

## CURRICULUM VITAE

Dr. Gloria Somolekae

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### 1. PERSONAL DETAILS

Gender: Female

Nationality: Motswana

Date of Birth: November 3rd, 1958

### 2. EDUCATIONAL QUALIFICATIONS

- PHD in Public Administration, 1994, ***The Maxwell School***, Syracuse University. USA.
- MA in Public Policy and Administration, 1983, ***Institute of Social Studies***, The Hague, Holland.
- BA Degree in Public Administration and Political Science, 1981 ***University of Botswana and Swaziland***.

### 3. HONORS/AWARDS

- Recipient of the ***Presidential Order of Honor*** – Awarded by His Excellency the President of the Republic of Botswana in September 2008

Botswana | Letshego Place, Plot 22, Khama Crescent | P.O. Box 381 | Gaborone | Tel: (+267) 364 3300 | Fax: (+267) 319 0416

Letshego Holdings Limited incorporated in Botswana, Registration Number Co.98/442. Letshego Holdings Limited is listed on the Botswana Stock Exchange ISIN BW 000 000 1247

**Executive Directors:** A. F. Okai (Group Chief Executive) (Ghana), G. Muteiwa (Chief Finance Officer) (Zimbabwe)

**Non-Executive Directors:** E.N. Banda (Chairman) (RSA); R.N. Alam (UK); H. Karuhanga (Uganda); C.Lesetedi (Botswana); S.D. Price (UK);

Dr. G. Somolekae (Botswana); G.L. van Heerde (RSA); A. Odubola (Nigeria); P. Odera (Kenya); R. Hoekman (Netherlands).

**Alternate Directors:** T.I. Mutasa (Zimbabwe - Alternate to R.N Alam); Michael Viljoen (RSA - Alternate to G.L. van Heerde).

**Company Secretary:** Matshidiso Kimwaga

- **Botswana's 50 Inspirational and Formidable Women**, Recognized in September 2016 by W.A.V.E

#### 4. KEY COMPETENCIES AND SKILLS

- Strong analytical and writing skills.
- Extensive experience in research on a wide variety of governance and public administration topics.
- Research design, and data analysis.
- Demonstrated competencies in policy analysis; policy design, monitoring and evaluation.
- Ability to work in multicultural teams without supervision.
- Leadership skills with high regard for impact and results.
- Strategic thinker and thought leader, with the ability to analyze, synthesize, and systematically present information.
- Extensive leadership abilities, in government, civil society and private sector. Well-rounded leader
- Good management skills, with sound analytical and communication skills
- Experience in evaluating initiatives and giving strategic direction
- Well experienced in writing papers with excellent presentation skills
- Training facilitation, and strategy development

#### 5. WORK EXPERIENCE

**a) Currently: Head of Governance and Administration (Senior Research Fellow)**, the Botswana Institute for Development Policy Analysis (BIDPA)

BIDPA is a policy think tank that does policy analysis on a wide range of policy issues in support of government development efforts.

**b) Managing Director, GS Development & Strategy Consulting**

From 2015 until Mid-2019: Consulting on a number of areas, including Development Management, Rural Development Policy and practice; customer satisfaction surveys; Policy Analysis; Project Evaluation; Policy Design and Monitoring; Gender and Development; Election Management and Democracy Building; Local Governance issues; Local Economic Development; Community mobilization methodologies; capacity building frameworks and other broader social science subjects.

**c) Specially Elected Member of Parliament in February 2011 to October 2014.**

During this period in Parliament, I also briefly became a Member of the Pan-African Parliament. This was before becoming a member of Cabinet. In this capacity I served in the following Ministries;

- Deputy Minister: Ministry of Finance and Development Planning. The Ministry responsible for Development Management and Planning, Budget formulation and Administration, and overseeing some of the State-Owned Enterprises.
- Tasked by His Excellency the President in 2012 to Review the mandate and operations of the work of the Rural Development Council. This review was the basis for major rural development reforms in 2012 including the relocation of the Rural Development Function from the Ministry of Finance to that of Local Government and Rural Development. Government undertook major policy reforms as a result of the review I conducted.
- Office of the President (Responsible for Poverty Eradication. Disability issues and HIV Policies coordination.) Still in the Deputy Minister Capacity.
- Ministry of Health, (service delivery, stakeholder engagement and policy formulation and implementation)

**d) Program Director, W.K. Foundation, Africa office; (October 2006 until June 2009 based in Pretoria, South Africa); portfolio involved; *3 Curriculum Vitae – Dr. Gloria Somolekae***

- Overseeing the W.K. Kellogg Foundation Program in Botswana, Malawi, Zimbabwe and Mozambique. The program followed a place-based programming approach. Grant-making, budgeting and ensuring money spent for purpose. Monitoring and evaluation. Building partnerships with governments and the private sector.

