

**PROFILE
FOR
MBONGENI SHADRACK SITHOLE**

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PROFESSIONAL AFFILIATION

1) **SACSSP** Membership - 10-21402 2) **EAPA- SA** Membership: SA/KZN/0031 3) **HWSETA Assessor:** HW591AR1402780
4) **Ed. Board Member:** Interdisciplinary Social Sciences Journal Collection 5) **Journal Editorial Advisory Committee Member** [Social Work/Maatskaplike Werk (SW/MW)] 6) **Editorial Board Member:** African Journal of Nursing & Traditional Healing System.

PROFILE SUMMARY

Mbongeni S. Sithole is an Associate Professor in the Faculty of Community and Health Sciences (University of the Western Cape). A seasoned Social Work educator registered with the South African Council for Social Service Professions (SACSSP), bringing over 15 years of academic and professional experience. He is a self-motivated, vision-driven, and value-oriented individual, holding six post-matric qualifications, including a Doctor of Philosophy (DPhil) and a Master's degree in Social Work. His academic foundation further includes a BA in Social Science, an Honours degree in Psychology, and B Tech degrees in both, Labour Relations Management and Human Resource Development. Currently, he is pursuing an LLB degree through the University of South Africa (UNISA) to be concluded in 2026. His academic journey is enriched by specialised short-term training in areas such as Employee Wellness, Strategic Management, Marriage Guidance and Counselling, and the HWSETA Assessor Certificate. He is proficient in diverse research methodologies and advanced analytical tools, including SPSS, Atlas.ti, and NVivo. He has made significant contributions to postgraduate supervision, examination of dissertations and theses, and the peer review of scholarly articles and book chapters. His applied expertise spans key legislative and policy frameworks, particularly those related to the Criminal Justice System, Higher Education, Inclusive Education, and Labour Relations. With applied competencies in facilitation, coordination, monitoring and evaluation, strategic and project management, report writing, and foundational financial accounting, he is also highly skilled in reflective practice, analytical and critical thinking, diversity management, and promoting inclusive, socially responsive education and professional practice.

PERSONAL DETAILS

Surname	Sithole									
First names	Mbongeni Shadrack (Sipho)									
Citizenship	South African				Title	Ass Professor	Female		Male	X
Place of birth	Dannhauser									
Population group	African	X	Coloured		Indian		White		Other Please specify)	
Department	Social Work				Position		Associate Professor for Social Work			
Direct Telephone	+2771 162 3078				Direct Telefax		+2786 515 3688			

ACADEMIC & PROFESSIONAL QUALIFICATIONS

Basic Education

Matric | 1986 | Impala High School Subjects: English, Zulu, Afrikaans, Maths, Biology & Physical Science

Higher Education

Programme	NQF Level	Institution	Year Obtained	Courses
Doctor of Philosophy (Social Work)	NQF 10	University of Zululand	07.12.2020	Thesis: First-time supervisors' experiences on transitioning into the supervisory role within a social service organisation
Honours BA in Psychology	NQF 8	University of South Africa	25.05 2012	Psychology of Work; Therapeutic Psychology; Research Methodology; Psychological Assessment; Community & Health Psychology; Sports Psychology & Psychopathology
B Tech: Human Resource Development	NQF 7	University of South Africa	13.08.2008	Human Resources Management 2; Management of Training 1 & 2; Training & Development Strategies 4; Organisational Development 4; Financial Management; Advanced Management of Training 4 & Research Methodology
MA (Social Work)	NQF 9	University of Johannesburg	29.09.2006	Social Work Management; Social Work Theory; Social Work Advanced Theory & Community Work & Development
B Tech: Labour Relations Management	NQF 7	University of South Africa	01.12 2001	Advanced Labour Law; Labour Economics; Collective Bargaining & Negotiations; Organisational Behaviour & Research Methodology
B.A. (Social Science)	NQF 8	University of South Africa	23.05.2000	Social Work 1, 2, 3 & 4; Psychology 1, 2 & 3; Sociology 1 & 2; Criminology 1 & Social Welfare Law

