfilled Corporate communication functions of exchange of business information within and outside the organisation through planning, organising, leading, controlling and managing all communication in Southern and East (Tanzania) Africa in following areas: Investors/donors relations to ensure the funding was sustained and new streams of funds initiated
- Marketing the services provided that mainly was capacity building in entrepreneurship of emerging small scale private and community (corporate) media in Southern and East (Tanzania) Africa
- Knowledge management system - providing information resources on Website so that SMEs answered their own questions. Support the inter-agency Communications and Knowledge Management Working Groups, including chairing and coordination meetings
- Developed messages and conveyed messages about the products and our brand directly and indirectly to the customers with the intention to persuade them to make technical requests for support
- Proactively engaged with sister organisation Southern Africa Development Fund (SAMDEF) on a regular basis to ensure maximum complementarity and synergies especially related to financial opportunities (micro finance) for the SMEs in media. A good example is funding after capacity building for setting up a Printing Press for a small to medium scale Newspapers in Tanzania, support purchase of equipment for setting up/improving radio stations after capacity building in Zambia and Mozambique
- Undertook government relations in each country of operations to build relationships and manage our reputation in the region through meetings, regional conferences and events
- Employee communications and coordination of both internal and a pool 30 expert consultants (spread in the 11 countries of operations), to ensure integrity, total quality assurance, knowledge management and real time support of all technical assistance activities and consultants
- For business communication I ensured messages were consistent and engaging and used personal interactions, check-ins, conferences, networks, telephone conversations, digital marketing strategies - email, skype, meetings and using other more traditional forms of ICT correspondence the website. strategies and procedures to follow were subject to approval by the Board. Similarly, I prepared detailed media reports, press releases, and marketing materials, engaged in stakeholders' outreach, and set up product announcements including attend to press queries. In addition, I contributed to development of scripts, ideas and presentations aimed at increasing awareness and knowledge of the organisation
- Meticulously monitored and evaluated activities that included the communication results, in-house and national workshops, exchange and mentorship. Part of this conducted surveys to assess the effectiveness of the services and our communication. Actively mainstreamed gender in all programmes conducted
- Developed content for the Annual Report and other publications. Drafted speeches. Maintained and updated the website in collaboration with the Technology vendor, ensuring that stakeholders' access updated information. Development of standards for

services delivery from lessons drawn and best practices on services and products offered to our target group private sector media

Results: Support in Entrepreneurship to emerging private (SMEs) and community media in Southern Africa region with the overall goal of keeping them operational and sustainable. Most of these are still surviving. Over 100 actions on communication efforts in the region including other African nations

2004 to 2005 : POLICY Project Washington funded by the US Agency for International Development (USAID), led a major effort to improve the policy environment for family planning/reproductive health (FP/RH), HIV, and maternal health in Zambia.

Tasks Consulting Communication expert involved supporting all advocacy activities and production of communication materials

Results: Sensitisation campaign lasting 18 months and legislative policy on human rights of HIV positive introduced

1999 to 2004 : Zambia Institute of Mass Communication (ZAMCOM) an independent media institute for professional in-service training

Tasks: Coordinator and later Manager of Broadcasting Department spearheading in-service media training for both local and international journalists in the Broadcasting Television department and fundraising including donor's grants

Results: short training programmes on various technical aspects of television and radio; and sector specific issues ranging from mining, environment and climate (drought impact due to El Nino), agriculture, economy, population statistics, governance, gender, micro finance, and politics.

Other relevant information: Publications, Videos:

- Thought Leadership Article on Extractives Hub Website - Kabeta, Jacqueline (March, 2020) Strengthening Local Content Implementation in Zambia's Mining Sector.

Extractives Hub Country Case Study: Zambia Dundee: Centre for Energy, Petroleum and Minerals Law and Policy (CEPMLP), University of Dundee
<https://extractiveshub.org/servefile/getFile/id/7593>

- Quarterly Newsletters – the Konkola News, KDRP Newsletter articles
- Feature articles in Newspapers, Traveller Magazines, Radio and Television programmes, Project video Animation
<https://www.facebook.com/KaribaFmRadioZambia/videos/2502597590029765/>

- Publication - Media Leadership Strategies from Southern Africa – Sol Plaatje Institute, Rhodes University, Asta Rau, Pete Du Toit, Johanna Mavhungu & Jacqueline Kabeta
- Contribution to the IREX Media Sustainability Index – 2006/2010
http://www.irex.org/programs/MSI_Africa/2008/botswana.asp
- Publication - Community Media Sustainability Strategies in Southern Africa 2008, Sol Plaatje Institute, Rhodes University – Co-authors Pete Du Toit and Jacqueline Kabeta