- Also had the responsibility to be the link between other donors and the W.K. Kellogg Foundation

**e) Policy Advisor; W.K. Kellogg Foundation (April 2001 to 2003):**

Policy Advisor for the Kellogg Program in Southern Africa. This involved:

- Reviewing the Rural Development Policies and programs, including poverty reduction strategies of countries in which The Kellogg Foundation rolled out its Poverty Reduction Initiatives. Identifying areas of possible collaboration, stakeholder engagement etc.
- Advising on program design the alignment of the Kellogg Program with that of recipient countries.
- Assessing project proposals to determine their suitability for funding. The programming areas included capacity building at local government, community mobilization, leadership development; small scale income generation projects; agro-processing projects; educational institutions; and others.

**f) Senior Lecturer in Public Administration, University of Botswana, (April 1994 -March 2001)**

During this period I taught the following courses;

- Development Administration; Public Policy Analysis, Research Methods; Local Government; Program-Evaluation; Organizational Development and Introduction to Public Administration.

## **6. PAST RESEARCH**

**a) Consultancies and Relevant Studies**

- Lead researcher: National Survey to assess Public Confidence in the PPADB. (2015)
- National coordinator of the UN pilot on SDG 11 on Human settlements, (February to July 2017)
- Drew up the Implementation and Monitoring Framework of the Botswana Sports Commission Act. Consultancy commissioned by the Botswana Sports Commission. (2015)

- Coordinator; The National Customer Satisfaction Survey, commissioned by the Citizen Economic Development Agency (CEDA, 2010)
- Commissioned to identify and develop a potential project on Democracy and Governance which could be implemented as part of the Botswana Education Hub Projects. Project successfully completed.
- Drew up the Background paper that guided the Botswana Government and the European Union agreement and cooperation in 2009. This was the background paper for the 10th Development Framework Agreement between Botswana and the EU.
- Member of the Pan African Working Group on Institutional Effectiveness in Africa. Project covered 7 African Countries and was coordinated by the Institute of Global Dialogue in South Africa. (May 2005).
- Governance and AIDS Project: An examination of the role of Parliament, Parliamentary Committees and Individual Members of Parliament in the HIV response in Botswana. A Study commissioned by IDASA, South Africa; June – August 2005.
- Team Member of the NORAD's Governance Program. Purpose was to develop a comprehensive strategy to support governance interventions in Southern Africa. (February to May 2003).
- Contract Financed Technical Cooperation (march 2002) Member of a Technical Team Commissioned By SIDA.
- Member of a Technical Team of Experts to Evaluate the performance of the Lesotho Electoral Commission in 2002.
- Member of the research team: International Development Research Centre (IDRC). Project on Managing Transition from Aid Dependency; The Case of Botswana. (1998-1999).
- Team member with a colleague to conduct a situation analysis of Performance management System in Botswana. This situational analysis was conducted in 1998. This was to guide the work of the Botswana Government in rolling out its public sector reform initiatives. The study provided the baseline. As part of this effort, I served in an advisory committee to the Permanent Secretary to the President as the key driver of the reforms.

- A Study on Aid Effectiveness in Africa with Special Reference to Botswana sponsored by the Overseas Development Council. The study covered 7 African countries (1996).
- BIDPA Study on Managing Good Fortune: Macro-economic Management and the role of Aid. Contributed two chapters to the report. Sponsored by the NORDIC Institute in 1998.

