



Cape EA Prac Company Profile

Registered Environmental Assessment Practitioner:
Number 2019/1444

Cape Environmental Assessment Practitioners (Pty) Ltd was established in March 2008 by Directors **Doug Jeffery** and **Louise-Mari van Zyl**. The full time professional team includes: **Melissa Mackay** (Practitioner / GIS / ECO), **Dale Holder** (Practitioner / GIS / ECO), **Siân Holder** (Practitioner / Environmental Education), **Onke Nandipha** (Project Assistant) and **Carin Naudé** (Business Administrator).

The firm implements legislation under the National Environmental Management Act (NEMA), National Environmental Management: Waste Act (NEM:WA) and the National Environmental Management: Air Quality Act (NEM:AQA).

Our main services include:

- Environmental Impact Assessments (EIA's & Basic Assessments)
- Environmental Management Policies & Plans (EMMP's)
- Environmental Control & Monitoring (ECO)
- Environmental Audits
- Environmental Education & Interpretation
- Environmental Constraints Analysis
- Public Participation & Stakeholder Engagement
- Outeniqua Sensitive Coastal Area Permits (OSCA)
- Forestry Applications (for removal/pruning of protected species)
- GIS & Mapping
- Retrospective Damage Assessment (Section 24G)
- Rehabilitation Plans
- Coastal Water Discharge Permits
- Air Quality Licence Applications (AEL's)
- Waste Management Licence Applications (Waste Licence)

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Cape Environmental Assessment Practitioners (Pty) Ltd



The Team

Doug Jeffery - Director

Doug Jeffery obtained a Bsc with majors in Botany and Zoology at the University of Cape Town (UCT) and went on to obtain his MSc in Botany also at UCT. He has worked extensively in the Western-, Southern- and Eastern Cape both as a professional Botanist and co-ordinating EIA processes for over 20 years. He has been registered with the South African Council for Natural Scientific Professions as a Natural Scientist since 1990. He is also registered with the Interim Certification Board for Environmental Assessment Practitioners of South Africa.



Melissa Mackay Senior Practitioner / GIS / ECO

Melissa obtained her National Diploma in Nature Conservation from PE Technicon in 1996 and a BTech from NMMU in 2013. She gained experience in various fields, including animal handler & farm manager in the United Arab Emirates (1997-1999), Tourism Manager for the Western Cape Nature Conservation Board (now Cape Nature) and onboard observer on commercial fishing vessels. She started working as an Environmental Practitioner in 2006. Her main duties include Process Management for Environmental Impact Assessment, GIS & Mapping, Damage Assessments, Environmental Management Plans, ECO and Public Participation.



email: mel@cape-eaprac.co.za

Siân Holder - Practitioner / ECO

Siân has a National Diploma in Nature Conservation, a BTech Nature Con (NMMU) and a Masters Degree in Environmental Education (Rhodes University). She worked at Tsitsikamma National Park as an Environmental Education Officer on environmental education programmes for Wilderness Foundation SA. She then served as the Experiential Education Manager and wilderness guide for Wilderness Foundation. She joined the environmental consulting vocation in 2008.



email: sian@cape-eaprac.co.za

Louise-Mari van Zyl Director / Principal Practitioner

Louise-Mari van Zyl holds a Masters degree in Geography & Environmental Sciences from the University of Stellenbosch. She worked as an Environmental Assessment Practitioner (EAP) since 2002 on projects in the Eastern, Southern, Western & Northern Cape provinces. She is registered as an EAP with the Interim Certification Board for Environmental Assessment Practitioners of South Africa.



email: louise@cape-eaprac.co.za

Dale Holder Senior Practitioner / GIS / ECO

Dale graduated from the Technicon Pretoria in 1999 with a National Diploma in Nature Conservation. He worked as a Socio-Ecologist for SANParks and as Project Manager for the Department of Marine and Coastal Management. He started working as an environmental practitioner in 2002. He has experience in Environmental Planning, Environmental Management Plans and Frameworks, Process Management of Environmental Impact Assessments, GIS & Mapping, Environmental Control and Rehabilitation Management & Design.



