





EAPASA 2026 BOARD NOMINATIONS SHORTLISTED NOMINEE CANDIDATE LIST


The EAPASA Board is looking to fill five (5) vacancies of which 3 should be filled with Registered EAPs and 2 are allocated to independent persons with experience in Finance/Risk and IT/HR. The following are the current Nominees for the various categories/positions:


| Nominee Name & Criteria | Brief Bio | Position Applied for on the Board |
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| <p>Jane Mahaba</p> <p>Female Black Registered EAP</p>  | <p>Jane Mahaba is an environmental management professional with over 19 years of experience in environmental compliance, monitoring, and operational environmental control. Her professional background includes the implementation and maintenance of environmental management systems, management of environmental risks, oversight of waste, water, and emissions management, and ensuring compliance with environmental legislation and permit conditions. Jane has extensive experience supporting environmental audits, inspections, reporting, and incident management, and is recognised for her structured, detail oriented, and practical approach to environmental management. She works closely with operational and technical teams to address environmental issues, strengthen compliance, and improve day to day environmental performance within complex operating environments. Jane currently serves as Manager: Environmental Sustainability, where she is responsible for overseeing environmental</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |


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| | <p>management activities and ensuring responsible environmental compliance across multisector projects.</p> | |
| <p>Tshilidzi Tshimange</p> <p>Male Black Registered EAP</p>  | <p>Tshilidzi Tshimange is an experienced Environmental Science professional with over 21 years in environmental management and impact assessment. He currently serves as Senior Specialist: Impact Management at the City of Johannesburg, a role he has held since 2012, where he oversees environmental impact processes and supports sustainable development initiatives.</p> <p>He holds a Master of Environmental Management from the University of Venda, a Postgraduate Diploma in Water Management from Monash University, and a Bachelor of Laws (LLB) from the University of South Africa and is currently pursuing a Master of Laws in Property Law. His academic background is complemented by earlier qualifications in environmental management and ministry.</p> <p>Tshilidzi began his career at Thulamela Municipality and later advanced within GDARD to Acting Deputy Director. He is a member of several professional bodies, including IAIAA, IWMSA, SACNASP, and EAPASA, reflecting his commitment to professional excellence and environmental governance.</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |

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| <p>Daniël R. Neumann Male White Registered EAP</p>  | <p>Daniël R. Neumann is an admitted Advocate of the High Court of South Africa with over 30 years of leadership experience across the environmental, legal, health, mining, and energy sectors in South Africa, Africa, and the Middle East. He currently practices at the Gauteng Society of Advocates, providing legal advisory services, regulatory interpretation, and litigation support. He previously served for a decade on the board of the Environmental Assessment Practitioners Association of South Africa, contributing to governance, professional standards, and disciplinary oversight. Daniël has held senior executive and director roles, including founding and leading environmental and health impact consultancies. He holds an LLB, MSc, and a Master's in Practical Theology, and brings deep expertise in governance, ESG, regulatory compliance, and risk management, with a strong commitment to ethical leadership.</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |
| <p>Thabani Gambu Male Black Registered EAP</p>  | <p>Thabani Gambu is a public servant and an EAP with 21 years of experience in the environmental management sector. He spent 4 of the 21 years in climate change management. He is currently the Director for Environmental Quality Management at the KZN Department of Economic Development, Tourism and Environmental Affairs and is also a designated Grade 2 Environmental Management</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |

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| | <p>Inspector (EMI). He is also a Deputy Chairperson of the KZN Branch of IAIAAs. Thabani holds a MPhil in Environmental Management degree from Stellenbosch and certificates in Project Management (Unisa), financial management (NSG), ethics (NSG), Competing Claims in Natural Resources (Wageningen University, Netherlands) as well as Education for Sustainable Development (blended programme with international exposure). As a Pastor, he is a community leader who fosters social cohesion and moral regeneration. The candidate possesses strong leadership, administration, financial management and human resource management skills</p> | |
| <p>Lee-Anne Fellowes Female White Registered EAP</p>  | <p>Lee-Anne Fellowes is a Principal Environmental Consultant with a BTech degree and National Diploma in Nature Conservation from Tshwane University of Technology. She gained early experience during five years with Gauteng's Department of Agriculture, Conservation and Environment. Over the past 20 years at Shangoni, she has worked across mining and other industries, specialising in environmental audits, EIAs, EMPs, Section 24G rectification applications, water use licences, biodiversity and conservation planning, alien invasive surveys, and project management. She served as Head of Department for two years before transitioning into her current Principal Consultant role following a</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |

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| | <p>broader organisational restructure in response to changing conditions in the South African mining sector. Lee-Anne is a registered Professional Natural Scientist (115574) and EAPASA-registered environmental assessment practitioner (2019/850) and served on the Gauteng Department of Agriculture and Rural Development Appeals Panel Committee from 2020 to 2023.</p> | |
| <p>Lutendo Ndou</p> <p>Male Black Registered EAP</p>  | <p>Lutendo Ndou is a registered environmental assesment practitioner and professional natural scientist currently employed as Chief Executive Officer at Matavha Environmental Pty Ltd – an environmental consulting company based in Centurion, Gauteng.</p> <p>He has a strong academic background in Environmental Geology and Business Administration, holding an Honors degree in Mining and Environmental Geology from University of Venda and just submitted my dissertation on Master of Business Administration with MANCOSA.</p> <p>Expertise includes environmental impact assessments (EIAs), Project Management, Meeting chairing, business administration and financial management, water resource management, and pollution prevention within the South African regulatory framework. I have practical experience in</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |

