

CURRICULUM VITAE

Company	Arcus GIBB
Name	Urishanie GOVENDER
Nationality	South African
Date of Birth	17.01.1970
Profession	Business Leadership and Environmental Management
Position	General Manager
Specialisation	Environmental management and sustainability
Start date with Arcus GIBB	2012 - Permanent full-time staff member

Key experience

An environmental management and sustainability leader with 23 years of experience, Dr Urishanie Govender specialises in sustainability strategy formulation, environmental impact assessments, environmental management systems development and compliance evaluations.

Her key experience includes:

- Corporate environmental management – more than five years experience with a large cement; aggregate and lime organisation with operations in South Africa and Africa. Headed the sustainability and environmental department responsible for environmental legal compliance and sustainability reporting.
 - Government – senior manager at Gauteng Environmental Management Department for more than five years heading the industrial impact management division. Strategic outputs included the development of the waste management policy and guidelines for responsible mining.
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Qualifications

Doctorate in Business Leadership : University of South Africa, 2010
Masters in Business Leadership (*Cum Laude*) : University of South Africa, 2006
Master Degree in Technology (Chemistry) : Durban University of Technology, 2001
Executive Member of the Coal Ash Association, 2010
Executive Member of the North West Air Pollution, 2008

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Career summary

Feb 2012 to date

Arcus GIBB – General Manager Environmental Management

Oct 2006 to Feb 2012

Pretoria Portland Cement Company - Group Manager: Sustainability & Environment (Senior Manager)

Major responsibilities include:

- Drive sustainable development throughout the organisation by establishing and maintaining a high level PPC Sustainability Committee
- Develop the environment and sustainability strategy and track implementation
- Chair the Industry Association for Cementitious Material Producers Sustainability Forum
- Develop and implement strategy for environmental legal compliance throughout the organisation
- Provide assurance of compliance to legal and other company standards to the Board
- Implement and maintain sustainability programs
- Ensure sustainability of company by promoting environmental best practices and developing required capacity at all PPC operations
- Manage and lead all Operational PPC Environment and Sustainability Managers; Safety, Health and Risk Control Officers and Environmental Engineers
- Effective management of the environment and sustainability budget
- Project manage all EIA, alternative energy and environment solution projects
- Develop the alternative energy strategy and submit to the Carbon Disclosure Project (CDP)
- Develop the SHERQ Integrated System and facilitate scheduling and central monitoring

Project includes:

- Project leader. PPC Cement : Integrated Water Licence for all cement, lime and aggregate operations, South Africa, Zimbabwe and Botswana

Duties include:

- Develop water use environmental management plan (EMP) with monitoring and reporting commitments
- Developed the project plan and managed resources and budget
- Water use identification, water and salt balance review and development of management controls. Oct 2009 – Oct 2011

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- Project leader. PPP Cement : Integrated Safety, Health, Environment and Quality Management System, South Africa, Zimbabwe and Botswana

Duties included:

- Development of integrated management system framework; review of management documents and inputs into management review process
- Developed the project plan and managed resources and budget
- Environmental management and sustainability leadership. May 2010 – Dec 2011

- Project leader. PPP Cement : Development of PPC Environmental Management Master Plan, South Africa, Zimbabwe and Botswana

Duties included:

- Identify gaps in legal compliance requirements at all PPC operations and develop master plan projects to address noncompliance sustainably
- Developed the project plan and managed resources and budget
- Environmental legal and technical inputs on all issues including water, waste, noise and public participation. Jan 2007 – Dec 2009

Oct 2002 to
Sept 2006

Gauteng Provincial Government (GDACE) - Director: Industrial Impact Management (Senior Manager)

Major responsibilities included:

- Provide strategic leadership and direction to the directorate with the following sub directorates: mining; energy; industry environmental impact reports; air quality management
- Member of Mining and Environmental Management Government Working Groups. Final sign off on mining applications in Gauteng
- Member of several National Forums example National Cleaner Production Strategy Forum
- Consult with other departments and agencies on environmental matters and serve on committees that promote cooperative governance for example the RMDEC (Regional Mining Committee) and Gauteng Waste Forum
- Plan and manage budget for the key deliverables. Financial accountability for the directorate budget - monthly projections, and reviewing and commenting on the early warning signs in terms of under or over spending
- Department's representative for all Environmental Management Corporative Agreement (EMCA) discussions in Europe as well as nationally
- Strategic Projects managed and supervised
 - Gauteng Cleaner Technology Fund, which involves stakeholder engagement on the feasibility of establishing a Fund for the province

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- Conversion of government garage vehicles to alternative cleaner technology (LPG)
- Strategic guidelines for mining in Magaliesmoot (from the SEA findings) and Metsweding, which is a proactive measure to protect the sensitive environment in that area
- Management of Waste in the Province – currently project aims to develop a Waste Policy. There has been excellent feedback from stakeholders on the project
- Development of a proforma contract for the Management of Utilities: Project aims to encourage municipalities to incentivise waste service providers to divert waste away from landfills and to focus on the 3Rs - reduce, reuse and recycle
- Team member of the air quality management project in the province – which involves the development of air quality monitoring stations in the province to establish ambient air quality and to establish pollution hotspots
- Green Procurement project which aims to influence the purchasing patterns of the GSSC
- Green buildings project which is a collaborative effort with public works
- Energy efficacy project that includes the conversion of Provincial Government Buildings to energy efficient buildings and investigate possible Cleaner Development Mechanism (CDM) benefits
- Supervision of all masters level project in the unit
- Manage the Gauteng Mine Pollution Forum and projects which includes the management of slimes dams (Hloekisa Project)
- Project leader. Gauteng Provincial Government : Gauteng Waste Management Policy

Duties included:

- Development of a policy for the province, which include contract management
- Developed the project plan and managed resources and budget
- Oversight of public participation process. Jan 2004 – Oct 2005

Sept 2000 to
Sept 2002

SA Mint – Environmental and Quality Manager

Major responsibilities included:

- Responsible for an effective and cost efficient analytical support to the Plant. The Laboratory was ISO 9001 – 2002 Version Approved. Purchasing of all equipment and chemicals for the laboratory. Business planning and budgeting for the laboratory

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- Management and control of the water treatment plant, cooling systems and corrosion control, stormwater quality and quality control of all incoming raw material
- Supervision, training and coaching of ten laboratory personnel. Management of section budget. Involved in cost saving projects
- Champion for the Water Waste Minimization Programme at the Mint, and other Metal Finishing Industries
- Chairperson for Corrosion Monitoring Programme. Team Member of Safety Committee. Team member of development and improvement projects assessment. Involved in numerous Quality Circle Committees

March 2000 to Sept 2000 **Norvatis (Rolab)** – Research Chemist (Contract)

Oct 1999 to Mar 2000 **MSD (Pty) Ltd** – Senior Analyst (Contract)

Jan 1993 to Sept 1999 **Durban Institute of Technology** - Lecturer

June 1989 to Dec 1992 **Adcock Ingram Laboratories** – Senior Laboratory Chemist

Publications

Air Quality Management in South Africa : NACA, 2008
Resource Allocation Model for the South African Public Sector : Orion Journal, 2009
Knowledge Management in the public Sector Management : Journal. 2010

Language capability

	Speaking	Reading	Writing
English	Excellent	Excellent	Excellent
Afrikaans	Fair	Good	Fair
Tamil	Excellent	Excellent	Excellent

Signature

Date
