



CURRICULUM VITAE

MARY CONSOLATA KALIKAWE

Summary of professional experience

- 20 years working experience in Training, Planning and Management in the areas of Tourism, Land use, Environment and Wildlife, and Human resource development in Tanzania and Botswana.
- Managing director of KIROYERA TOURS a private company pioneering development of Ecotourism in and around Lake Victoria, resident in Bukoba - Kagera region-Tanzania.
- Consultant to several organizations including UNEP and ESAMI training on sustainable development planning and management of Natural resources
- Head of Human Resource Development in Tourism Training, Education and Public Awareness at National level Botswana
- Administrator and Educationist at the Botswana National Wildlife and Tourism Training Institute as Deputy Principal.
- Organised and run successfully more than 60 seminars in the area of sustainable Tourism Customer Care, Supervisory Development, Operations Management, train the trainer for tourism industry front line staff and Tourism awareness seminars for Rural Communities.
- Prepared several Project Memos for financing annual plans of Environmental conservation, Tourism Awareness Campaigns, Annual and expansion plans for the Botswana Wildlife and Tourism Training Institute, and for the various Wildlife Research stations I worked at.
- Researcher and research supervisor at level of Senior Environmental and Wildlife Biologist for 9 years
- Produced several publications in the peer reviewed journals, and numerous presentations to symposia and conferences.
- Written a book on "Wildlife Friendly Fences for Botswana". This involved Environmental Impact Assessment work and establishing and maintaining contacts with various Government and NGO officials responsible for the environment. Following this book an adhoc committee on fences of Botswana was formed comprising a cross section of various Governmental, NGO's and International organisations. International meetings involving countries of Southern Africa were held and continue to be held in which I have been the main lead Expert.
- Participated on numerous Expert Panels for government advisory bodies on Environmental conservation, Tourism Education and Training, Wildlife and Land use Planning.
- Main Participant in curriculum development and production of training Manuals for Hotel Catering and Tourism, Wildlife, Non formal Education and formal Education.
- Lecturer at University level for 5 years.

Professional Titles **Environmentalist, Tourism development expert, Wildlife Biologist, Human resource Development Expert.**

Professional skills Environment conservation, Land use planning and ecotourism, Administration, Research analysis and documentation, project management and evaluation, Workshops/Seminars organisation, Training, training design, Teaching and materials writing, Consultant

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Personal Information

1.1 Name: Mary Consolata Kalikawe (Nee Kalemera)
1.2 Sex: Female
1.3 Date of Birth: 24th April 1955
1.4 Place of Birth: Bukoba, Tanzania
1.5 Nationality: Tanzanian
1.6 Marital Status: Married
1.7 Number of Children: Two

Academic Qualifications:

1980 B. Sc. (Statistics and Botany) University of Dar es Salaam, Tanzania
1984 M. Sc. (Wildlife and terrestrial Ecology) University of Dar es Salaam, Tanzania

Working Experience

May - 2002 to Present **Managing Director** of KIROYERA TOURS a private company promoting ecotourism and conducting tours and safaris around Lake Victoria and the equator. The job involves pioneering efforts to conduct organized tours to scenic areas and islands on Lake Victoria, to cultural and historic sites and to game reserves in the area. We are a tourist information office and we do bookings to holiday.

July 2003 **Consultant** as a Resource person for Eastern and Southern African Management Institute (ESAMI) on Planning and Management of Natural and Commercial forests, Ecotourism, Human Resources and Land use.

1999 – May 2002 **Head of Tourism Education, Public awareness and Training** in the Department of Tourism of the Botswana Government. (Expatriate).

The job involved Formulating Plans and preparing projects for the implementation of an overall Education, training and awareness program for the whole tourism industry. This includes liaison within the public sector, private sector and with the NGO's.

I worked closely with a consultancy firm on the Botswana Tourism Development program Master Plan funded by the European Union.

1999 –May 2002

Often acted as **Principal Tourism Officer** responsible for Ecotourism in Botswana. Under this capacity I lead the preparation of the tourism development component of the Okavango Delta as a World Heritage site. I was a UNEP consultant on the preparation of the document titled "Integrating Biodiversity into the Tourism sector for Botswana" .

1995 - 1998

Deputy Principal

Botswana Wildlife and Tourism Training Institute
Dept. of Wildlife and National Parks
Government of Botswana

The job involved providing direct support to the principal in the efficient and effective management and development of the institute, undertaking responsibilities delegated by the Principal including management of Departments and the development and implementation of academic policy.

I was the chief academic officer.