email: dale@cape-eaprac.co.za

Carin Naudé Business Administrator

Carin obtained a BBA degree through UNISA. She gained extensive experience in business management and administration since 1988. She joined Cape EAPrac in June 2008 and is responsible for the day to day administrative functions of the business. Her acquired knowledge and leadership skills enables the rest of the team to function efficiently in their respective fields.



email: carin@cape-eaprac.co.za

Onke Nandipha - Project Assistant

Onke obtained a BSc in Environmental Sciences (2017) and a BSc Honours in Geography in 2018. He is appointed to gain practical knowledge and experience in the environmental management field. His excellent communication skills in both English and Xhosa, combined with his knowledge and understanding of environmental management makes him a valuable asset on projects where language barriers are a constraint.



email: onke@cape-eaprac.co.za

PROJECT EXPERIENCE INCLUDES

Reverse Osmosis Desalination; Sensitive Environmental Management including National Parks/Conservation Areas & World Heritage Sites; Renewable Energy Projects (Solar & Wind); Waste Management License Applications for Waste Disposal Sites, Sewerage Plants & Abattoirs; Waste-to-Energy Projects including Biogas Facilities; Marine Aquaculture; Filling Stations; Air Emission Processes for Sawmills, Brick Works & Processing Plants; ECO responsibilities on Private & State Housing Developments, Provincial & Municipal Roads and Infrastructure, Private, Provincial & Municipal applications for development of infrastructure, housing & commercial components

LIST OF ONGOING **CAPE EAPRAC**
PROJECTS IS AVAILABLE
ON REQUEST.
PLEASE VISIT OUR
WEBSITE FOR MORE DETAILS
www.cape-eaprac.co.za



Melissa Cornwell Mackay

Personal Details:

Date of Birth	07 March 1971
ID Number	7103070033084
License	Code 10 (no PDP at present)
Languages	English and Afrikaans (reading, writing and speaking)
Health	Very good
Computer Literacy	Excel, Word, PowerPoint, MS Projects, CRS bookings program, CorelDraw, Email and Internet, GIS, ArcView, SANBI's BGIS online Land Use Decision Support, Cape Farm Mapper, Windeed, Google Earth Pro and Joomla website design.

Overview

I have been employed as a senior Environmental Assessment Practitioner from 2006 to present working in various provinces in South Africa, as well as in the Republic of Congo. I have been involved in a number of projects including the Sedgefield Desalination Plant, Algoa Bay Marine Aquaculture Facility, Karatara River Weir (Knysna), Lunsklip Windfarm (Still Bay), Humansrus Solar PV facilities (Prieska), Uniondale Wastewater Treatment Works, George Airport radar tower, hotel and filling station, multiple residential and road projects, Environmental Management Programmes and Ecological Control Officer duties and facilitated several biogas facilities to completion. I wrote and compiled the Environmental Impact Assessment documents for an anti-poaching base in the Odzala-Koukoua National Park in the Republic of Congo (Brazzaville) as well as the Motivation Report and Draft Norms & Standards for the Treatment of Organic Waste in South Africa.

I have worked very closely with the South African National Parks (SANParks) Environmental Planner for the Garden Route as well as with CapeNature, with whom I was previously employed. Please see details below regarding work experience.

I obtained my BTech degree in Nature Conservation with the Nelson Mandela Metropolitan University. Please see details below regarding education.

Tertiary Education

2011 - 2013	Saasveld Campus, NMMU	George
	<ul style="list-style-type: none">▪ Successfully completed a BTech Nature Conservation.▪ Subjects completed include Conservation Management I, Research Methodology (with Distinction), Resource Management IV, Plant Studies IV, Freshwater Management IV (with Distinction) and Coastal and Marine Management I.	
1994–1996	Saasveld Campus, PE Technikon	George
	<ul style="list-style-type: none">▪ Successfully completed a National Diploma Nature Conservation.	
1990	Rhodes University	Grahamstown

- 1st year non continuous pass in Journalism, Drama and English Literature.

