

Proposed Position: Archaeologist / Heritage resources manager
Name of Firm: eThembeni Cultural Heritage
Name of Staff: Leonard Outram van Schalkwyk
Profession: Archaeologist / Business Director
Date of Birth: 7 July 1959
Years with Firm: 11
Nationality: South African

Membership of Professional Societies:

Association of Southern African Professional Archaeologists (ASAPA)
ASAPA Council Member - Cultural Resources Management Portfolio (CRM): 2011-2013
ASAPA CRM Section - listed as Principal Investigator
Amafa aKwaZulu-Natali accredited heritage practitioner
South African Heritage Resources Agency's Archaeological Permit Advisory Committee (2004)
South African member of International Scientific Committee for Archaeological Management, elected by ICOMOS-SA Executive (1999 - 2000)
Provincial Representative: South African World Heritage Convention Committee (1998 - 2000)
Southern African Museums Association (1984 -1999)

KEY QUALIFICATIONS AND RELEVANT EXPERIENCE

Mr van Schalkwyk has 25 years of professional experience as a practising archaeologist and heritage resource manager in South Africa, Botswana and Mozambique. His research interests have focussed on the Iron Age of southern Africa, while his management specialisations are heritage impact assessments, community liaison and ancestral grave management.

Mr van Schalkwyk's key heritage management, tourist guide training and research initiatives include:

- Principal Investigator - survey and excavation of heritage resources in Richards Bay Minerals' concession areas, KwaZulu-Natal, including oral history recording programme with traditional wisdom keepers to ensure appropriate mitigation. Procedures regarding discovery, retrieval and re-interment of human remains negotiated satisfactorily.
- Member of Ministerial Monuments Task Group committee to formulate KwaZulu-Natal Heritage Act No 10 of 1997.
- Implementation of the cultural resources management plan for the uKhahlamba Drakensberg Park (CURE), focussing on rock art management.
- ICOMOS (SA) observer for uKhahlamba Drakensberg Park World Heritage Site assessment.
- Maloti / Drakensberg Transfrontier Conservation and Development Area project for the Global Environment Facility of the World Bank.
- Mnweni Valley cultural landscape management, northern uKhahlamba / Drakensberg - cultural tourist guide training, development of integrated land use and cultural heritage management plan, co-ordination of displays for interpretive centre.
- Reichenau Mission, southern uKhahlamba / Drakensberg - cultural tourist guide training; permaculture design workshop, compilation of infrastructural development plan with local community, including establishment of a community Trust, upgrade of access roads, building restoration, skills training and empowerment.
- Specialist report on coastal zone management of KwaZulu-Natal for Environmental Evaluation Unit of the University of Cape Town.
- Lead consultant - cultural resources assessment of uThukela Water Scheme for Department of Water Affairs and Forestry and Institute of Natural Resources.
- Heritage Practitioner on revised N2 (S) Toll Road EIA report for CCA Environmental Consulting Services.
- Heritage Practitioner on Xolobeni Mining Application (Pondoland) for Ground Water Consulting.
- Fencing and stabilisation of excavated deposits at Border Cave, Ingwavuma district, KZN.
- Curation and stabilisation of excavated MSA deposits at Sibudu Cave for the ACACIA Project, University of Witwatersrand.
- Co-Director of research project with University of Manitoba, Canada on Early Iron Age of KwaZulu-Natal at Ndondondwane. Fieldwork and analysis ongoing.
- Excavation of middens at King Shaka's KwaBulawayo iKhanda in collaboration with Gavin Whitelaw (Natal Museum).
- Co-Director, Isandlwana Archaeological Project, with Glasgow University Archaeology Research Division
- Cultural heritage management of greater Chobe Conservation area in Botswana - production of policy document for submission to World Wildlife Fund.

Mr van Schalkwyk has completed more than 900 heritage impact assessments and specialist studies in southern Africa particularly South Africa, Botswana and Mozambique. Please refer to the eThembeni company profile for a recent selection of projects.

Mr van Schalkwyk's community liaison experience includes:

- Dube and Mkhwanase communities – cultural heritage and ancestral graves management for Richards Bay Mining
- Mbonambi and Sokhulu communities - negotiated mitigation and future practice regarding exposure of human remains by Richards Bay Minerals' mining activities on ancestral lands.
- Bhekeshowe Traditional Authority - investigated feasibility of developing King Shaka's KwaBulawayo site as a tourist destination.
- Khovokeni and Mvutshane communities at Kosi Bay - investigated feasibility of declaring Tsonga fish traps as significant cultural landscape.
- Communities affected by Paris Dam - negotiation of appropriate mitigation for exhumation and reinterment of ancestral graves.
- Mngomezulu Traditional Authority - negotiated management of Border Cave archaeological site.
- Nxamalala and Bhengu Traditional Authorities - investigated declaration of archaeological conservancy in lower uThukela River Basin.
- Mpungose Traditional Authority - negotiated extended boundaries of Ondini Historical Reserve.
- Mangwebuthanani Traditional Authority - negotiated establishment of Isandlwana Historical Reserve.

EDUCATION

1992 MA Archaeology (University of Cape Town)
 1983 BA Honours Archaeology (University of Stellenbosch)

EMPLOYMENT RECORD

December 2000 to present

Partner in eThembeni Cultural Heritage, an independent organisation specialising in heritage impact assessments, ancestral grave management and integrated environmental management.

November 1996 to December 2000

Assistant Director (Research, Professional Services and Compliance) of Amafa aKwaZulu-Natali, in charge of ten professional and administrative staff, including archaeologists, anthropologists, architects and database managers.

November 1992 to October 1996

Archaeologist with the KwaZulu Monuments Council and Principal Professional Officer (Research Division) in charge of six professional and administrative staff. Responsible for Museum and Interpretive Centre co-ordination in KwaZulu-Natal.

February 1986 to October 1992

Professional Officer and officer-in-charge at Ondini Museum in Ulundi with KwaZulu Monuments Council, responsible for supervising archaeological excavations and reconstruction of King Cetshwayo's Ondini Royal Residence; management of Historical Reserve and Nguni cattle herd; development of Ondini Museum and its tourist facility and provincial site interpretation.

July 1983 to January 1986

Field Director of Early Iron Age archaeological research project in lower uThukela Valley.

December 1978 to June 1983

Ranger / Naturalist in Kruger National Park.

December 1977 to February 1978

Field Research Assistant in Hluhluwe / iMfolozi Game Reserve.

LANGUAGES

	Speaking	Reading	Writing
English	Excellent	Excellent	Excellent
Afrikaans	Excellent	Excellent	Excellent
Zulu	Good	Poor	Poor

A detailed listing of publications is available on request

Certification

I, the undersigned, certify that to the best of my knowledge and belief, these data correctly describe me, my qualifications, and my experience.

A handwritten signature in black ink, appearing to read "L.O. Schalkwyk". The signature is written in a cursive style with a large initial "L" and "O".

Leonard Outram van Schalkwyk