



CURRICULUM VITAE (CV)

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6. EDUCATION:

- 2005 - 2006** Post Graduate Degree: University of the Witwatersrand, Johannesburg, South Africa. - **Honours Degree in Sociology**
- 1999 - 2002** Undergraduate Degree: University of Buea, Cameroon - **Bachelor of Arts in Anthropology and Sociology**

7. MEMBERSHIP OF PROFESSIONAL ASSOCIATIONS

- BONAVIDA Development Association.
- Fako Sustainability Network (FASUNET).
- AIAIsa - International Association for Impact Assessment (South Africa).

8. OTHER TRAINING:

- Sustainability Development Goals (SDGs) – UN Global Compact
- IFC Performance Standard 1, 2, 4, 5, 7 and 8.
- Introduction to Social Impact Assessment Training
- Fundamentals of Impact Assessment Training
- Fundamentals and Advance Project Management
- Stakeholder Engagement and Planning
- Artisanal and Small-Scale Mining Management

9. **COUNTRIES OF WORK EXPERIENCE: SOUTH AFRICA, ZIMBABWE, GUINEA CONAKRY, DEMOCRATIC REPUBLIC OF CONGO (DRC), CONGO BRAZZAVILLE, GHANA, KENYA, UGANDA, CAMEROON, LIBERIA, TANZANIA, BOTSWANA, AND BURKINA FASO.**

10. LANGUAGES:

LANGUAGE	SPEAKING	READING	WRITING
English	Fluent	Fluent	Fluent
French	Fluent	Fluent	Fluent
Spanish	Beginners	Beginners	Beginners

11. FIELD OF COMPETENCY & EXPERTISE

- Land Access and Involuntary and Livelihood Restoration – From Designed to Monitoring
- Community Relations and Stakeholder Engagement
- Social Risk Identification and Management – Baseline Studies and Impact Assessment
- Training and Capacity Building
- Project Management

12. KEY SECTOR

- **Mining and Metals** – Predominantly
- Power and Energy

13. EMPLOYMENT RECORD

Dates:

April 2020 till Present

Employer:

ECTerra Exploration Geology and Mining

Job Title:

Social Performance Specialist – Land Access & Involuntary Resettlement, ESIA & Community Relations, Training and Capacity Building and Artisanal and Small-Scale Mining.

Position:

Associate Consultant

Dates:

March 2018 – March 2020

Employer:

Environmental Resources Management (ERM) UK

Job Title:

Senior Social Consultant – Resettlement & Community Relations Specialist

Position:

Senior Social Consultant

Project Undertaken with ERM Includes:

Implementation of Resettlement Action Plan (RAP) Wahgnion Gold Project – Burkina.

Seconded as land access, relocation, disclosure, engagement specialist to manager coordinate land access and relocation of affected communities. Coordinate and manage grievance resulting in relocation of affected households, supervise and coordinate livelihood restoration programs – both land base and resource base restoration.

Key responsibilities includes:

- Provide technical input on land access, resettlement and compensation planning process;
- Technical input and lead on disclosure and engagement, negotiate with Project Affected Persons (PAPs) on new host resettlement sites;
- Liaise with construction team in design and constructing of resettlement structures in new host sites;
- Coordinate and manage all sign-off on assets of household assets to be replace and compensation documents and payment, including sign-off of all grievance related forms and approve on any changes to be made in the database;
- Coordinate and supervise relocation/moves to new host site to ensure relocation of households to carried on schedules and on budget;
- Coordinate and manage building/structures inspection, compensation & relocation of households
- Supervise range of livelihood restoration activities, business development and alternative livelihood activities training
- Supervise plot allocation & plot layouts to affected households and advice on Urban planning & design and permitting;
- Coordinate and manage cultural heritage activities including removal of sacred sites and grave relocation and secret site relocation and compensation.
- Coordinates the daily activities of resettlement team.

Debswana Orapa - Mine Resettlement Action Plan (RAP) – Botswana. As Technical Project Manager to deliver Debswana Orapa Mine Supplementary Resettlement Action Plan (SRAP), Resettlement Policy Framework for mine expansion project in compliance with IFC PS 5. This was aligning with and build on the compensation and livelihood restoration provided in accordance with Botswana National Legislation and Anglo-America Performance Standards and SEAT tool.