Experience

June 2008 – Present

- Currently one of the senior Environmental Consultants at *Cape EAPrac* in George in the Southern Cape.
Duties include baseline assessments, damage and rehabilitation assessments, Environmental Impact Reports and Applications with related public participation exercises, Coastal Waters Discharge Permits, Ecological Control on site, GIS mapping for development projects and processing and responses to Appeals on Environmental Authorisation.
- Have presented at several conferences, workshops and training platforms on the topics of organic waste, biogas and project specific topics, notably aquaculture and desalination.
- Currently facilitating the task team for the development of Norms & Standards for the treatment of Organic Waste in South Africa and authoring the Motivation Report and Norms & Standards for submission to the national Department of Environmental Affairs. The documents are currently out for public review at www.cape-eaprac.co.za.
- Co-opted onto the working streams (organic waste stream) of Operation Phakisa for Waste from July to August 2017 as part of a presidential initiative to unlock the waste economy.
- Working knowledge of applicable legislation and policies.
- Facilitation of Environmental Impact Assessments in terms of the National Environmental Management Act (NEMA) and project management during process.
- Co-author of the Development of Draft Norms & Standards for Waste Management in the Red Meat Abattoir Industry which is being developed to improve the waste strategy of abattoirs in South Africa.
- Co-author of the Legislative Analysis for Biogas in South Africa for the Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ).
- Developed an interactive management tool for the Biogas Working Group to assist in legal process management.
- Guest lecturer for IBBK Fachgruppe Biogas GmbH in December 2014, June 2015 and February 2016 on South African Legislation and biogas implementation.
- Convener and speaker for the South Cape Weeds Forum, a joint forum with the Department of Agriculture to promote the combating of alien weeds in the Southern Cape.
- Designed the company's website (www.cape-eaprac.co.za) and manage and maintain content.
- The Karata River Weir project which I managed was awarded second place for the South African Institute of Civil Engineering (SAICE) 2014 Environmental Division Awards.
- Project managed by myself chosen as 2010 IAIAAsa Premium Awards Finalist for excellence in Integrated Environmental Management.

October 2006 – June 2008

- Previously one of the two senior Environmental Consultants at HillLand Associates in George in the Southern Cape.
- Duties include baseline assessments, damage and rehabilitation assessments, Environmental Impact Reports and Applications with related public participation exercises, Ecological Control on site, GIS mapping for development projects and processing and responses to Appeals on Environmental Authorisation.
- Facilitation of Environmental Impact Assessments in terms of the National Environmental Management Act (NEMA) and project management during process.
- Also coordinated Environmental Liaison Committees for various projects as well as preparing of monthly compliance reports, Environmental Management Plans and assisting in Environmental Management Frameworks. Started a program of providing information regarding the EIA process

to conservancies via the Outeniqua Conservancy Forum.

April 2004 – September 2006

- Floor supervisor, retail assistant and receiving clerk at Wordsworth Books in George.
- Managing the family farm while my parents are in the UK. We had a small dairy herd and made cheese for restaurants. Apart from the day-to-day animal husbandry, I have been responsible for the bookwork and staff management. We have also been extensively involved with Cape Nature Conservation as members of the Herold Conservancy with regards land clearing, clean up programmes and fire management.
- Was employed on a contract basis by Capricorn Fisheries in Cape Town as an onboard observer on commercial fishing vessels operating from St Helena Bay and Cape Town harbour.