- 2009 Southern Africa Community Media and Emerging Private Media Sustainability Baseline Survey –SAMDEF and MISA under Free Voice. Jacqueline Kabeta with research assistance from Silumesii Milupi and Gerald Mulowa

BOOKLET/BROCHURES/INFOGRAPHICS SAMPLES

<http://www.zambezi.org/kdrp/sites/default/files/Kariba%20Dam%20Booklet-web.pdf>

PHOTOGRAPHS LINKS

http://www.zambezi.org/kdrp/sites/default/files/plunge-pool_1.jpg

http://www.zambezi.org/kdrp/sites/default/files/spillway-banner_1.jpg

http://www.zambezi.org/kdrp/sites/default/files/about_banner.jpg

KEY QUALIFICATIONS EXPERIENCE

1994 to 2004; 2009-todate : Zambia, Portugal, Denmark

2017 to 2020 : Ghana, Kenya, Uganda, London and Ethiopia

2005 to 2009 : Botswana, Lesotho, Malawi, Mozambique, Angola, Namibia, Swaziland, South Africa, Namibia, and Zimbabwe; and Tanzania

- Over 24 years professional working experience in the field of media and communication.
- Africa regional and international experiences include short to long term work engagements in Zambia, Botswana, Lesotho, Malawi, Mozambique, Namibia, Swaziland, South Africa, Namibia, Zimbabwe, Tanzania, Ethiopia, Lisbon, Portugal, and London, UK.
- Over 16 years of professional experience in preparation and implementation of information and communication strategies and programmes in both public and private sectors. Examples of Zambia public sectors experience includes:
 - (i) Energy Sector on current Kariba Dam Rehabilitation communication and public grievances redress mechanism. Notably contributed to designing the current crisis communication manual and workshop it with key staff on potential dam break and flooding downstream of the Zambezi River
 - (ii) Agriculture and Climate change on sustainable smallholder farming and water resources management
 - (iii) Mining sector with Ministry of Mines and Minerals Development European Union funded Mineral Production Monitoring Support Project (MPMSP) and Extractives Hub providing on-line support on mining governance.
 - (iv) Health sector on HIV/AIDS prevention and health systems strengthening through setting up community based behavioural change promoters in selected constituencies in Southern, Lusaka, Central and Eastern provinces.
 - (v) Information Sector on government information services, media in service training, media development of emerging private and community led media enterprises, media reforms on setting up an independent broadcasting authority and access to information
- Experience with Donor supported projects under European Union, UKaid/DFID, The German Agency for International Cooperation or (GIZ), USAID, CDC, World Bank and Africa Development Bank, OSISA among others

- Good knowledge of the media environment in Zambia with experience working in mainstream media, media training, media development and reforms, public relations and media relations
- Excellent understanding and use of different communications platforms – radio, television, Newspapers, small media, social media tools (Twitter, Facebook, and YouTube) and interpersonal communication
- Vested in gender mainstreaming in development projects and programmes. Areas of knowledge include human development and gender issues on girl child, social protection and sustainable livelihoods and broad implementation of sustainable development goals (SDGs)
- Media Trainer. Trained various local and international Journalists in both content development and management skills. Examples include National Agricultural Information Services (NAIS) in video production under ZAMCOM in-service training. Training contributed to improving the LIMA television series. Others Zambia National Broadcasting Corporation programmes and News and independent video documentary producers
- Non-media professionals training in media skills experiences include various public relations and senior management staff on Projects that I have been engaged in. Others include political leaders. Notable is the late Anderson Mazoka during his first presidential candidature
- Strong experience and proven ability to copy write and edit various media materials/tools in different formats (press releases, video and radio documentaries/reports, News, video animation clips, feature articles in national Newspapers (Herald Zimbabwe, Zambia Daily Mail) with some articles commissioned by EU. Able to creatively use photographs for design of infographics, booklets, brochures, media packages, banners, Website content, social media etc
- Experience in social media campaigns with ability to develop content and space-plan for a social media and web design, including updates on content. Website example <http://www.zambezi.org/kdrp/>
- Experience in formation of inter-agency Communications networks and Knowledge Management Working Groups aimed at creating cohesion on similar projects/programmes
- Experience in communication on Grievances Redress Mechanism (GRM) implementation in large scale projects
- Excellent events planner and facilitator - organisation led, sector specific, national, regional and international conferences. General Projects milestones events execution including organising trade shows and participation
- Tactful Stakeholders' engagements – includes private businesses, government decision makers, corporate heads; community and local civic/ traditional leadership. Corporate Social Responsibility programmes promotion
- Research - Needs assessments, situation analysis, monitoring and evaluations and real-time reviews during implementation and after, tracking communications events feedback from audiences or stakeholders
- Excellent interpersonal skills; detail oriented, with ability to work creatively in a fast-paced environment

