

CURRICULUM VITAE



JIM MATSHO

CV: JIM MATSHO

Personal Information:

- Full Names: Jim Matsho
- Date of birth:
- ID No.:
- Gender: Male
- Contacts:
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- Physical Address: Y, 3900

Academic Qualifications:

- **1992:** Matric exemption at Ngaka Maseko High School in Mabopane → North West
- **1995:** Bachelor of Commerce in Economics → University of the North
- **1997:** Bachelor of Commerce Honours in Business Management → University of the North
- **1999:** Bachelor of Commerce Honours in Economics → Vista University
- **2002:** Master of Commerce in Marketing Management → University of Pretoria
- **2005:** Master of Business Leadership (MBL) → University of South Africa (SBL- School of Business Leadership)
- **2007:** Diploma Corporate Law → University of Johannesburg
- **2009:** Master of Commerce in Economics → University of Zululand
- **2011:** Master of Commerce in Leadership → University of KwaZulu-Natal

Short Course Completed:

- **1997:**
 - ✓ Shell Retail Service Station Management Course → Shell SA Training Centre (Stellenbosch)
 - ✓ Shell Retail Select Store Program → Shell SA Training Centre (Stellenbosch - WC)
 - ✓ Negotiation Skills Course → Shell SA Training Centre (Stellenbosch - WC)
- **1998**
 - ✓ MicroSoft Training Program (Work, Excel and PowerPoint) → Shell SA Training Centre (Rosebank)
 - ✓ Retail Franchise Course → Shell SA Training Centre (Stellenbosch - WC)
- **2002**
 - ✓ Diversity Management – TLDP 08: Transformation Leadership Development Programme (Parktown)
- **2004**
 - ✓ Anglo American plc Achievers Programme → Maccauvlei Training Centre (Vereeniging)
 - ✓ Presentation Skills Course → Avocado Vision CC (Eastgate)
 - ✓ Mondi Forests Mentorship Programmes → Mondi Divisional Training Unit (Richards Bay)

- **2006**
 - ✓ Forests Stewardship Council (FSC) Forest Management Auditors Course (Richards Bay)
 - ✓ Principles on timber measurement and control of the plantation program (Richards Bay)
- **2007**
 - ✓ Directors course: Institute of Directors (IoD) (Durban)
 - ✓ Fire Boss Level 1 → Working of Fire Programme (Zululand Fire Association – Richards Bay)
- **2013:**
 - ✓ Economic Promotion Leadership Program →GDP Global Development (London - UK)
- **2015:** Governance Training
 - ✓ Governance Workshop: Corporate Governance on King III facilitated by PwC
 - ✓ Director Development: Being a Director & King III facilitated by IoDSA under NSA
 - ✓ Leadership Capacity Building Programme offered by Regenesys – School of Public Management

Expertise:

- **Shell South Africa: 1997 – 2002**
 - ✦ Joined Shell S.A (Retail Department) in 1997 as Territory Manager managing an area of 30 service stations.
 - Training of all staff and appointment of service station dealers
 - Management of all promotions, service offering, sales analyses and mentoring staff
 - Adherence to all safety requirements at the service station as per OSH Act
 - Compiling and updating the North East region retail service station asset verification
 - Conduct market research and analyze the opposition activities in the region i.t.o network development
 - Analyze the performance of cadet sites in terms of financial and operational key performance indicators (KPI's)
 - Analyze the benchmarking exercise for sites financial performance
 - Prepare, provide and present the area business plans for budget approvals
 - Managed an operational budget of between R600 000 – R1million annually
 - Sell concepts, promotion, franchise and training to retailers including staff
 - Evaluate the lease rental, compare JHI property rates and recommend annual franchise fees
 - Ensure sound and good credit policy (must be less than 7% of total monthly sales)

- **Mondi Limited: 2002 - 2011**

- ✦ Moved to Mondi Forests in 2002 as Project Manager, and then transferred to Zululand to resuscitate the Khulanathi Woodlot Project (i.e. forestry small grower's scheme) from January 2003 until June 2005.
 - Implemented successful turn around strategy as the business realized profit levels
 - Managing staff complement of 22 personnel including 5 community foresters and four timber depots at communities
 - Achieved the highest loan repayment in six months in 2003 (highest ever collected since the scheme started in 1989)
 - 3,500 growers with at least 7,000 Ha plantation in Zululand
 - Managed an operational budget of R5m with R22m annual turnover
- ✦ Seconded to lead SiyaQhubeka Forests (Pty) Ltd as CEO from July 2005 until November 2008
 - Managing a staff complement of 25 with 7 foresters
 - Area under management: 22,500 Ha plantation in Zululand
 - Annual volume: 550,000 tonnage and R150m turnover business
 - Achieved the BBBEE and EE targets as set out by the board within two years
 - Report to the Board of Directors and had to ensure that the company complies with BBBEE Act, LRA, Employment Equity Act, National Forest and Veldfire Act, Water Act, Company Act, OSH Act, King Code of Good Governance among others legislative requirements
- ✦ Appointed as CEO of Mondi Forestry Partners Program (Pty) Ltd from December 2008 until May 2011
 - Development and capacity building of the land reform beneficiaries
 - Institutional capacity for the new community business entities
 - Skills transfer to all trustees and Board Of Directors (BOD) for community businesses