2000–2004 Western Cape Nature Conservation Board

Tourism Manager

- Initiated and established the Breede River Bookings Office in Bredasdorp in January 2003. The office was set up to process bookings for De Hoop (including Potberg Environmental Centre and the Whale Trail), De Mond, Grootvadersbosch, Marloth, Anysberg and Walkerbay nature reserves. The office brings in at least half of the revenue received by the Board for tourism activities.
- Act as tour guide, ecological control officer and information officer whenever necessary.
- Responsible for maintaining relations between local tourism organisations / facilities and the reserve.
- Part of the team responsible for tourism development including infrastructure on De Hoop Nature Reserve, including the construction and implementation of the De Hoop Whale Trail.
- Responsible for finances generated by the Bookings Office, as well as expenditures.
- Was co-opted onto the Suidpunt Tourism Bureau for 2003/2004.
- Attended the Durban Indaba for the Board in 2002 and 2003.
- Responsible for setting up and manning of exhibitions in the Overberg region, including agricultural shows, TVOS Fly-In etc.
- Supervise clerks, housekeeping and maintenance teams for all tourism activities on the reserve, these include campsites, self-catering chalets, 5 day hiking trail, Lekkerwater luxury accommodation, mountain bike trails, day trails, information centre and day visitors.
- Supervise bookings and administration staff in Bredasdorp and acted as liaison for personnel from reserves.
- Supervise implementation and correct utilisation of bookings computer.
- Responsible for keeping tourism facilities up to an acceptable standard.
- Act as liaison between members of the public and the organisation.
- Responsible for the drawing up and implementation of budgets and APO for the tourism section.

1997–1999 Various (Worldwide)

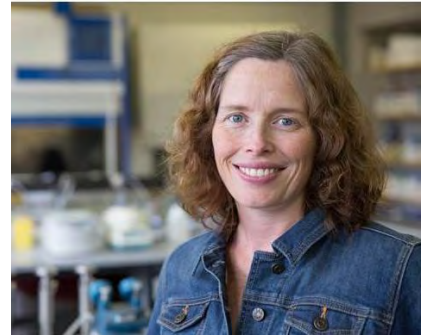
- Summer camp counselor in the United States of America.
- Receptionist on Burgh Island hotel, Devon, United Kingdom.
- Animal handler and farm manager for Sharjah Desert Park's breeding centre in the United Arab Emirates. The breeding centre was established to create a core population of endangered Arabian wildlife, initially in zoo conditions. The animals ranged from Arabian leopards, cheetahs, wolves and foxes, all varieties of wild cats, to birds and reptiles as well as small mammals. My responsibilities were foxes, some of the bird species and domestic Arabian livestock for showing. The work entailed quite extensive animal husbandry.

**Short
Courses**

- Strawberry picking, fruit packing and other temporary work in the United Kingdom.
 - Photographer for Capital Photography at the London Dungeon, United Kingdom.
- Ocean Divers International Open Water One Scuba Training, Plettenberg Bay, 1991
- Problem Animal Control, Kalahari 1994
- Field Ranger Training, included plant id, animal tracking, orienteering, first aid and weapons training 1996
- Help Emergency First Aid, George, 1997
- Client Care and Communication, Cape Town, 2001
- Skippers License (theory only), Bredasdorp, 2002
- Law Enforcement, Bredasdorp, 2002
- Human Resources Workshop, Cape Town 2003
- Microsoft Excel XP Advanced, Cape Town, 2003
- Microsoft PowerPoint XP Advanced, Cape Town, 2003
- Commercial Fish Identification off South African Waters, 2004
- Observer Protocols on land and at sea, 2004
- Introduction to International Fishing Law, 2004
- Safety at Sea, 2004
- Introduction to ArcGis II, 2007
- NEMA 2006 EIA Regulations 2007
- NEMA Integrated Coastal Management Act, George, 2010
- NEMA 2010 EIA Regulations, 2010
- Joomla Web Design Course, 2010
- Business Report Writing, 2011
- NEMA 2014 EIA Regulations, 2014
- NEMA 2017 EIA Regulations, 2017.