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| | <p>chairing board meetings, minutes, budgeting, keeping minutes and strategic planning as accentuated by serving as IAIAAsa Mpumalanga Branch President and National Executive member for 3 years. I currently seat as a board member for Bryan Brook Estate and Mutali Geosciences allocated with Financial and Marketing purposes on both.</p> | |
| <p>Phindile Mashau</p> <p>Female Black Registered EAP</p>  | <p>Phindile has over ten years of experience in environmental management, with a professional focus on environmental and social impact assessment, early-stage environmental due diligence, compliance and public participation across various sectors, locally and internationally. Her experience reflects consistent engagement with regulatory processes and applying environmental assessment tools in support of informed, transparent decision-making. She holds a BSc. (Honours) in Environmental Management and a BSc. Environmental Management (Chemistry Stream), with additional training in ISO 14001, ISO 45001 and Leadership Development. From 2021 to 2023, she contributed to environmental awareness through a regular segment, Learn with Me, on a community radio station. Phindile is currently an Associate in the Environmental Planning and Advisory (EP&A) unit at WSP Group Africa, in Midrand. She is part of the Mining and Industry team,</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |

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| | <p>serves as second-in-command to the Mining and Industry department lead and is a member of the EP&A Senior Leadership Team.</p> | |
| <p>Minnette Le Roux</p> <p>Female White Registered EAP</p>  | <p>Minnette Le Roux is the Head of the Environmental Department and Principal Environmental Specialist at NSDV, with more than 19 years of experience in integrated environmental management across the industrial, construction, agricultural and mining sectors. She holds a B.Sc. in Zoology, Tourism, and Geography and a Master's degree in Environmental Management from North-West University, a B.Sc. Honours degree in Wildlife Management from the University of Pretoria, and a Bachelor of Laws (LLB) from the University of South Africa. Minnette is a registered Environmental Assessment Practitioner (Reg. EAP) and Professional Natural Scientist (Pr.Sci.Nat) in Environmental Science and Conservation Science. She serves on the board of the Environmental Assessment Practitioner Association of South Africa (EAPASA), chairs its Registration Committee, and is a member of the Audit, Finance and Risk Committee. She is also a member of the International Association of Impact Assessment South Africa (IAIASa) and the Golden Key International Honour Society.</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |
| <p>Sunday Mabaso</p> <p>Male Black</p> | <p>Sunday Mabaso is the Founder and Principal Consultant of Vahlengwe Mining Advisory and Consulting. A seasoned</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |

Registered EAP



veteran of the South African mining sector, Sunday possesses over 30 years of industry experience, underpinned by a distinguished 20-year tenure at the Department of Mineral Resources and Energy (DMRE). During his time with the DMRE, Sunday served seven years in the pivotal role of Regional Manager, overseeing the Northern Cape for three years and Gauteng for four years. This experience provided him with an unparalleled understanding of the regulatory landscape and the complexities of mineral rights administration.

His core expertise lies in Environmental, Social, and Governance (ESG) strategies, where he bridges the gap between regulatory compliance and sustainable mining practices. A recognized thought leader, an accomplished academic author, specifically focusing on the intersection of mining law and community participation-contributing to the global understanding of South Africa's empowerment frameworks.

Lethabo Maebana

Female

Black

Registered EAP

Lethabo Maebana is an accomplished environmental professional with over ten years of experience in environmental consulting and the energy sector. She holds a BSc in Microbiology, a BSc Honours in Limnology, and is completing a Masters in Environmental Management. She is a registered Environmental Assessment

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Practitioner with EAPASA, a Professional Natural Scientist with SACNASP, and an active member of IAIAAsa. Her expertise spans Environmental Impact Assessments, Environmental Management Programmes, Water Use Licence Applications, compliance monitoring, biodiversity and waste management, and ISO 14001 Environmental Management System implementation and lead auditing. As Senior Environmental Management Advisor at Eskom, she provides expert advisory services, monitors environmental performance, and ensures legal compliance to minimise environmental, financial, and legal risks. She also served as Deputy Chairperson of IAIAAsa Gauteng (2024–2026) contributing to advancing professional standards and practice. Her career reflects a consistent commitment to strengthening the relevance, quality, and integrity of environmental assessment practice.