Key Responsibility (As Technical Project Manager and Resettlement lead)

- Manage all in-country activities;
- Oversee local partners and sub-contractors;
- Coordinate livelihoods survey;
- Training of survey enumerators and undertake quality controls of survey data;
- Conduct Focus Group Discussions (FDGs) with cattle *herders - Basarwa indigenous community*;
- Discussion and Key Informant Interview (KIIs);
- Prepare Socio-economic baseline report;
- Prepare Stakeholder Engagement Plan (SEP);
- Liaise with local Sub-contractors; and
- Technical review RAP Report.

Project Manager RAP Implantation – Tanzania - Manage the development and subsequent implementation of TANESCO RAP for 144km Transmission Line Project in Tanzania.

Responsibility

- Coordinate and plan Resettlement Action Plan;
- Undertake gap assessment between local legislation and lenders requirement (IFC PS 5);
- Coordinate livelihoods and asset survey;
- Training of survey enumerators and undertake;
- Quality controls of survey data;
- Conduct Focus Group Discussions (FDGs);
- Discussion and Key Informant Interview (KIIs);
- Prepare draft RAP report.
- Prepare Stakeholder Engagement Plan (SEP);
- Liaise with local sub-contractors.

Lahmeyer Tanzania Transmission Line Resettlement Action Plan (RAP) – Tanzania

Project initiated by the Tanzania Ministry of Energy and Minerals, through the Tanzania Electric Supply Company Limited (TANESCO) to connect Geita and Kagera regions to the national electricity grid by installation of a 220 kV Transmission System from Geita to Nyakanazi (144 km) and an Associated Rural Electrification.

Responsibility

- Coordinate livelihoods survey,
- Training of survey enumerators and undertake
- Quality controls of survey data
- Conduct Focus Group Discussions (FDGs)
- Discussion and Key Informant Interview (KIIs)
- Prepare Socio-economic baseline report

- Prepare RAP Chapters
- Prepare Stakeholder Engagement Plan (SEP)
- Liaise with local Sub-contractors

Maria Gleta Stakeholder Engagement Plan (ESIA/SEP): Engaged as social specialist to provide technical input to ESIA and develop Stakeholder Engagement Plan (SAP) for a terminal power generator for a new 144 MW combined-cycle, thermal power generation plant and supporting infrastructure.

Responsibility

- Delivery a stakeholder engagement plan - undertake stakeholder identification, development stakeholder matrix and stakeholder database and development of an engagement plan and implementation of the plan, a grievance mechanism process
- Analysis Focus Group Discussion (FGDs) and Key Informant Interview (KIIs) report;
- Review social baseline report;
- Review stakeholder engagement and public consultation meeting notes;
- Technical and input Assessment environmental and Social Impact Assessment (ESIA);
- Develop Stockholder Engagement Plan (SEP);
- Review define project footprint and areas of influence of the project;
- Review national regulations requirements to ensure compliance;
- Define stakeholder engagement activities;

Lead Social Performance Specialist - Environmental and Social Due Diligence (ESDD)/ Social Impact Assessment (SIA) Hydro Power Plant.

Engaged as the Lenders Independent Advisor and Environmental and Social Consultant to, amongst other tasks, undertake a Social Due Diligence Assessment (“SDD Assessment”) and Construction Monitoring of the Nachtigal Hydro Power project. Further role undertaken monitoring in support of investment into the project by International Finance Corporation (IFC), European Investment Bank (EIB).

Responsibility (Lender Independent Advisor)

- Review stakeholder engagement against ESMP requirements and guidelines.
- Monitor and evaluation of implementation of resettlement action plan and livelihood restoration plan in accordance with IFC PS 5.
- Assessed Project performance against the below national and international reference framework requirements:
 - The International Finance Corporation (IFC) Performance Standards (PS) on Environmental and Social Sustainability, 2012
 - World Bank Operational Policy 4.37 – Safety of Dams
- Review of ESAP items due for first disbursement and opinion on whether the ESAP item has been met or further action is required and timeframe for completion.
- Highlight other items of material interest for the current stage of the project.
- Stakeholder meetings to ascertain Project Affected Persons (PAPs) have been engaged and indicated in Actions Plans.

Construction Monitoring - Hydropower Project Cameroon

- Assess emerging environmental, social, health and safety related impacts, risks or liabilities that have not been avoided, mitigated, controlled, or compensated.
- Review and monitor the implementation of the various E&S management plans, monitoring progress and effectiveness of interventions.
- Review E&S capacity to manage the E&S aspects of the project and advise if additional input is required.
- Assess social management systems (ESMS) of engineering, procurement, and construction (EPC) contractors and their compliance with the E&S requirements of contractual agreements.
- Review and advise on NHPC's stakeholder engagement activities and their effectiveness
- Implementation of Environmental and Social Action Plan (ESAP) and report on status update.
- Conduct Environmental, health, safety, and social performance review.
- Propose Corrective Action on non-compliance (against a law) or a non-conformance (against a standard) that is expected to be addressed.

