

C V - WILFRED MHANDA

CORE COMPETENCES

a) Civil Society Based

- Advocacy skills
- Peace building, conflict management and resolution
- Networking
- Results based management
- Fundraising
- Working with communities and traditional authorities

b) Technical based

- Water purification and waste water treatment.
- Environmental management: establishment of environmental management systems to ISO 14000 standard, environmental audits, environmental cost management, climate change mitigation in industrial processes, waste management.
- Operations management: production management, technical and process audits, process design, trouble shooting, process optimisation.
- Quality Assurance: setting up quality standards and quality assurance systems to the ISO 9000 standard, quality assurance audits.
- Excellent oral and written skills in English, German, Ndebele and Swahili.
- Computer skills: Microsoft Word 2007, Microsoft Works, Excel 2007, Power Point 2007, Lotus 123, Fortran 77.
- Code 08 Driver's licence; unendorsed and 29 years accident free.

ACHIEVEMENTS

2008: Parliamentary candidate for Mbare, Harare in the March 2008 parliamentary elections under Mavambo

2007: Carried out process audits and introduced process modifications to reduce waste of materials and time for Plascon Plastics Industries.

2006: Commissioned an extrusion plant at Tatenda Foods.

Introduced sawdust briquetting at Border Timbers Ltd as a solution to sawdust waste management

2005: Carried out an audit of the water purification and waste water treatment for the cities of Harare and Bulawayo commissioned by the United Nations Environment Programme (UNEP), in conjunction with the Climate Change Office of Zimbabwe's Ministry of Environment and Tourism

Carried out a study and produced a report on the mitigation of climate change pollution in key Zimbabwean industries for the United Nations Environmental Programme, UNEP

Set up a company that pioneered the production of sawdust briquettes in Zimbabwe and started commercial production

2000 – 04: Founding Director of the Zimbabwe Liberators Platform, an organisation founded by former liberation war fighters and member of its Board of Trustees

Co-founder of the Crisis in Zimbabwe Coalition and the Zimbabwe Peace Project (ZPP) and served on their oversight boards

Served as the advocacy chair of the Crisis in Zimbabwe Advocacy Committee and Board secretary for the Zimbabwe Peace Project (ZPP)

2000: Laid the basis for ISO 14 000 certification for Cairns Foods

1999: Led the computerisation of the inventory management system at Cairns Foods

1998: Commissioned a new flakes and a new potato chips manufacturing plant at Cairns Foods

1992 – 94: Introduced five new products at Cairns Foods

1989: Introduced two new export beer brands at National Breweries that are still strong brands i.e. Zambezi and Bohlingers

1987: Successfully immobilised enzymes for the quantitative determination of fruit juice concentration at the Institute of Food Technology of Technical University of Berlin in the Federal Republic of Germany.

PERSONAL DETAILS

Name: Wilfred Mhanda
Nationality: Zimbabwean
Date of birth: 26 May 1950
Residential Address: No 152/29 Zambezi Flats, Mabelreign, Harare, Zimbabwe
Postal Address: P O Box 7176, Harare, Zimbabwe
Telephone: **Mobile:** +263 912 850 318 **Home:** +263 4 33 27 18
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ACADEMIC QUALIFICATIONS AND PROFESSIONAL QUALIFICATIONS

1996-99: Masters in Business Leadership – UNISA: Majoring in Technology, Project and Change Management

Research Topic: Change management case study focusing on the impact of the Economic Structural Adjustment Programme, ESAP on Zimbabwe's food industry.

Janus Project: Case study on Operations Management in Zimbabwe's motor industry with a focus on Puzey and Payne; vehicle manufacturing, repairs and sales.

1983-87: Diplom Ingenieur (Masters Engineering Degree) from the Technical University Berlin in the Federal Republic of Germany: Majoring in industrial biotechnology (biochemical engineering) with subsidiaries in yeast technology and cereals processing

Dissertation: Determination of the activities of key enzymes in baker's yeast for the purpose of mathematical structural modelling of enzyme activity

Other Courses Completed:

1. Advanced Environmental Auditors' Course (EARA) and Advanced Quality Assurance Auditors' Course run by DNV from Denmark.
2. Environmental cost management

3. HACCP (food safety) management
4. Project management, monitoring and evaluation
5. Peace building and conflict management and resolution
6. Advocacy
7. Results based management

CAREER/WORK HISTORY

2006 – 08: Consultancy Services: Technical, Environmental, Operations, Quality Assurance and Project Management consultancy. This was based on my own consulting company, ENVIROTECH, with two other partners.

Consultancy services were affected by the collapse of many business entities and their inability to pay for services

2005 – 06: ENVIROTECH: The business is based on the pioneering manufacture of briquettes from sawdust waste.

Position held: Chief Executive Officer

Duties: General management

- Operations management
- Technical management
- Sales and marketing
- Inventory and logistics management
- Budgeting and financial management
- staff management

Business operations were suspended at the beginning of 2005 on account of:-

- i) Erratic supply of power, water and fuel
- ii) Foreign exchange constraints for spares, repairs and maintenance
- iii) Defaulting customers on account of the harsh business environment.

2000 – 04: Zimbabwe Liberators Platform (ZLP): A non-government Organisation founded in 2000 advocating for democracy, good governance, respect for human rights and promotion of rule of law that spearheaded peace building conflict resolution programmes at the height of a humanitarian crisis in Zimbabwe 2001-2004

Job Title: Executive Director: Reporting to the ZLP oversight board

Duties:

- Strategy and policy development and implementation
- Programme development
- Budgeting and asset control
- Fundraising
- Networking

1992 – 2000: CAIRNS FOODS LTD – Diversified Food Manufacturers

Job titles: Research and development Manager (1992-94), Technical Manager (1995-97), Production Manager (1998), Logistics and Warehouse Manager (1999), Quality, Environmental and Safety Management (2000).

Duties:-

- **Senior Management and Budget control:** technical, production, logistics and inventory, quality assurance, environmental, safety and departmental staff performance management.

Reasons for leaving: Setting up own business

1991: Carnaud Metal Box: Packaging Manufacturers – metal and plastic

Job title: Technical services manager

Duties:

- Quality assurance and manufacturing standards, customer technical services, manufacturing repair and maintenance of customer packaging machines, trouble shooting for the canning industry, staff performance management

Reasons for leaving: Taking up a senior management responsibility.

1988 -1990: Delta Corporation – Diversified manufacturers of alcoholic and non-alcoholic beverages and biochemical products

Job title: Group Biotechnologist/New Product Development Officer

Duties: Internal consultancy, new product development, process audits and optimisation, project management, value engineering and analysis

Reason for leaving: Taking up a more challenging and substantive management responsibility.

Membership of Professional Associations:

- i) Zimbabwe institution of Engineers
- ii) German association of Engineers

Referees:

Name	Company and Position
1) Dr Benjamin Madzivire E-mail: madzivab@macotra.co.zw Tel: +263 11 606 433	CEO: MACOTRA, 21 Rayl Road, Borrowdale, Harare, Zimbabwe,
2) Phillip Chigumira Tel: +263 4 620 411-9	CEO: CAIRNS FOODS LTD, Upton Rd., Ardbennie, Hre, Zimbabwe.
3) Dr Godfrey Zharare Department of Agriculture, University of Zululand, Private Bag X 1001, KwaDlangezwa, 3886, RSA E-mail: gzharare@pan.uzulu.ac.za Tel: +27 35 902 60 72; +263 27 82 569 09 41 Fax: +27 35 902 60 56	CEO: Makowe Agri-Venture CC, Mkhonto Agribiz Cooperative