SHORT PROGRAMMES

Short Course Completed	Institution	Year
National HIGHER HEALTH Civic Education and Soft Skills Programme (Incomplete)	Higher Health (Department of Higher Education & Training)	2024
Annual African Emerging and Established Researcher Training Academy Certificate	HSRC	2023
Analysing the Demographic and Health Survey (DHS) with STATA	SARCHI in Economic Development (School of Built Environment and Development Studies)	2022
Public Policy Analysis	Thabo Mbeki African Leadership Institute (UNISA)	2021
Mental Health, Mindfulness, and Self-care	UCT (Getsmarter Online)	2021
Building Resilience to Trauma	FACT Network	2021
Business Plan Writing	Durban Business College	2021
Report writing	Durban Business College	2021
Council on Higher Education's (CHEs) 'Institutional Audit as Reflexive Praxis' (IARP) Workshop	CHE (Online)	2021
Public Service Senior Management Service Certificate	National School of Government (NSG)	2020

Employee Wellness Certificate	University of Pretoria	2016
Principles & Practices of Academic Peer Review	UKZN Extended Learning	2016
Academic Development Programme Module 1: Assessing Learning in Higher Education Module 4: Supervising Research in Higher Education	UKZN Extended Learning	2016
Assessor Certificate (Conducting outcomes-based assessment- 115753)	Primeserve Corporate Solutions (Services SETA Accreditation)	2013
Strategic Management	UNISA	2013
Introduction to Social Science Research Certificate	University of Pretoria	2012
Research Capacity Initiative Programme Certificate	SANPAD	2012
Computer Programmes (MS Word, Excel, PowerPoint & Internet)	Oaks Academy	2007
Diversity management	ICESA	2006
Marriage Guidance & Counselling Certificate	UNISA	2000
Correctional Services Administration II Module 1: Prison Matters Module 2: Support Services	UNISA (Technikon SA)	1996

CURRENT STUDIES

LL

B: UNISA

Modules Passed: (1) Constitutional Law; (2) Fundamental Rights; (3) Introduction to Law; (4) Labour Law; (5) Family Law; (6) Entrepreneurial Law; (7) Civil Procedure; (8) Criminal Law; (9) Criminal Procedure: Specific Crimes; (10) Law of Evidence; (11) Law of Succession; (12) Administrative Law; (13) African Customary Law; (14) Social Dimensions of Justice; (15) **Introduction to African Philosophy**; (16) Law of Persons; (17) Historical Foundations of S.A. Law; (18) Financial Accounting Principles for Law Practitioners; (19) Interpretation of Statutes; (20) Introduction to Research Methodology for Law and Criminal Justice; (21) Skills for Law Students; (22) **Language through an African Lens**; (23) **Multilingualism: The Role of Language in the South African Context**; (24) Selected Private & Criminal Law Principles of the internet.

Current Modules: (1) Insolvency Law; (2) Legal Research Methodology (3) Property Law; (4) Law of Contract; (5) Law of Delict; (6) Unjustified Enrichment & Estoppel.

WORK-RELATED EXPERIENCE

❖ August 2024 – UP TO DATE University of the Western Cape: Associate Professor (Social Work)

• Learning & Teaching:

Teaching of Modules:

(i) Intervention – Community wellness

(ii) Advanced Social Policy and Planning

- Programme design, development, review, and alignment with the HEQF Framework.
- Conduct integrated assessment (formative & summative) and appraisal of students

• Research & Innovation

- Coordinator for Postgraduate Research Studies
- Supervision of postgraduate students (Master's & Doctoral students)
- Internal & external examination of research projects

• Community Engagement

- Participation in curriculum-related activities; Community engagement
- Larger community and communities of practice

• Administration

- Participation in University structures/committees on various levels
- Involvement with professional, national, and international bodies/boards that are related to the discipline

❖ **April 2014 – July 2024 University of KwaZulu-Natal (UKZN): Lecturer (Social work)**
(Senior Lecturer – September 2023 – July 2024)