References

- Ms Louise-Mari Van Zyl** (Director), Cape EAPrac, P.O. Box 2070, George, 6530, (044) 874 0365.
- Mr Jason Gifford** (Chairman: SABIA, Director: Logicalwaste), Logicalwaste, P.O. Box 954, Honeydew, 2042, 082 615 0747
- Ms Ena McIntyre** (Botanical Society), 18 Murray House, 21 De la Fontaine Street, George, 6529, (044) 873 3781
- Mr Tierck Hoekstra** (Business Unit Manager), De Hoop Business Unit, P.O. Box 594, Onrus River, 7201 (028) 316 3338 or 082 496 2447.
- Mr Ben Swanepoel** (Previously Conservation Manager, Marloth Nature Reserve near Swellendam, currently serving as Site Coordinator for the Wildlife Conservation Society in Laos), PO Box 6712, Vientiane, Lao PDR 01000, +856-21 215400.
- Mr Anton Schmidt** (Head of Department, Nature Conservation), Saasveld, Pvt Bag X6531, George, 6530, (044) 801 5031.
- Ms Maretha Alant** (Environmental Planner) Garden Route National Park, SANParks, P.O. Box 3542, Knysna, 6570, (044) 302 5624.



Personal Details

Full Name	Jackie Dabrowski
DOB	18 January 1978
Natinality	South African
Marital Status	Married
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Phone	+27 083 256 3159
ID number	7801180057089

Key areas of expertise

Aquatic ecology, drought and water quality, eutrophication, fish and macroinvertebrate diversity, fish kill investigation, aquatic food webs, biodiversity of ephemeral waterbodies, land rehabilitation using dung beetles, editing of scientific literature.

Education

Completed	Degree and Institution
2008	BSc in Biological Sciences, University of Canterbury, New Zealand
2009	BSc (Honours) in Entomology <i>Cum Laude</i> , University of Pretoria, South Africa
2011	MSc in Veterinary Science <i>Cum Laude</i> , University of Pretoria, South Africa.
2014	PhD in Veterinary Science, University of Pretoria, South Africa

Employment & work-related experiences

2016 – present	Co-Director of Confluent Environmental, Aquatic Ecologist.
2016 – present	Research Associate: Nelson Mandela University
2016 – present	Extraordinary Lecturer: University of Pretoria
2014 - 2016	Senior Researcher, CSIR
2012 - 2013	Ph.D. Researcher, CSIR/DST-NRF
1997 - 2006	Flight Centre, South Africa and New Zealand
1996	Air Vacations, Travel Consultant, United Kingdom

Memberships

SACNASP registration for Aquatic Science (Registration # 115166)
South African Society of Aquatic Scientists

Other Training

SASS5 biomonitoring training course, Sabie, 2009 (Accreditation current)
Wetland Plant Identification, SANBI, 2016
Water quality monitoring using diatoms, North-West University, 2018
Estuary Management Course, Nelson Mandela University, 2018

Publications & Contributions

Badenhorst, J., **Dabrowski, J.**, Scholtz, C.H., & Truter, W.F. (2018). Dung beetle activity improves herbaceous plant growth and soil properties on confinements simulating reclaimed mined land in South Africa. *Journal of Applied Soil Ecology*, *In Press*.

Dabrowski, J., Oberholster, P., Steyl, J., Osthoff, G., Hugo, A., Power, D.M., van Wyk, J.H. (2017). Thyroid function of steatitis-affected Mozambique tilapia *Oreochromis mossambicus* from a subtropical reservoir. *Diseases of Aquatic Organisms*, 125: 101-113.

Dabrowski, J., Baldwin, D.S., Hill, L., Shadung, J., Dabrowski, J.M. (2017). The impact of desiccation on the mobility of nutrients and metals from the sediments of Loskop Reservoir, Olifants River. *Water SA*, 43: 7-16.

Lübcker, N., **Dabrowski, J.**, Zengeya, T.A., Oberholster, P.J., Hall, G., Woodborne, S. and Robertson, M.P. (2016). Trophic ecology and persistence of invasive silver carp *Hypophthalmichthys molitrix* in an oligotrophic South African impoundment. *African Journal of Aquatic Science* 41(4): 399-411.