## 7. BOOKS AND OTHER PUBLICATIONS

- i. Co-authored Professor Hope Sr. Public Administration and Policy in Botswana (1998) JUTA Publishers, South Africa.
- ii. Co-edited with Jerker Carlson and Nicolas Van de Walle, Foreign Aid in Africa: Learning from Country Experiences (1997) Nordiska Afrikainstitute, Uppsala, Sweden.
- iii. Co-authored with Hildegunn K. Nordas and Gilbert Sekgoma, Managing Good Fortune: Macroeconomic Management and the Role of Aid in Botswana (1998), Ministry of Foreign Affairs, Norway.
- iv. Co-authored with Gervase Maipose and T. Johnson, Aid Effectiveness in Botswana, (1996), Overseas Development Council, Washington D.C.
- v. Book Review, Third World Quarterly, Volume 8. July 1986. Review of Jack Parson's Book on Botswana; Liberal Democracy and the Labor Reserve in Southern Africa.
- vi. 'Perceptions and attitudes of Batswana Mineworkers in The South African Gold mines, with reference to Living Conditions, Legal Issues and Trade Unions,' (1987) ILO Working Paper no 36. Geneva. Contributed a chapter.
- vii. 'The Informal Sector and Small-Scale Enterprise Development in Botswana' (1992) Working Paper No. 61. National Institute for Development Research and Documentation, Gaborone.
- viii. With Barbra Grosh 'Mighty Oaks from little Acorns: can Micro Enterprises Serve as the Seedbed for Industrialization?' in World Development (1996) Volume 24. No. 12
- ix. With Patrick Molutsi and J. Holm 'The Development of civil Society in a Democratic State' in African Studies Review, volume 39, no.2.

- x. 'Bureaucracy and Democracy in Botswana: What type of a relationship?' in Stedman (1992) *The Political Economy of Botswana*. Westview Press, USA.
- xi. 'The Nature and Evolution of Botswana's Development Planning System: achievements and challenges ahead' in Nordas and Somolekae, (1998).
- xii. With John Holm, 'Some Tentative Conclusions on the Democracy Project', in Botswana, *Education, Culture and Politics* (1998), Centre of African Studies, Edinburgh U.K.
- xiii. 'Widening the Frontiers of Democracy: Towards a Transformative Agenda in Botswana Politics' in *PULA: the Botswana Journal of African Studies* (2000). Special Issue on Elections and Democracy in Botswana.

## 8. CONFERENCE PAPERS

- *Who Runs for Office? The Results of the 1984 Candidates Survey.* Presented at the Election Study Workshop in 1984, Gaborone, Botswana
- *"The Chieftainship System and Politics in Botswana: 1966-1986"* Paper presented at Workshop on Development Trends in the Past Twenty Years of Independence, Gaborone, Botswana.
- *"Attitudes of Botswana Miners Towards their Working Living Conditions in South Africa."* Preliminary results presented at the Southern African Labour Commission Conference held at Gaborone (1986).
- February, 1987: *"A Profile of Botswana Mineworkers"*. Paper presented at the Botswana Federation of Trade Unions Workshop on Migrant Labour, held at Tlokweng, Botswana.
- *"Problems of Coordinating Rural Development in Botswana: A Case Study of Drought Relief Programs in the Central District"* (co-authored with M. Lekorwe), Presented at the Case Writing Workshop held at Arusha, Tanzania (1988).
- *"Do Botswana Think and Act as Democrats?"* (1988) A paper presented at the Democracy Seminar, Gaborone, Botswana

- *“Some Tentative Conclusions from the Democracy Project”* (1988) Paper co-authored with Prof. J. Holm, presented at a Conference on “Botswana: Education, political, culture,” Centre for African Studies, University of Edinburgh, Scotland.
- *“Migration from Botswana to South Africa and Its Impact on family life”* (1991) Presented at Northwest University, Chicago, Illinois.
- *“Women and Politics in Africa”* (1991) Paper presented as a Guest Speaker at the Women’s Weeks, Cleveland State University, Ohio.
- *“Bureaucracy and Democracy in Botswana. What Type of a Relationship?”* (1991) Presented at the John Hopkins School of African and International Studies, Washington D.C., U.S.A
- *“Reconciling Sustainable Development and Environmental Concerns in Botswana,”* (1992) Paper presented at a Joint Botswana Society and Ministry of Local Government and Lands Conference on Sustainable Rural Development, Gaborone.
- With V. Ayeni *“Promoting the Credibility and Effectiveness of Electoral Administration Agencies – The Case of Botswana”* Paper presented at a Senior Policy Seminar on Strengthening Electoral Administration in Africa, Accra, Ghana, 1993.
- *“Reorienting Public Administration for National Development in a Changing Society: Experiences from Botswana.”* Paper presented at a conference on the Role of public Administration in Political Transformation: 1994, University of the Western Cape, South Africa.
- *“The Prevalence and Research Consequences of Rape on Women in Botswana: An Agenda for Research and Action.”* Paper presented at a Workshop on Violence Against Women, Gaborone, Botswana (1995)
- *“Women and Politics in Africa,”* Overseas Development Council, Washington D.C June 11-12, 1996.
- *“Challenges Facing Local Authorities in Botswana”* Paper presented at a Chief Executives Seminar, Gaborone 1998.
- *“Elections and Democracy in Botswana”* Paper presented at the Workshop on Electoral Democracy in Southern Africa, University of Stellenbosch, South Africa.