- **Learning & Teaching**
 - Teaching of undergraduate modules (Helping Theories in Social Work & Social Work Management, Administration, & Supervision, Research Methodology & Business Plan Development)
 - Experience in curriculum development/reform
 - Programme design, development, review, and alignment with the HEQF Framework.
 - Tutorial programme coordination (Quality assurance of study material and mentoring of tutors)
 - Serving as a course coordinator (Final-year research module)
 - Conduct integrated assessment (formative & summative) and appraisal of students - Undertake academic monitoring of student development
 - Supervision of fieldwork practice (internship) for 3rd-year and final-year students
- **Research**
 - Deputy Academic Leader also acting as Academic Leader of the Research & Higher Degrees Committee in the School of Applied Human Sciences (UKZN)
 - Supervision of final-year students' research projects
 - Successful research supervision of postgraduate students (Master's & Doctoral students)
 - Internal & external examination of research projects
 - Reasonable track record of research projects and publications (book chapters & articles)
- **Community Engagement**
 - Participation in curriculum-related community engagement and/or research-related community engagement
 - Providing fieldwork supervision, mentorship, and capacity-building support for external fieldwork supervisors
 - Development and facilitation of continuous professional development (CPD) capacity-building programmes for social service practitioners - (Professional Supervision, Fieldwork Supervision & Report writing)
- **Administration**
 - Participation in University structures/committees on various levels
 - Involvement with professional, national, and international bodies/boards that are related to the discipline
 - Coordination of enrolment plans for undergraduate and postgraduate programmes
 - Coordinate the timetable for all modules in the BSW Programme
 - Mentoring and overseeing the activities of the UKZN Social Work Students' Association
 - Health and safety representative in the School of Applied Human Sciences (2014 to 2022)

❖ **February 2009 – March 2014 University of Zululand: Lecturer (Social work)**

- Design & facilitate undergraduate learning programmes
- Update of postgraduate programmes at SAQA
- Facilitate Research Methodology for post-graduate students
- Supervising of post-graduate students on their research projects
- Facilitate Research Projects and Scientific Research Articles
- Ensure the alignment of programmes according to the HEQF framework.
- Assess, monitor, and appraise students
- Undertake community engagement projects
- Provide continuous support and student supervision capacity building to fieldwork supervisors
- Develop and facilitate capacity-building programmes for social work practitioners (CPD points)
- Conduct an annual plan for ordering books, learning material & articles
 - Facilitate networking and partnerships with other stakeholders (HWSETA, SACSSP, Government Departments & NGOs)

❖ **February 2008 – January 2009 National Department of Social Development: Principal Social Worker: Professional Support**

- Provide professional support and capacity building to social service practitioners
- Facilitate planning for the Education & Training of social service practitioners nationally
- Facilitate the coordination of the Scholarship Programme in promoting young people's access to higher education
- Facilitate the roll-out of the Recruitment & Retention Strategy for Social Workers to ensure a continuous supply of practitioners
- Facilitate the recruitment drives, career guidance, and marketing of the profession in Careers Faire, School Exhibitions & Higher Learning Institutions, and the placement of Social Work Students nationally
- Identify and facilitate the corrective measures for improving the working conditions of social service practitioners
- Establish, formalise and strengthen partnerships with relevant stakeholders, namely Professional Bodies, Other departments, Universities, Sector Education & Training Authorities (SETAs) & NGO s.
- Consult with the South African Council of Social Service Professionals on issues relating to the social service profession (Code of Ethics, Continuous Professional Development Policy, Registration & Supervision)
- Identification of opportunities for undertaking Social Work Research & Development
- Coordination of professional exchange programmes & conduct of the profession
- Contribute and make input to the development and review of relevant Acts and policy Framework, and implementation
- Facilitate the delivery of Developmental Social Welfare Services and alignment with professional conduct
- Facilitate alignment of the delivery of Developmental Social Welfare Services to the Integrated Service Delivery
- Support the M&E of welfare services and compliance with the relevant Norms and Standards
- Provide input into the development of the Social Auxiliary Work programme nationally

❖ **May 2004 – January 2008 Department of Labour & Employment- Pietermaritzburg: Employment Service Practitioner**

- Facilitate employment services for the unemployed and the development of relevant skills
- Facilitate and verification of the placement of learners who have been trained under skills development initiatives
- Recruitment and assessment of applicants for various learnership programmes
- Establish and maintain effective relations with Training providers, Government Departments, State Owned Enterprises, and other social partners/ stakeholders in Skills Development Initiatives
- Conduct PMDS, staff development, Budgeting, and Management of finances
- Conduct M&E on projects within the uMgungundlovu District and represent the DOL in Skills Development
- Conduct skills audit, design skills plan, and **monitor skills programmes** involving social partners
- Facilitate international cross-border employment in consultation with Home Affairs
- Administration of registration and management of quality service by Private Employment Agencies (PEA)

❖ **January 1999- April 2004 - Department of Correctional Services: Social Worker**