- **Duduzani Consulting CC: 2011 - now**

- ✦ Executive Director: Duduzani Consulting CC from June 2011 until now
 - Advice community on rural projects for development
 - Projects assessment for funding applications
 - Capacity development for land reform beneficiaries (i.e. trustees) in Trust/CPA's
 - Training of beneficiaries and entrepreneurs on the latest Company Act, Trust Property Act and King III
 - Interactive Economic Development Programme/Projects in conjunction with City

- **Bawethu Trucking: 2012 - now**

- ✦ Executive Manager: Bawethu Trucking CC from 2012 until now
 - Scheduling of deliveries for drivers routes
 - Management of logistics and fleet of trucks/bakkies
 - Develop and co-ordinate shift roster for drivers and staff
 - Negotiate contract including rate with Bulk Cargo Companies
 - Manage and update delivery schedule for consignment from OR Tambo International Airport

- **Moremogolo Farming (Pty) Ltd: 2015 - now**

- ✦ Chief Executive Officer: Moremogolo Farming (Pty) Ltd from 2015 until now
 - Package farming proposal for funding submission
 - Revitalization of rural and communal farming projects
 - Linkage of farmers with markets, i.e. Fresh Product Markets
 - Arrange farming short training program for farm operators and beneficiaries
 - Farm assessment and viability to establish vegetables and fruits production

Awards/Achievements:

- 1994 Obtained a distinction on Business Management 200 (BME 200) at UNIN
- 1995 South African Institute of Race Relations (SAIRR) bursary recipient – undergraduate studies
- 1996 National finalist of the Nedbank/ Old Mutual budget speech competition – undergraduate
- 1996 Free bursary from R.H. Hagard Trust Scholarship for Honours degree in Business Management
- 1997 National finalist of the Nedbank / Old Mutual budget speech competition – postgraduate
- 1998 White Water Award for breakthrough operational performance – Shell S.A Retail (North East Region)
- 2001 Obtained a distinction mark on Transformation Process: Goods and Services (MBL 221V) at UNISA (SBL)
- 2004 Obtained a distinction mark on Research Report: Dissertation (MBLREP – P) at UNISA (SBL)
- 2007 Mondi Forests: Outstanding Delivery Performance and the Sustainability Award
- 2008 BMF KwaZulu-Natal Manager of the Year Recipient and national finalist
- 2009 Mondi Forests: Diamond Award for Sustainability

Leadership Roles:

- 1992 Chairman of 1992 Matric Fund Raising Project at Protec – Program for Technological Careers (Saturday School)
- 1992 John Wesley Society – Methodist Church of SA: Wesley Guild Culture Convener and committee member
- 1995 Robert A.M Thema Society: Methodist Church – Turfloop Wesley Guild Transport Organiser
- 1995 Founder member of Black Management Forum Student Chapter at University of the North
- 1996 Faculty of Management Science: Business Management Honours class representative
- 1996 First Secretary General of UNIN Postgraduate Association
- 2001-2 John Wesley Society – Methodist Church of Southern Africa: Society Steward / Church Leader
- 2001-4 John Wesley Society – Methodist Church of Southern Africa: Young Men’s Guild Treasurer
- 2002 Member of Mondi Limited Group Transformation Committee
- 2002 Founder member and first President of Ngaka Maseko High School Alumni Association since inception. The first high school alumni association to be launched by the Education Department (North West Province)
- 2003-6 Methodist Church of Southern Africa - Mabopane Circuit Young Men’s Guild Treasurer
- 2006-9 Methodist Church of Southern Africa – Limpopo District Young Men’s Guild Committee Member
- 2008 Black Management Form (BMF) KZN North Coast branch: MANCO member as Chairperson
- 2010 Black Management Form (BMF) KZN Province: Acting Deputy Chairperson
- 2010-14 Methodist Church of Southern Africa – Limpopo District Young Men’s Guild Treasurer
- 2011-15 Black Management Form (BMF) KZN Province: Chairperson
- 2011-now Bakgatlha Ba Mookane Development Committee Chairperson
- 2013 -now Khulanathi Co-operative Limited Chairperson
- 2013 Acting board chairperson of Khulanathi Forests (Pty) Ltd
- 2014-now Khulanathi Forests (Pty) Ltd – Board Chairperson
- 2014-now uThungulu Community Foundation (UCF) Deputy Chairperson
- 2016-now Methodist Church of Southern Africa –YMG Connexional General Treasurer