- With Dr Mpho Molomo “*Sustainable Democracy in Botswana*” Paper Presented at a Conference on Towards Sustainable Democratic Institutions in Southern Africa, The International IDEA, May 10-13, Gaborone, Botswana, 2000.
- “*Methodologies of Assessing and Evaluating Voter Turnout in Southern Africa*” Paper presented at the Southern African Election Forum, 11-14 June, 2000, Windhoek, Namibia.
- “*The Democracy and Development Nexus: Exploring the Linkage*”. Paper presented at the international conference on Sustaining Africa’s Democratic Momentum, organized by the South African Electoral Commission and the African Union, Johannesburg, South Africa 5-7 March 2007.
- “*Democracy, Development and Poverty – exploring the linkage*”. Presented at the International IDEA Democracy Roundtable 2008, New Delhi, India, 17 June 2008.
- Participated in the Regional Expert Consultation on Democracy and Development, Accra, Ghana, 14-15 December 2009.

## 9. BOARD MEMBERSHIPS

### a) Current board Memberships

- Letshego Holdings (Since January 2016). Serving in the Audit Committee and chairing the Remuneration Committee. Letshego is a Botswana Financial Services Company with a footprint in 11 African countries. (Member of the Audit Committee, Nominations and Governance Committee and Chair of the Remuneration Committee of Letshego).
- Chairperson, Botswana Agricultural Marketing Board (BAMB) (since January 2017). This parastatal deals with issues of ensuring food security in grains, and manages the country’s Strategic Grain Reserves).
- Chairperson, Botswana Innovation Hub (BIH) (since December 2017) The BIH is the institution charged with leading in all aspects of Innovation in Botswana and ensuring that the country transitions to being a knowledge-based society.
- Member of the Advisory Board of the School of Governance of the University of South Africa (UNISA) since 2019

- Patron of the Cancer Association of Botswana since 2012. This association does both public education and advocacy in matters of cancer prevention, management and cure.

## **b) Past board memberships**

- Election Institute of Southern Africa (EISA), Johannesburg, Southern Africa. (served for close to 10 years)
- African Development Bank (ADB) representing the Botswana Government), in my capacity as Deputy Minister of Finance.
- Southern African Research and Documentation Centre (SARDC) Harare.
- The Africa Capacity Building Foundation (ACBF), (3 years) Harare
- The SADC Electoral Advisory Council (one of the founding members nominated by the Government of Botswana.)
- Vision 2016 Council, served as Member, and subsequent Chairperson.
- Founder and coordinator of the Democracy Research Project; (Coordinated exit Polls, Opinion Surveys and studies on Botswana's Democracy).
- Alternate Director – Botswana Diamond Valuing Company (BDVC)
- Emang Basadi Women's Association, Gaborone.

## **Other relevant Task Forces which I served in, in the past include:**

- Member of the Formation Panel set up by DFID and the Southern Africa Grant makers Association (SAGA) to establish a Southern Africa Trust for fighting poverty in 2004
- The Balopi Commission; served as member of the secretariat. Commission was tasked with reviewing sections 77,76 and 79 of the Constitution of Botswana to address concerns of the perceived lack of inclusiveness of the House of Chiefs. This Commission had to advise government on how the House of Traditional Leaders (known in Botswana then and Ntlo ya Dikgosi), could be made to be more inclusive.

- Member of a Team of Experts to draft **The Norms and Standards for the Conduct of Free and Fair Elections in the SADC Region**, a Project sponsored by the Election Institute of Southern Africa.

**REFEREES:**

a) Hon. P.H.K. Kedikilwe, Former Vice President of the Republic of Botswana.

P.O.Box 1, Sefhophe village.

Phone number: +267-71329768 +267-72101090

b) Dr Khabele Matlosa

Director, Department of Political Affairs, AU Commission.

P.O.Box 3243,

Addis Ababa, Ethiopia

Email: matlosak@africa-union.org

Mobile: +251 911 23 05 83

c) Bishop Malusi Mpumlwana, (he is the former Director of the WK Kellogg Foundation, Africa office).

Currently, Secretary General of the South African Council of churches,

Email: malusi.mpumlwana@me.com

Phone: +27 (0) 11 241 7800

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