- Conduct therapeutic & support programmes for the sentenced offenders in line with the Correctional Services Act & White Paper on Corrections (2004)
- Facilitate Casework, Group work & Community using needs assessment
- Facilitate Life skills programmes involving the offenders and rendering of Juvenile & Youth Programmes
- Assessment of accused persons and provision of court evidence on the suitability of Correctional Supervision sentence options [Sect. 276 (1)(h) or 276(1)(i) of Criminal Procedure Act 51 of 1977]
- Capacity building, mentoring, staff development & conduct EPMDS
- Co-ordinate functions in the Social Work unit and the management area
- Compile, consolidate, and submit statistical reports (Monthly, Quarterly & Annual) Management area of the Region. - Appoint and serve as the Provincial Master Trainer of Life skills programmes
- Establish networks and partnerships with Departments, SOEs, NGOs & CBOs on Correctional Service activities
- Commemoration, celebration & observing the relevant National Events
 - Conduct Crime Prevention School Programmes

† January 1989 - December 1999	Department of Correctional Services	Correctional Official
† February 1988 - December 1988	Iscor (Durnacol)	Salary Administration Clerk

TEACHING & LEARNING

Undergraduate teaching

- 2009 to 2013 - Introduction to Social Work & Welfare; Introduction to Casework and Families; Social Work Theories and Skills; Management & Administration; Research Methodology (Master's)
- 2017 - 2019 - Fields of Practice
- 2017 - to date - Business Plan (Part of Social Work Practice 3)
- 2015 - to 2022 - Helping Theories in Social Work
- 2022 - to 2024 - Research Methods & Research Report
- 2024 - onwards - Intervention: Community Well-being
- 2024 - to 2024 - Introduction to Social Welfare and Social Policy
- 2025 – onwards - Advanced Social Policy and Planning

RESEARCH & INNOVATION

Research Output

Recent Publications (Book, Chapters & Articles)

Books & Book chapters

1. Masuku, M.M. & **Sithole, M.S.** (eds). (2025). *The African Perspective of Sexual Orientation and Gender Identity in Higher Education*. New York (NY): Palgrave/ Macmillan.
2. Masuku, M.M.¹ & **Sithole, M.S.²** . (2025). Amplifying the Plight of Inclusivity in African-based Institutions of Higher Learning: Queer Insights and Deconstruction of Heteronormativity. In M.M. Masuku & M.S. Sithole (eds). *The African Perspective of Sexual Orientation and Gender Identity in Higher Education*. New York (NY): Palgrave/ Macmillan.
3. Makhanya, T.B¹, Ngubane, L². & **Sithole, M.S.³**. (2025). The Heterosexualised University Cultures: Exploring Strategies of Inclusive Higher Education Environments for LGBTQIA+ students. In M.M. Masuku & M.S. Sithole (eds). *The African Perspective of Sexual Orientation and Gender Identity in Higher Education*. New York (NY): Palgrave/ Macmillan.
4. **Sithole, M.S.** (2024). 'What Paulo Freire would say about online education: A hypothetical view of online learning in social work practice'. In A.L. Shokane, A. Keet & V. Nadesan (eds.). *Social work in the 21st century: Scholarship and praxis reimagined towards vulnerability, Knowledge Pathing*, Vol. 3, (pp. 131–143). AVARSITY Books: Cape Town. <https://doi.org/10.4102/aosis.2024.BK473.08>.
5. Masuku, M.M.¹, **Sithole, M.S.²**. & Ngwenya, B³. (2023). Land dispossession and food insecurity in contemporary South Africa: Consequences of Land Looting Institutionalized through the Natives Land Act 27. In M.M. Masuku, D. Ngobese; M.O. Maguvhe & S. Ndlovu. *The Afrocentricity trajectories of looting in South Africa* (pp.33-45). London: Lexington (ISBN: 9781666919905).
6. **Sithole, M.S.** (2022). Centring African Spirituality in Developing Social Work Programme: The case of decoloniality and Afrocentricity (pp.125-146). In A. Keet, N. Perumal & V. Goliath (eds). *Critical Social Work Studies in South Africa: Prospects and Challenges*. Stellenbosch: SUN Press. (9781998959020). DOI:10.52779/9781998959037/07.
7. **Sithole, M.S.** (2022). Student Support: A Key to Educational Success. In M.Maguvhe & M.M. Masuku (eds). *Handbook of research on creating spaces for African epistemologies in the inclusive education discourse* (pp.358-368). Hershey: IGI Global. (ISBN: 9781668444375). DOI: 10.4018/978-1-6684-4436-8.ch027.