Muneiwa Rakhalaru

Male
Black
Registered EAP

Muneiwa Rakhalaru is a registered Environmental Assessment Practitioner and executive with over 14 years of experience across environmental assessment, mining, infrastructure, and renewable energy in Sub-Saharan Africa. He is registered with EAPASA (Reg. 2020/2171) and SACNASP as a Professional Natural Scientist. He holds a

Environmental/EIA Practitioners (Registered EAPs)

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|  | <p>Bachelor of Earth Science from the University of Venda, an MBA from MANCOSA, and an MSc in Environmental Management from UNISA.</p> <p>He serves as a Director at Industrial Coal Africa and Managing Director of Are Nexus, providing strategic oversight across mining, infrastructure, and technology investments. As Partner and EAP at Kemu Holdings, he leads complex regulatory processes under NEMA, the MPRDA, and the National Water Act, including the oversight of utility-scale energy and mining projects.</p> <p>He brings strong governance, regulatory, and strategic capabilities, with a commitment to ethical practice, quality assurance, and transformation within the profession.</p> | |
| <p>Moira Cloete</p> <p>Female White Registered EAP</p> | <p>Moira Cloete Environmental Consulting (MCEC) was established in 2007, as a self-owned, environmental consultancy business covering a range of environmental projects and developments across the Eastern Cape, Western Cape and Free State. MCEC has offices located in Ugie and East London serving a large area of the Eastern & North Eastern Cape and adjacent provinces. MCEC works closely with various Clients within infrastructure and residential development,</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |



agribusiness and forestry and utilities sectors. Moira Cloete has over 25 years of Environmental Consulting and Project Managerial experience acquired both in South Africa and the United Kingdom.

MCEC specializes in undertaking Basic Environmental Assessments, Environmental Impact Assessments, Environmental Management Plans, Environmental Audits, Environmental Awareness and Training, Water Use License Applications, ISO 14001 Audits (UK Certified), Compliance Audits across the waste and mining sectors as well as providing on site Environmental Control Services.

In addition to being the Managing Director/Founder of MCEC, Moira manages the daily operations and administration of the company as well as providing mentorship guidance to her colleagues and EAPS where necessary.

Tamaryn Hale

Female
White
Registered EAP

Tamaryn Hale is a Principal Environmental Scientist at SRK Consulting with more than 18 years' experience in environmental management. She holds a BSc Honours degree in Environmental Science and is a registered Environmental Assessment Practitioner with EAPASA, a registered Natural Scientist with SACNASP, and an AWS credentialled specialist. Tamaryn is a long standing member of IAIA and presented at the IAIA25

Environmental/EIA Practitioners (Registered EAPs)




International Conference in 2025.

Her professional experience has provided her with a strong understanding of environmental risk and mitigation. Tamaryn is committed to strengthening environmental management in South Africa and recognises the critical role of EAPASA in ensuring ethical, competent practitioners manage environmental assessment processes to protect current and future generations.

A core aspect of her role is mentorship of junior staff. Tamaryn has mentored numerous junior professionals and is passionate about developing the next generation of environmental practitioners nationally. She values ethical leadership, collaboration, continuous learning, and service.

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| <p>Kabedi Onis Mashilo</p> <p>Male Black Registered EAP</p> | <p>Kabedi holds a BSc Hon in Environmental Management, Post Dip in Water Management, Occupational Health and Safety. He has 14 years of experience within the Integrated Environmental Management field.</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |
| <p>Mukundwa Phalandwa</p> <p>Male Black Registered EAP</p> | <p>Mukundwa holds a Bachelor of Environmental Science, combined ISO 45001:2018/ISO 14001: 2015 Introduction qualification, Implementation qualification, Introduction to Environmental Law and Policy qualification. He currently serves as a Senior Environmental Consultant, Sustainability and Environmental Consultant.</p> | <p>Environmental/EIA Practitioners (Registered EAPs)</p> |

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| <p>Tshepho Mamashela Female Black Registered EAP</p>  | <p>Tshepho Mamashela is a Senior Environmental Consultant at MSA Mining Consulting South Africa with over six years of experience in environmental management across both private and public sectors. She works in Environmental Impact Assessment (EIA) processes across diverse development contexts, with a strong focus on integrating environmental considerations into project planning and implementation. Her expertise also includes Environmental, Social and Governance (ESG) integration and environmental due diligence, contributing to responsible and compliant development outcomes. Tshepho is currently completing an MSc in Environmental and Climate Science at the University of the Witwatersrand. Tshepho has experience as an Audit Committee Member, Committee Secretariat, Board Examination Assessment Maker, Head: SAICA Academy, Executive: Learning Development and National Imperatives</p> | <p>Independent Person: IT/HR</p> |
| <p>Fiona Diedre Havenga Female White Independent Person</p> | <p>Fiona Deidre' Havenga is a senior environmental and ESG professional with over 29 years of experience in environmental management, sustainability, and integrated risk governance within the energy sector. She is a registered Professional Environmental Scientist. She currently serves as Corporate Senior Manager: Environmental Management at Eskom Holdings, where she</p> | <p>Independent Person: Finance/Audit & Risk expert</p> |



leads enterprise-wide environmental governance, ESG assurance, and sustainability integration across complex infrastructure programmes. Her expertise includes environmental impact assessments, regulatory compliance, audit and risk assurance, and the integration of ESG frameworks aligned with international standards such as IFC Performance Standards, GRI, and TCFD. Fiona has extensive experience in stakeholder engagement, including regulatory authorities and funding institutions, and has contributed to national and international environmental platforms.