REFEREES

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CURRICULUM VITAE

Personal Details

Name : Jack Kalala
Date of birth : 2nd February, 1950
Marital status : Married
Number of children : 9
Nationality : Zambian
NRC : 178316/16/1
Village : Mufulande
Chief : Mushili
District : Masaiti
Residential Address : No. 9812/3/286 Nyumba Yanga
Email Address : nkondekalala@gmail.com
Religion : Christian
Self-made man, self-motivated and action oriented

EDUCATIONAL & PROFESSIONAL QUALIFICATIONS

Royal Society of Arts:

- Financial Accounting
- Cost Accounting
- Mercantile Law

Academic Education

- Formal academic education Form 3
- GCE: English, Mathematics, Economics, French – Rapid Results College (Correspondence) and Luanshya Correspondence College. Didn't sit for exams due to financial constraints.

Foreign Languages

- English (Spoken and written)
- French (Spoken and written)
- Latin (Reading only)

Short Courses

- Supervision
- Entrepreneurship

Work Experience

- Tyre Making at Dunlop from 1983 - 1985
- Supervision at Dunlop 1985 – 1987
While serving at Dunlop, I won a labour award for being the best trainee worker. I also rose from being a machine operator to Senior Leading Hand, a supervision position.
- Senior Stores Clerk at Photocopy & Office Machines Ltd 1986 - 1987
- Workshop Administrative Controller at POM 1987 - 1992 (Ndola, Lusaka and Kitwe branches)
- Consul – General to Lubumbashi – DRC (Zaire then) 1992 – 1999. It was challenging appointing. At the time of appointment there were many problems between the two countries. The relations were not so good because of the cross banditry and smuggling of essential commodities. To address the challenges and improve relations, I encouraged

regular meetings of the Regional Joint Permanent Commission. At my recommendation, trade restrictions were removed and Zaireans were encouraged to obtain visas when travelling to Zambia. Criminals from both sides were identified and neutralised. There was increased cooperation between the security wings of both countries. At the time I left the relations between the two countries were at their best. They were not even affected by the change of government there. Subsequent to our advice, President Chiluba and President Kabila became very good friends.

- Principal Private Secretary to the President
2002 -2004
- Special Assistant to the President 2004 – 2008

I initiated many projects some of which have remained unimplemented such as the development of Kasaba Bay and Livingstone into tourist resort towns such as Sharm El-Sheik City in Egypt, the development of Solwezi and Lumwana into modern towns and the national housing program that would have turned Zambia into a construction site. Dr. Musokotwane and I, as Chairman and Vice-Chairman respectively spearheaded the Triangle of Hope program. The Multi Facility Economic Zone (MFEZ) was one of the projects under the MFEZ.

Political Activities

- Joined MMD in 1991
- Elected District Vice-Publicity Secretary for Masaiti District, deputising Mr. A. Mokola
- In 2001 appointed Campaign Manager for Mr. L. P. Mwanawasa, the MMD presidential candidate, which made me tour the entire country with him on the campaign trail. I prepared talking notes and some instances speeches for him.

Hobbies

- Avid Reader: African writers, James Hardy Chase and Ian Fleming novels; non-fiction books: leadership, business, biographies, spiritual books, management books, motivational books, politics and current affairs
- Running and a bit of golf
- Country and Zambian Music

Business Activities

- Bakery
- Quarrying & Concrete block making 2004 to date
- Public transport 1997 - 2001
- Spare Part shop 1997 - 2001
- Farming

Workshops & Seminars

- Supervision
- Leadership
- International Relations
- Entrepreneurship
- Christian seminars

Role models

- Abraham Lincoln
- Martin Luther King Jr.
- Mahatma Gandhi
- Winston Churchill
- Nelson Mandela
- Kwame Nkrumah
- Kenneth Kaunda

- Julius K. Nyerere
- Levy P. Mwanawasa