Environmental and Social Due Diligence Audit (ESDD) Project – 2 Confidential Client

Support the review and development of SMP to alignment EBRD Standards.

Responsibility includes:

- Review ESAP and Gap Analyses
- Review Community health& safety plan.
- Review and support development of the Land Acquisition process.
- Employee grievance process- staff handbook.
- Stakeholder Engagement Plan (SEP)
- Understand gap analysis on employee's accommodation alignment to EBRD workers accommodation and standards.

Biomass Project Cameroon - High Level Scoping Assessment ESIA lead Social Specialist to deliver a high-level scoping assessment for a Biomass (wood to energy) Plant and wood pellet manufacturing facility, classified as IFC Category A, with 3 potential site locations; for the ESIA).

- High-level "Scoping Report" and Identification of Sustainability Risks in the Supply of Biomass for the Minta Biomass Project.
- High-level ball-park cost estimate for an IFC compliant ESIA and associated resettlement/livelihoods work.

Djibouti Ghoubet 60MW On-shore Windfarm – Social Specialist Input-

Support the delivery of ESIA for The Djibouti's National Electricity Utility (Electricité de Djibouti - EDD), the state owned utility which operates under the oversight of the Ministry of Energy and Natural Resource (MENR), to realize the wind energy potential of the Project site.

Responsibility

- Review of livelihood restoration plan in alignment with World Bank and IFC Performance Standards;
- Review livelihood Restoration Programme and improvement options; and
- Review institutional capacity and stakeholder responsible implementation.

Dates: Jan 2016 – March 2018
Employer: ECTerra Mining and Geology Consulting
Job Title: Social Performance Expert – Land Access and Stakeholder Engagement
Position Associate – Social Expert

Engaged social specialist to oversee community relations and government, the development and implementation of Social Management Plans and Land Access Policy Framework.

Responsibilities:

- Identification and management of priority social issues. Including liaison with management and general staff to ensure that community issues are properly understood across the Project.
- Manage stakeholder engagement, community investments and local economic development activities and programmes;
- Manage community relations activities to achieve the Project objectives in terms of permitting and approvals;
- Effectively identify and manage social risks daily, whilst building trust and good quality relationships and collaboration with local communities in order to support the Project's development and securing social and political license to operate.
- Coordinate and manage land access and public consultations and meeting, stakeholder on land acquisition;
- Align Project implementation with international Best Practice Standards and Guidelines - World Bank Standards, International Finance Corporation (IFC), Equator Principles, International Council for Mining and Metal (ICMM) Guidelines;
- Actively promote and maintain positive relations with local government agencies, NGO's, community-based organisations to ensure their involvement in community development initiatives;
- Promote the active participation of local communities in the design, implementation and management of social management plans;
- Develop training plan, provide training, coaching and mentoring to the community relations staff. Identify potential staff, conduct a training needs assessment for key staff and define the job selection process and criteria.
- Manage public relations and communication associated with corporate responsibility;

Dates: March 2012 – January 2016
Employer: Putu Iron Ore Mining Inc. Liberia
Positions Held: Social Development Manager

Engaged as Social Development Manager for the Mine, to coordinate land access, deliver socio-economic baselines studies and the Environmental, Social and Health Impact Assessment (ESHIA), deliver social license to operate, develop and implement community relations policy and strategy, sustainability strategy. Manage community and stakeholder and Community Development Plans. Implementation of Social Management Plans (SMP). As part of the senior executive management team, additional tasks included heading the grievance committee and represent the Country Manager and Chief Executive Officer (CEO) Meetings with Government Officials, at both regional and national level.