Articles

1. Najma, A¹., Pillay, R²., Schmidt, K³., Mabvira, A⁴., September, U⁵., Perumal, N⁶., Khosa, P⁷., Malatji, H⁸., **Sithole, M⁹**. & Zimba, Z¹⁰. (2025). Biographic and institutional entanglements: Reframing differences through a diffraction lens. *Unisa Press (Education as Change)*, 24. DOI: [10.25159/1947-9417/19273](https://doi.org/10.25159/1947-9417/19273).
2. Khumalo, G¹., Ngcobo, N² & **Sithole, M³**. (2025). Supporting Children and Their Families in Gauteng Public Schools: The Roles of School Social Workers. *Social Sciences*, 4: 407, 1-18. <https://doi.org/10.3390/socsci14070407>.
3. Sabelo, T.S¹, Masuku, M.M²., **Sithole, M.S³** & Ramphabana, L.B⁴. (2025). Human Security at the Helm of the Socio-economic Development. *Social Development & Security*. 15(2), 264-280.
4. Masuku, M.M¹ & Mthembu, Z² & **Sithole, M.S³** (2025). Applying the Entitlement Approach to Understand Food Security Dynamics in South Africa. *Research on World Agricultural Economy*.

5. Khumalo, G¹., Ngcobo, N² & Sithole M³. (2024). The Roles and Responsibilities of School Social Workers in the African Context. *E-Journal of Humanities, Arts & Social Sciences (EHASS)*, 5(12), 16-39. <https://doi.org/10.38150/ehass/.20245122>.
6. Perumal, N¹., Goliath, V²., Sithole, M³, Nomngcoyiya, T⁴, Nathane, M⁵, & Khosa, P⁶. (2024). African Knowledge Production Incubators: Approaching Indigenous and Decolonized Social Work from the Ground Up Through Stories of Our Lived Experiences. *Journal of Progressive Human Services*, 35(1-2), 76-99. <https://doi.org/10.1080/10428232.2024.2362469>.
7. Maxhakana, ZI¹ & Sithole, M.S². (2024). Experiences of social workers in working with other health care practitioners: A multi-disciplinary team approach. *Social Work/Maatskaplike Werk*, 60(1), 98-122. <https://doi.org/10.15270/60-1-1254>. (H-index 16).
8. Gumbi, SI¹, Mazibuko, N² & Sithole, M.S³. (2024). Social work practitioners' and supervisors' conceptualisation of supervision at the Department of Social Development, King Cetshwayo District: A polity dualism. *Social Work/Maatskaplike Werk*, 60(1), 194-213. <https://doi.org/10.15270/60-1-1259>. (H-index 16).
9. Sithole, M.S¹ & Shokane, A.L². (2023). Workplace learning in a contemporary management landscape: The case of supervision in a social service organisation. *Social Work/ Maatskaplike Werk*. 59(2), 127-149. Doi: <https://doi.org/10.15270/59-2-1125> (H-Index 16).
10. Hadebe, N¹, Gutura P². & Sithole, M³. (2023). The teenage boys' experiences of the effects of biological father absence on their well-being: A descriptive phenomenological inquiry. *Journal of Sociology and Social Anthropology (JSSA)*, 14(1-2): 1-13. DOI: 10.31901/24566764.2023/14.1-2.388 (H-Index 4).
11. Masuku, M.M¹, Sithole M.S² & Mthembu, Z³. (2023). Understanding executive functions in inclusive education setting: An African perspective. *Frontiers in Education* (10.3389/feduc.. 2023.1022453) (H-Index 19).
12. Perumal, N¹., Pillay, R²., Zimba, Z.F³., Sithole, M.S⁴, Van Der Westhuizen, M⁵., Khosa, P⁶., Nomngcoyiya, T⁷., Mokone, M⁸. & September, U⁹. (2021). Autoethnographic view of South African Social Work educators during the COVID-19 pandemic: Highlighting social (in) justice, *Social Work/ Maatskaplike Werk*, 57(4), 392-406. DOI: <https://doi.org/10.15270/52-2-964>. (H-index 16).
13. Masuku, M.M¹, Mathe, V.C². & Sithole, M.S³. (2021). Restoring of inclusive education: Paradigm shift from a medical to a social model among learners with disabilities, *Journal of Sociology and Social Anthropology (JSSA)*, 12(3-4), 97-105. DOI: 10.31901/24566764.2021/12.3-4.370. (H-Index 4).
14. Sithole, M.S. (2020). The first-time supervisors' experiences of power relations in social service professions: Case study of Social Work supervisors in the public sector. *Journal of Public Administration and Development Alternatives*, 5(2), 68-80. <https://hdl.handle.net/10520/ejc-jpada-v5-n2-a6> (H-index 48).