1986 – 1995

Supervisor of Wildlife Research Stations

(Serowe and Ghanzi)
Dept. of Wildlife and National Parks
Government of Botswana

The job involved providing effective management of the human and physical resources available at the research stations. This included strategic planning, identifying the research projects then motivating and providing training and guidance to young researchers. I did develop the researchers to produce research papers now published in high repute International journals.

I attended numerous meetings at advisory level matters of Environmental conservation and mitigation of negative impacts.

1989 – 1995

Senior Wildlife Biologist

Dept of Wildlife and National Parks
Government of Botswana

I conducted research on Ungulate movements and the influence of artificially provided water on these movements in the Central Kalahari Game reserve and the Makgadikgadi pans National Park.

Research on the conflicts between Wildlife and People in Central district, Research on wildlife utilization on private game farms and I was advisor and major participant in the establishment of a Rhino Sanctuary.

Research on the effects of fencing on the movement of wildlife

I was involved in the production of Management plans for wildlife areas

1984 – 1986

Coordinator of Wildlife Ecology Section

Zoology Department

University of Dar es Salaam Tanzania

I was the supervisor and head of section answering to the head of the Zoology Department of the University of Dar es Salaam.

1981 – 1986

Lecturer in Wildlife Ecology

Zoology Department

University of Dar es Salaam – Tanzania

International Meeting Hosted

1992

Chairperson Plenary Session

Game Ranching in Different zones

3rd International Game Ranching Symposium

Pretoria, South Africa

National Meeting Hosted

1998

Tourism curriculum Development Workshop, Botswana Wildlife and Tourism Training Institute.

2002

National consultative forum on the Botswana Ecotourism strategy

Membership in Government Consultative and Advisory Bodies

1986 – 1993

Member of the Department of Wildlife Hunting Quotas Determination Committee

1986 – 1995

Member of Ghanzi and Central Districts Land Use Planning Units

1986 – 1993

Member of Ghanzi and Central Districts Development Committees

1989 – 1991

Member of Central District Production Development Committee

1990 – 1993

Member of Kedia Game Harvesting Project Steering committee

1994 – 1995

Member of the committee for implementation of the communal grazing land fencing component of Botswana's new Agricultural Policy

1994 – 1995

Member of the consultative committee on Makgadikgadi/Nxai Plan National Park Management plan project

- 1997 – Present Member of National Ad-hoc committee on fences in Botswana, Consultancy on Ngamiland fences scoping exercise and initial recommendations for mitigation measures applicable to the Caprivi Border Fence. Department of animal health and DIFD.
- 1995– 1998 Chief academic officer at the Botswana Wildlife Training Institute engaged in developing curricula and training manuals for Wildlife Certificate courses and other stand alone modules.
- 1999 – Present Member of the Programme Advisory committee for the Ministry of Education, Department of Vocational Education and Training
- 1999 – Present External Examiner of the Tourism Programme of the Botswana Wildlife Training Institute.

Publications

- Kalemera M.C. (1987) The dry season diurnal activity of Elephants in Lake Manyara National Parks, Tanzania. **African Journal of Ecology 25 (4): 255-264**
- Kalemera M.C. (1989) Observations on feeding preference of Elephants in the Acacia tortilis wood land of Lake Manyara National Park, Tanzania. **African Journal of Ecology 27 (4): 325-333**
- Kalikawe M.C. (1990) Baseline Vegetation description at Artificial watering points of Central Kalahari Game Reserve, Botswana. **African Journal of Ecology 31 (3): 253-256**
- Kgathi D.K. & M.C. Kalikawe (1993) Seasonal Distribution of Zebra and Wildebeest in Makgadikgadi Pans Game Reserve, Botswana. **African Journal of Ecology 31 (3): 210-119**
- Barnes J.I. and M.C. Kalikawe (1994) Game ranching in Botswana Constraints and prospects. In Van Hoven W.H. Ebedes and A. Conroy (Eds). **Wildlife Ranching a celebration of diversity. Proceedings of the third international wildlife ranching symposium (1992) Pretoria, South Africa.**
- Kalikawe M.C. (1996) The role of wildlife Management and conservation in dealing with Poverty and unemployment; in **Tanzania's Tomorrow pp 232 – 240.** ESAURP, TEMA Publishers. Dar es Salaam.
- Kalikawe M.C. (1997) **Wildlife friendly fencing for Botswana.** A presentation of recommended procedures, specifications and important considerations. First Edition. Botswana Government Printer, DWNP. With a foreword by the Honourable K.G. Kgoroba Minister of Commerce and Industry.
- Kalikawe M. C. (2001) **Botswana Integrating Biodiversity into the Tourism sector.** A UNEP consultancy report