Responsibilities:

- Managing community relations with overall responsibility for the development and implementation of community relation policy, social management plans and procedures, community relations standard, engagement, and communication strategy as well as managing the community relations team;

- Responsible for developing strategies, policies, guidelines, frameworks and oversees its implementation relating to key risk areas including:
 - grievance management;
 - stakeholder engagement;
 - land acquisition and resettlement;
 - social investment, local economic development;
 - cultural heritage and sacred sites, security and voluntary principle on human rights issues in collaboration with security team;
 - ensure compliance to Mineral Development Agreement (MDA) requirements, IFC Standards and World Bank, Equator Principles etc.
- Coordinate and support relevant consultative committees and community level forums forum and committee - recruitment committee, grievance resettlement committee and coordinating group and liaison with relevant local administrative authorities.
- Coordinate and manage ESHIA Specialist studies, prepare Terms of Reference (ToR), and BID documents and develop selection matrix and criteria to evaluate technical and financial proposals;
- Coordinate and manage ESHIA Specialist studies, prepare Terms of Reference (ToR), and BID documents and develop selection matrix and criteria to evaluate technical and financial proposals;
- Overseeing collaboration with other department associated with supporting responsibility in delivery ESHIA - environmental, construction and public government relations department;
- Ensure the development and implementation of relevant Standard Operating Procedures (SOP) on community and stakeholder engagements;
- Develop and overseeing community relations and community investment activities, programmes, scheduling and budgeting;
- Stakeholder mapping, identification and classification;
- Developing business value for Corporate Social Responsibility (CSR) for Putu Iron Ore Mining;
- Equally responsible for stakeholder engagement with (development actors, NGOs etc.) at a National, Regional and County Level;
- Support site environmental team, on implementation of (EMPs) and coordinated Ministerial Technical team site visits at local / regional level when appropriate.
- Support the Government relation team on managing in defining strategy in managing reputational and broader governance risk;
- Recruitment and capacity building for the community relations team and motivating and developing staff capacity, consistently achieving and surpassing Key Performance Indicators (KPI);
- Ensure community ownership of the community projects through ensuring community participation throughout the planning, implementation and monitoring of the projects;
- Liaison with key stakeholders involved with the projects, including beneficiaries, NGOs and other potential partners.

Dates: December 2008 to September 2012
Employer: Synergy Global Consulting, South Africa
Positions Held: Senior Social Consultant – Community Relations Specialist

Responsibilities and Projects Undertaken:

- **Putu Iron Ore Mining (PIOM) Project Liberia – Seconded as Community Relations Manager:** Responsible for managing all PIOM’s community relations including overall responsibility for the implementation of social management strategy, systems and performance as well as management of the community relations team. Supporting the Site Environmental Team, represent PIOM at a local / regional level when appropriate.
- **Ashanti Goldfields- Mongbwalu Project DRC: *Seconded* as Social Development Manager).** Coordinates ESHIA studies and manage associate consultancy in the field. Provide technical review of management systems and develop and Implement Management Systems and Procedures and Coordinate ESHIA Studies Oversee overall Artisanal and Small-Scale Mining (ASM) Management Plan and development of a social strategy for concession 40. Also developing an overall sustainable development strategy for the project, closure, and social investment and community projects. Provide technical advice and coordinate ESHIA Studies and providing technical review of management systems.
- **Zanaga Iron Ore Project – Republic of Congo- *Seconded* as Community Relations Manager:** Supported the MPD Congo ESHIA Studies and develop an integrated system for managing social issues, focusing on developing management plans. Activities involves Recruitment of Community Relations (CR) staff and training, Stakeholder Engagement Plan, Grievance Management and planning Land access, resettlement and compensation planning, community Investment planning, Cultural heritage management, Indigenous Peoples’ management and coordination ESHIA studies.
- **Extractive Industries Transparency International Validation (EITI) in Cameroon-** Coordinated Cameroon EITI Transparency International Validation, Advice, support and project management on stakeholder engagement, community development, impact assessment for several extractive industry clients. Supported Nigeria Extractive Industries Transparency International validation process.
- **Zanaga Iron Ore Project – Republic of Congo -** Undertook scoping study, conducted community baseline study; develop management systems and social investment plan. Risk identification, assessment and classification. Stakeholders and community consultation through community forums and community meeting. Develop and implement community development initiatives.
- **Moto Gold Mine DRC (Now Barrick Gold) –** Assist in developing social optimization study, conducting household and social infrastructure survey for resettlement action plan. Training of field workers and undertaking data quality control. Coordinated the SIA team and all related specialist studies
- **AngloGold Ashanti – Guinea:** A scoping study that will mark an inroad inquest into mapping AGA’s stakeholders and the issues affecting its immediate communities, as well as other interested parties and authorities. Stakeholder identification and classification between highly affected and mildly affected communities.
- **Rio Tinto Energy (Chapudi Mines Projects in South Africa) -** Support the develop Compensation Entitlement Framework Chapudi resettlement and relocation.
- **SIA and RAP development for the Barrick Sedibelo Project (South Africa)** undertook the pre-feasibility social impact assessment (SIA) for the Sedibelo Platinum Project in the northern Pilanesburg, which included social baseline surveys, risk assessment and a social development plan.