Unpublished Papers

- "The 1995 budget speech stressed the government's "commitment to reducing the budget deficit". Do you think the planned deficit before borrowing of 5.8% of GDP was acceptable? If not, how could the deficit have been reduced more quickly? To what levels?" And over what time period. Nedbank/Old Mutual budget speech competition. Undergraduate category, University of the North, 1995.
- "Are large government deficits associated with slow economic growth? Why? Discuss, with particular reference to cross-country research." Nedbank/Old Mutual budget speech competition. Postgraduate category, University of the North, 1996.
- "The impact of consumer preferences, attitudes, needs, product consumption patterns, buying behaviour and social influences on the viability of Four Square Shopping Complex." B.Com (Hons) (Business Management) Research Report, University of the North, 1996.
- "The sustainability, viability, growth and survival of the petrol service stations in Mabopane Township." B.Com (Hons)(Economics) Research Report, Vista University - Mamelodi, 1999.
- "Factors affecting the profitability of the service stations in the franchise environment." M.Com Dissertation, University of Pretoria, 2001.
- "The effect of African culture on the leadership and management of Black African Chief Executive Officers in South Africa." MBL Dissertation, University of South Africa – Graduate School of Business Leadership, 2004.
- "The retail petrol industry in South Africa." M.Com Dissertation, University of Zululand, 2009.
- "Land Reform Projects as LED Contributors: KwaZulu-Natal Case Studies." M.Com Dissertation, University of KwaZulu-Natal, 2011.

Expertise/Specialization:

- Operation management (Forestry, SMME, Logistics & Transport)
- Corporate Governance (Company Act, King III, Trust Property Act, PFMA)
- Economics (Development Economics, Petroleum Economics, Minerals/Energy Economics)
- Agriculture (Land reform, agro-processing and rural development)
- Business Strategy Development
- Finance (Corporate & SMME)
- Transformation (BBBEE & Employment Equity)

Professional Organisational Membership:

- African Farmers Association of South Africa (AFASA)
- Black Management Forum (BMF)
- Black Methodist Consultation (BMC)
- Economic Society of South Africa (ECSA)
- National African Farmers Union (NAFU)
- National African Federation Chamber of Commerce (NAFCOC)
- South Africa Marketing Research Association (SAMRA)

Non-Executive Director

- Bawethu Trucking (Pty) Ltd #
- Gxabhashiye Trading (Pty) Ltd #
- Imbadlulo Trading (Pty) Ltd
- Khulanathi Forests (Pty) Ltd
- Moremogolo Farming (Pty) Ltd #
- National Skills Authority (NSA)
- Reflect International (Pty) Ltd #
- uThungulu Community Foundation (UCF)
- Waterberg Economic Development Agency (WEDA)

NB:

Entity that founded and incorporated director with more than +30% shareholding

Council Membership

- Mthashana TVET College

Board Committees

- Member:
 - ✓ UCF: Grants Making Committee & Management Committee
 - ✓ Khulanathi: Audit & Risk)
- Chairperson
 - ✓ Chairperson: Khulanathi Forests (Pty) Ltd
 - ✓ Deputy-Chairperson: uThungulu Community Foundation (UCF)

Council Committees

- Mthashana TVET College
 - ✓ Audit & Risk Committee
 - ✓ Human Resource Committee
 - ✓ Industry and Liaison Committee

Previous Board Appointments

- Argattu Trading 22 (Pty) Ltd
- Black Management Forum (BMF)
- Mondi Forests Partners Program (Pty) Ltd
- SiyaQhubeka Forests (Pty) Ltd
- Tshwane Economic Development Agency SoC (Pty) Ltd (TEDA)

Previous Board Committees

- Chairperson: Remuneration & Ethics (TEDA)
- Committee Member
 - ✓ Audit & Risk Committee: Argattu Trading (Pty) Ltd
 - ✓ Project Committee: TEDA SoC (Pty) Ltd
 - ✓ FinRisk Committee: TEDA SoC (Pty) Ltd
 - ✓ Nomination Committee & HR Committee: BMF
 - ✓ Remuneration Committee: BMF

Trusteeship

- Bakgatla BaMookane Community Trust
- Khulanathi Growers Trust
- BMF Trust

Co-operative

- Founder member: Tsa-Bakgatlha Ba Mookane Agriculture and Projects Co-operative Limited
- Founder member: Khulanathi Co-operative Limited

Conference, Summit & Papers/Article Presentation

- 2009: UniZulu – Faculty Conference: Economic Department
- 2011: BMF – Conference Facilitator
- 2012: BMF – Conference Facilitator
- 2015: NDP 2030 Vision Summit – 17th – 18th June 2015, Emperors Palace → Food Security Panelist