Dabrowski, J.M., **Dabrowski, J.**, Hill, L., MacMillan, P. and Oberholster, J. (2014). Fate, transport and effects of pollutants originating from acid mine drainage in the Olifants River, South Africa. *River Research and Applications*, doi: 10.1002/rra.2833.

Dabrowski, J., Hall, G., Lubcker, N., Oberholster, P.J., Phillips, D.L. and Woodborne, S. (2014). Piscivory does not cause pansteatitis (yellow fat disease) in *Oreochromis mossambicus* from an African subtropical reservoir. *Freshwater Biology*, 59: 1484-1496.

Dabrowski, J., Oberholster, P.J., and Dabrowski, J.M. (2014). Water quality of Flag Boshielo Dam, Olifants River, South Africa: Historical trends and the impact of drought. *Water SA*, 40: 345-358.

Lubcker, N., Zengeya, T.A., **Dabrowski, J.** and Robertson, M.P. (2014). Predicting the potential distribution of invasive silver carp *Hypophthalmichthys molitrix* in South Africa. *African Journal of Aquatic Science*, 39: 157-165.

Dabrowski, J., Oberholster, P.J., Dabrowski, J.M., Le Brasseur, J. and Gieskes, J. (2013). Chemical characteristics and limnology of Loskop Dam in light of recent fish and crocodile mortalities. *Water SA*, 39: 675-686.

Oberholster, P.J., **Dabrowski, J.** and Botha Anna-Maria. (2013). Using modified multiple phosphorus sensitivity indices for mitigation and management of phosphorus loads on a catchment level. *Fundamental Applied Limnology* 182(1): 1-16.

Chaplot, V., **Brown, J.**, Dlamini, P., Eustice, T., Janeau, J-L., Jewitt, G., Lorentz, S., Martin, L., Nontokozi-Mchunu, C., Oakes, E., Podwojewski, P., Revil, S., Rumpel, C. and Zondi, N. (2011). Rainfall simulation to identify the storm-scale mechanisms of gully bank retreat. *Agricultural Water Management* 98(11): 1704-1710.

Brown, J., Scholtz, C.H., Janeau, J-L., Grellier, S. and Podwojewski, P. (2010). Dung beetles (Coleoptera: Scarabaeidae) can improve soil hydrological properties. *Applied Soil Ecology* 46: 9-16.

Language skills

Language	Speaking	Reading	Writing
English	Excellent	Excellent	Excellent
Afrikaans	Basic	Fair	Basic

References

Prof. C.H. Scholtz	chscholtz@zoology.up.ac.za	082 8848594
Prof. P.J Oberholster	poberholster@csir.co.za	076 3907689
Adrian Haagner	adrian@agreenco.co.za	082 2143738