Dates: 1st Aug 2006 – 1st Dec 2008
Employer: Matrix Plus Consulting Africa
Positions Held: Social Development Consultant

Responsibilities:

- Developing business value for Corporate Social Responsibility (CSR) and Corporate Social Investment Initiatives (CSI) for clients.
- Developing community development strategies;
- Assist in developing stakeholder engagement strategies;
- Assist in collecting and analysing data through desktop and field research.

Project Undertaken:

- Kumba Iron Ore (Sishen Mine) Develop Kumba Iron Ore SEAT Report using the Anglo – American Socio-economic Tool (SEAT);
- Reviewing Lonmin plc Corporate SHEC systems and assess their compatibility with international best practice and develop protocol questionnaire for data collection;
- Anglo American – Subsidiary, Scaw Metal Prepared Scaw Metal SEAT report using the Anglo American Socio- Economic Assessment Tool Kit;
- Develop stakeholder engagement and consultation strategies;
- Integrate and aligning community development issues into client’s core business value;
- Conduct desktop and field research and developing protocol questionnaire for data gathering;
- Assist in consolidating and integrating companies’ global practices (standards, policies, etc) with local regulatory requirements;
- Assist in translating reporting standards for local requirements (AA 1000; GRI/G3; etc.);

Dates: 2005 to 2006
Employer: Sustainability Research & Intelligence (SR&I)
Positions: Junior Consultant

Responsibilities:

- Conducted desktop research on international best practice policies and standards;
- Conducted desktop research on South Africa Legislative requirements with regards to mining; Conducted desktop research on Corporate Social Responsibility policies and practice;
- Assist in developing the web tool for the assessment of socially responsible initiatives of JSE-listed and non-listed companies in South Africa.
- Lonmin Platinum – Assisted in reviewing Lonmin plc Corporate SHEC systems and assess their compatibility with international best practice and develop protocol questionnaire for data collection;
- Xstrata Coal South Africa – South Africa Social Imperative in an International Sustainable Development context. Role involved desktop research and drafting of report;

14. International Project Experience – Land Access, Involuntary Resettlement, Community Relations, Environmental and Social Impact Assessment (ESIA), Social Development and Energy Experience.

Project Name: Lahmeyer Tanzania Transmission Line Resettlement Action Plan (RAP)

Year: 2018

Location: Tanzania

Client: Tanzania Ministry of Energy and Minerals, through the Tanzania Electric Supply Company Limited (TANESCO).

Position held: RAP Project Manager

Main Project Features: Implementation of resettlement Action Plan (RAP). Project designed to connect Geita and Kagera Regions to the national electricity grid by installation of a 220 kV Transmission System from Geita to Nyakanazi (144 km) and an Associated Rural Electrification

Project Name: Wagnion Gold Mine Land Access Resettlement Action Plan Implementation (RAP)

Year: 2019 (12 Months)

Location: Burkina Faso

Client: Teranga Gold Mine

Position held: Seconded – RAP Implementation Coordinator

Main Project Features: Resettlement implantation planning, land access, sign-off, grievance management, disclosure and engagement and livelihood restoration monitoring.

Project Name: Debswana Orapa Letlhakane and Damtshaa Mines (OLDM)

Year: 2018

Location: Botswana

Client: Debswana Diamond Mine

Position held: Technical RAP Lead Consultant

Main Project Features: Undertake the development of the Resettlement Action Plan (RAP) for Cut 3 land for social infrastructure to complement, Cut 3 accommodation needs; review and update the draft Orapa Game Park expansion Supplementary RAP (SRAP) and transfer of skills related to resettlement; and develop a Debswana resettlement guideline.

Project Name: Lahmeyer Tanzania Transmission Line Resettlement Action Plan (RAP)

Year: 2018

Location: Tanzania

Client: Tanzania Ministry of Energy and Minerals, through the Tanzania Electric Supply Company Limited (TANESCO).

Position held: RAP Specialist

Main Project Features: Connect Geita and Kagera Regions to the national electricity grid by installation of a 220 kV Transmission System from Geita to Nyakanazi (144 km) and an Associated Rural Electrification.

Project Name: Ghoubet 60MW On-shore Windfarm ESIA/RAP

Year: 2018

Location: Djibouti

Client: Djibouti National Electricity Utility (Electricité de Djibouti - EDD) through the Ministry of Energy and Natural Resources (MENR).