On the pipeline (Book chapters & Articles)

Book chapter

1. Sithole, M.S¹ & Smith, M². Positioning the "self" in the future of work: Towards Greater Human Sustainability. In L. Evascu, *"The Future of Work - The Development of Sustainable Workplaces"*.
2. Khosa, P¹, Mabvira, A², Pillay R³, Aghardien, N⁴, Schmidt, K⁵, Perumal⁶, Zimba⁷, September, U⁸, Sithole, M⁹ & Malatjie, H¹⁰. The Process of Critical Collaborations on South African Social Work Education: A Participatory Action Research Approach. *International Handbook of Radical Ethical Social Work. The Process of Critical Collaboration on South African Social Work Education: A Participatory Action Research Approach*

Articles

1. Gumbi, S¹., Sithole, M.S² & Zibane, S.Z³. Social work and natural environment: An Afrocentric perspective of the relevance of ecological social work in Southern Africa. *Southern African Journal of Social Work and Social Development*, Special Edition (under review).
2. Pillay, R.¹ et al., Towards Authenticity in South African Social Work Course Design. *Perspectives in Education*.
3. Sithole, M.S. et al., Entangled Intra-actions and Authentic Learning: A Diffractive Analysis of Supervisors' Reflections on Afrocentric Social Work Field Education

CONFERENCE & SEMINAR PRESENTATIONS

- 06-08 June 2025 – Sithole, Mazibuko & Gumbi presentation of paper titled *Reimagining the Future of Social Work Practice in an Uncertain Global Landscape*: Hybrid International Conference titled "Educating for Tomorrow: Social Work Values in a Global World". Thompson Rivers University in Kamloops, British Columbia.
- 26-28 March 2025 - *Integrated Transport Systems and Economic Development*: Paper presented at the Spatial Planning, Governance & Industrialization Symposium 2025 (Garden Court Marine Parade, Durban)
- 26-28 February 2025: Recommendations for Course Redesigning and Rethinking in Alignment with the Elements of Authentic E-learning for Quality in Higher Education. Co-presented paper at the 2025 Higher Education Conference hosted by CHE in Gauteng.
- 1-2 Nov 2023 - Paper presented at NIHSS 2022 Alumni Conference - The interconnectedness of work and learning: professional supervision as a transformative measure of the helping professions in social service organisations.
- 26-29 September 2023 – 2 Oral papers and 2 workshops presented/facilitated at the ASASWEI Conference 2023:
 - (i) *Ma'at Institute's role in adverse situations: collective autoethnographic reflections of facilitators rendering African-centred psychosocial interventions*. Sithole, M.S., Zondi, N., Shandu, T. & Phoswa, S.
 - (ii) *The quest for mitigating the vulnerability of children in Child and Youth Care facilities: Interface of social work, Child and Youth Care Services and Consumer Science*. Sithole, M S³. Chibe, M². & Nzuza, M.P³.
 - (iii) *Co-generating indigenous and decolonised curricula from the ground: An imbizo for the helping professions*. Perumal, N¹, Goliath, V², Sithole M.S³, Nathane, M⁴ & Khosa, P⁵.
 - (iv) 30 January to 2 February 2023: Perumal, N¹, Goliath, V², Sithole, M.S³, Nathane, M⁴ & Khosa, P⁵. – *African knowledge production incubators: Approaching indigenous and decolonised social work from the ground up through stories of our lived experiences*.
- Poster paper titled *Social entrepreneurial enterprise as a system to address the notion of "African solutions to African problems"*, presented at the 5th National Global Change Conference under the theme: Research and Innovation Accelerating Transformations to Global Sustainability, hosted by the Department of Science & Technology, at the University of Free State.
- 22-27 January 2023 - Presented 3 papers on Social Work and Spirituality at the International Symposium-cum Consultative Workshop on Comparative Social Welfare Policies and Non-profit Management in South Africa and India. India Universities involved Bharathiar University, Coimbatore, Gandhigram Rural Institute & Central University of Tamil Nadu, Thiruvavur.
- 01-03 November 2022 - Paper presented at NIHSS 2022 Alumni Conference. African thought on ecological sustainability as the basis for shared prosperity
- 18-19 October 2022- Lightning Talk paper presented at DH-IGNITE Conference on Digital and Computational Methods and Practices in Humanities & Social Sciences. Conference hosted by SADILAR & ESCALATOR: *E-Portfolio - Storytelling tool: Integrating networks and narratives*.
- 5-7 October 2022 Paper presented in a hybrid conference - Ventana Conference (York, UK - Hybrid): *African Knowledge Production Incubators Imbizo*