Research Papers Presented to Conferences:

- Kalemera M.C. 1984 Elephants utilization of the *Acacia tortilis* woodlands in Lake Manyara National Park, Tanzania. A paper presented at a Regional Workshop on woodlands and water resources in Harare – Zimbabwe 22 – 27 October 1984.
- Kalikawe M.C. 1986 The regeneration status of *Acacia Tortilis* woodland of Lake Manyara National Park, Tanzania. A paper presented at the International Symposium of African Wildlife in Kampala – Uganda 8 – 11 December, 1986.
- Kalikawe M.C 1988 Groot Laargte Game Ranch (Botswana) starting from scratch. A paper submitted to the first International Wildlife Ranching Symposium Las Cruces, New Mexico May 16 – 21, 1988.
- Kalikawe M.C. 1991 The role of the Private sector in Black Rhino Conservation in Botswana. A paper presented to the 1991 meeting of SARCCUS subcommittee for Elephant and Rhino populations. Maun - –Botswana, September 1991.
- Kalikawe M.C. 1991 Evaluation of the conflict between Wildlife and Agricultural activities in Central and North-east District Botswana. A paper presented to the International Symposium on Human influences on Endangered wildlife species in Africa, Kampala – Uganda 2 – 5 December 1991.
- Kalikawe M.C. 1992 Protected areas managed by private organizations. A case study in Central District Botswana. Paper presented to the IV world congress on National Parks & Protected Areas. 10 – 21 February 1992 – Caracas – Venezuela.
- Barnes J.I. &
M. C. Kalikawe 1994 Game Ranching in Botswana: constraints and prospects. A paper presented to the International Wildlife Ranching Symposium, Pretoria.
- Kalikawe M.C. 1995 The role of wildlife Management and Conservation in dealing with poverty and unemployment in Tanzania. A paper presented to the ESAURP conference on the Future of Tanzania at Arusha 13 – 17 December, 1995.
- Kalikawe M.C. 1997 Wildlife Friendly Fencing a paper presented to the workshop on “Conservation and Management of Wildlife in Botswana: Strategies for the Twenty First Century” 13 – 17 October 1997, Gaborone.

Research reports to the Department of Wildlife and National Parks Botswana

- Kalikawe M.C. 1987 Baseline vegetation survey at artificial watering points of Central Kalahari Game Reserve.
- Kalikawe M.C. 1988 Report of three District wide Wildlife aerial surveys 1986 – 1987. The inventory, population sizes and animal species distribution in Ghanzi District.
- Kalikawe M.C. 1989 A preliminary report of the region wide wildlife aerial survey report 1 July – 14 August, 1989 covering central, north-east and Tuli Block District
- Kalikawe M.C. 1990 The status of various wildlife utilization projects in Central District Botswana. Detailed look into state and private game reserves, game ranching and small scale game harvesting projects.
- Kalikawe M.C. 1990 Studies on the conflict between Wildlife and Agricultural Activities in Central and North East Districts. Botswana including three case studies on elephants, hyenas and pied crows.
- Kalikawe M.C. 1992 Game ranching in Central District
- Kalikawe M.C. 1995 A study of the status of potential fur-producing animals in Botswana

Papers on Tourism Education, Public awareness and Training

- Kalikawe M. C. 1999 Opportunities for the Adult Basic Education Learner. A paper presented to the National Conference on Adult Basic Education Conference. Gaborone 6 – 8 July 1999.
- Kalikawe M. C. 1999 Tourism and the Environment. A paper presented to the Regional Environmental workshop for teachers in the Southern Region. 4 – 8 October 1999. Molepolole Education Centre. Botswana.

Research supervision 1989 to 1995

The research work listed below was conducted under my guidance and supervision while I was Supervisor at Wildlife research stations.

Predators as problem animals. A country wide project investigating and looking for measures to minimise the conflict between stock raiding and resultant high predator mortality in Botswana.

Monitoring of large game in Central and North East District. Looking at numbers, distribution, conflicts and wildlife utilization in the District.

Observation of the movement patterns and distribution of animals in Makgadikgadi Pans Game Reserve

Studies of fence specifications and designs for Wildlife conservation in Botswana.

Membership in professional societies

Member of the East African Wildlife Society
Member of the Kalahari Conservation Society
Member of the Wildlife Conservation Society of Tanzania
Member of the New York Academy of Sciences

Extracurricular and other activities

Traveling, Golf, entertaining children, cooking and various sorts of handcrafts.

Mary C. Kalikawe

Signature

September 16, 2003

Date