Position held: Consultant

Main Project Features: Develop livelihood restoration framework aimed to limit or even eliminate any negative effects on the local economy and to enable the local populations to take advantage of the project benefits.

Project Name: Maria Gléta Project

Year: 2018

Location: Bénin

Client: Government of Bénin

Position held: Consultant

Main Project Features: ESIA, Gap Assessment of Project planning relative to the requirements of potential lenders using the *IFC Performance Standards on Environmental and Social Sustainability (2012)* (*the IFC Performance Standards*) as reference.

Project Name: Putu Iron Ore Mining Project Liberia

Year: 2012

Location: Liberia

Client: Putu Iron Ore Inc.

Position held: Social Development Manager

Main Project Features: Community Relations, Coordinated Pre-feasibility studies and all related specialist studies, Coordinate ESHIA for Feasibility Studies, Recruitment, Training and capacity Building, Development of policy, procedure and management standards, Coordinated all Social development/investment programs, Risk Management and Grievance Resolution and Management, manage all Community relation activities. Prepare

ToR to Specialist Studies and manage all Consultants.

Project Name Anglo Gold Ashanti – Mongbwalu Project

Year: 2011

Location: Ituri, Oriental Province - DRC

Client: Anglo Gold Ashanti

Positions Held: Seconded as Sustainability Manager

Main Project Features: Develop and Implement Management Systems and Procedures and Coordinate ESHIA Studies.

Project Name Anglo Gold Ashanti – Mongbwalu Project

Year: 2010

Location: Ituri, Oriental Province - DRC

Client: Anglo Gold Ashanti

Main Project Features: Specialist Studies – Artisanal and Small-Scale Mining (ASM)

Positions Held: Expert Consultant – Artisanal and Small-Scale Mining, ESHIA Strategic Advisers

Activities Performed: Conduct literature review of existing data, conduct field, meet with all relevant stakeholder, collate data and produce an Artisanal and Small Scale (ASM) Management Plan.

Project Name MPD Congo SA

Year: 2010

Location: Congo Brazzaville

Client: Jumelle Technical Consulting

Main Project Features: Iron Ore Project in feasibility phase

Positions Held: Expert Consultant: **Seconded as Community Relations Manager**

Activities Performed: Stakeholder identification and analysis, engage and consult with communities with the project footprint, develop grievance mechanism, develop a stakeholder data base, develop community investment strategy etc.

Project Name: Support local team to manage Social issues in all operations

Year: 2010

Location: Ghana

Client: Anglo Gold Ashanti

Main Project Features: Managing social issue in Iduapriem and Obuasi

Positions Held: Social Consultant

Activities Performed: Review Curriculum Vitae for applicants for the new social development department,

Project Name Cameroon EITI Validation Process

Year: 2010

Location: Yaoundé - Cameroon

Client: Cameroon Ministry of Finance

Main Project Features: Cameroon EITI Validation process

Positions Held: Consultant

Activities Performed: Conduct literature review of existing data, hold meetings with all relevant stakeholders within the public and private sector, collate data, and produce a draft EITI Validation report using the EITI grid.

Project Name Kibali Gold Mine

Year: 2009

Location: Watsa, Haut-Uélé Province DRC

Client: Border Energy – Kibali Gold Mines

Main Project Features: Gold Mining project in Feasibility phase.

Positions Held: Social Consultant

Activities Performed: Conduct household and community infrastructure survey, train local team to conduct household survey. Organise resettlement working group and resettlement working committee.

Project Name: MPD Congo Baseline Study

Year: 2009

Location: Congo Brazzaville

Client: Jumelle Technical Consulting

Main Project Features: Iron Ore Mining Project in pre-feasibility phase

Positions Held: Social Consultant

Activities Performed: Train local team to conduct household survey, develop research methodology, and conduct household survey, focus group discussion and key informants interview using participatory tools.

Project Name: Siguiiri Mine Sustainability Framework

Year: 2008

Location: Guinea Conakry

Client: Anglo Gold Ashanti

Main Project Features: Develop a sustainability framework for Siguiiri operations

Positions Held: Socail Consultant

Activities Performed: Conduct key informant interviews, conduct focus group discussions, provide training workshop to management staff and collate data to develop the mine sustainability framework.

15. CERTIFICATION:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes me, my qualifications, and my experience. I understand that any wilful misstatement described herein may lead to my disqualification or dismissal, if engaged.

NJUMA JOSEPH NJUMA Date: 23rd December 2019

[Signature of staff member or authorized representative of the firm]