Project Experience

Please turn over >>>

Recent Project Experience

For further details please contact me directly at jackie@confluent.co.za

Time span	Nature of project	Capacity	Industry / Sector	Client / Developer	Country (Province)
2018	Restoration plan following cyanide non-compliance at New Liberty Gold Mine	Aquatic Ecologist	Mining / Gold	Avesoro / Enviro-Insight	Liberia (Grand Cape Mount County)
2018	Water use license application and specialist assessment	Aquatic Ecologist	Urban Development	M&T Development / Enviro-Insight	South Africa (Gauteng)
2018	Environmental authorisation assessment	Project Manager	Urban Development	SMEC / Knysna Municipality	South Africa (Western Cape)
2018	Monitoring of a slurry spill at Lonmin Mine	Aquatic Ecologist	Mining / Platinum	Agreenco / Lonmin	South Africa (North West)
2018	Aquatic ecosystem health and rehabilitation of upper reaches of the Jukskei River.	Aquatic Ecologist	Urban development	Advisian / City of Ekurhuleni	South Africa (Gauteng)
2018	Biodiversity of branchiopods in Tswalu Kalahari Reserve	Aquatic Ecologist	Conservation	Tswalu Foundation	South Africa (Northern Cape)
2018	Environmental Impact Assessment and Water Use License inputs	Aquatic Ecologist	Agriculture	Gorra Water	South Africa (Western Cape)
2015-2018	Dung beetles in mine rehabilitation	Project leader	Mine rehabilitation / coal	Coaltech	South Africa (Mpumalanga)
2017-2018	English editing and scientific review (multiple)	Scientist	Academic	Nelson Mandela University	South Africa (Western Cape)
2017	Aquatic Biodiversity Assessment	Aquatic Ecologist	Mining / Platinum	Agreenco / Lonmin	South Africa (North West)
2017	Risk assessment for river rehabilitation plan	Aquatic Ecologist	Mining / Platinum	Agreenco / Lonmin	South Africa (North West)
2017	Biodiversity of ephemeral pans	Aquatic Ecologist	Conservation	Tswalu Foundation	South Africa (Northern Cape)
2017	Dung beetle breeding consultation	Entomologist	Animal health	MSD Animal Health	South Africa (Mpumalanga)
2017	Fish kill investigation (Wilge River)	Aquatic Ecologist	Conservation	Ernest Oppenheimer & Son	South Africa (Mpumalanga)
2017	Scoping Study (Vioolsdrift Dam)	Aquatic Ecologist	Dam	Imperata / AECOM	South Africa (Northern Cape)
2016	Water Use License, specialist report	Aquatic Ecologist	Agriculture	Bokamoso / Drafstap	South Africa (KwaZulu-Natal)
2016	Water Use License, specialist report	Aquatic Ecologist	Agriculture	Bokamoso / Triple C	South Africa (KwaZulu-Natal)

2016	Environmental Impact Assessment for an off-stream dam	Aquatic Ecologist	Agriculture	Bokamoso / Triple C	South Africa (KwaZulu-Natal)
2016	Water Use License, specialist report	Aquatic Ecologist	Agriculture	Bokamoso / AFT	South Africa (KwaZulu-Natal)
2016	Water Use License, specialist report	Aquatic Ecologist	Agriculture	Bokamoso / Robbertze	South Africa (KwaZulu-Natal)
2016	Water Use License, specialist report	Aquatic Ecologist	Agriculture	Bokamoso / De Loskop	South Africa (Limpopo)
2016	Water Use License, specialist report	Aquatic Ecologist	Agriculture	Bokamoso / Onverwacht	South Africa (Limpopo)
2016	Water Use License, specialist report	Aquatic Ecologist	Agriculture	Bokamoso / Kalkgat	South Africa (Limpopo)
2016	Statistical analysis of livestock feeding trials	Scientist	Agriculture	Urban Farmer	South Africa (Gauteng)
2016	Fish kill investigation	Aquatic Ecologist	Mining / Gold	Enviro-Insight	Liberia (Grand Cape Mount County)
2009-2013	Upper Olifants River Risk Assessment	Water Quality Specialist & Aquatic Ecologist	Research	Coaltech / Olifants River Forum	South Africa (Mpumalanga)
2011-2012	Water quality monitoring and assessment (Emmarentia Dam)	Aquatic Ecologist	Recreation	Dabulamanzi Canoe Club	South Africa (Gauteng)
2014	Fish kill investigation, Eikeboom pan	Aquatic Ecologist	Mining / Coal	Optimum Coal	South Africa (Mpumalanga)
2014	Fish kill reporting website design	Aquatic Ecologist	Mining / Coal	Coaltech	South Africa (Mpumalanga)
2010	Environmental Impact Assessment for proposed road improvements, Burgersfort.	Aquatic Ecologist	Transport	Envirobalance	South Africa (Limpopo)
2009	Environmental Impact Assessment for bridge, King Williamstown	Aquatic Ecologist	Transport	Envirobalance	South Africa (Eastern Cape)