- 28-29 September 2022 - Paper co-presented during the ASASWEI National Colloquium (Social Work Relevance during Climate Change and Disasters: #KZN FLOODS) **Sithole, M.S¹**. Seepamore, B². Phoswa, S³. & Gumbi, S.N⁴. *Decolonising Trauma Debriefing: Ma'at Philosophy of Providing Culturally Relevant, Appropriate, and Context-based Psychosocial-economic Support to Communities in the midst of Disasters.*
- 17 February 2022 - Paper presented at Mpumalanga Province Seminar involving Provincial Researchers, M&E Practitioners & Planners: Developmental Indicators.
- 2021: Paper presented at DAAD International Exchange Programme (Fachhochschule, Dortmund in Germany): *Social Work Education and Practice in South Africa.*
- 2021: Paper presented at NIHSS Alumni Conference (Virtual): *Social Service Organisation as a Capacity Building Context for First-time Supervisors.*
- 2021: Paper presented at ASASWEI Conference: University of Zululand (Virtual): *What Paulo Freire Would Say About Online Education? Hypothetical View on Online Learning Environments of Student Social Workers*
- 2020: Paper co-presented at ASASWEI (Online): Zimba, Z.F¹, Khosa, P², Pillay, R³., Nomngcoyiya, T⁴. Perumal, N⁵, **Sithole, M.S⁶** & Van Der Westhuizen, M⁷. *Social work academics' voices during Covid-19: Turning up the volume.*
- 2019: Paper presented at National Institute of Humanities & Social Science (NIHSS), Johannesburg: *Organisational Processes' Influence on New Supervisors' Preparation for Transition into Supervisor Role*
- 2019: Paper presented at ASASWEI Conference: UCT: *Perceptions of Fieldwork Supervisors on the Role of Reflective Practice in Enhancing Practice-Based Knowledge within a Turbulent Organisational Setting*
- 2018: Paper presented at CIARS Conference: University of Toronto (CANADA): *Lack of Reorientation of Human Capital as a Barrier in Effective Implementation of Developmental Approach: A Case Study of South African Social Service Sector*
- 2018: Paper presented at the KwaZulu-Natal Department of Health Conference, Durban: *The Relevance of Social Work Supervision in the Health Setting*
- 2017: Paper presented at the National Association of African American Studies (NAAAS) Conference, Durban: Practice Wisdom as a Key Pathway for Weaving Human Element in Social Work as a Caring Profession
- 2017 Paper presented at ASASWEI Conference: Johannesburg: *The Role of Practice Wisdom in Transcending the Practice-Theory Divide in a Postcolonial Era.*
- 2017: Paper presented at National Institute of Humanities & Social Science (NIHSS) Conference, Johannesburg: *Making Transition to Supervision: Learning and Adapting in a Turbulent Organisational Context.*
- 2012: Paper presented at NASWA Conference. Nelspruit: *Repositioning the Role of a Social Service Practitioner in Promoting Local Economies*
- 2011: Paper presented at HWSETA Bi-Annual Conference - HWSETA Conference Proceedings: Durban: *Repositioning the Role of a Social Service Practitioner in Promoting Local Economies*
- 2009 & 2010: Paper presented at the social work seminar (KZN) - University of Zululand: *The Relevance of Social Work Theories in Social Work Practice.*
- 2010: Paper presented at Annual Conference of ASASWEI: *The Reflection on Personal Identity in Integrating Resilience in Learning and Practice Supervision Responsibilities.*

RESEARCH SUPERVISION RESPONSIBILITIES

Postgraduate Supervision	Total
Number of doctoral candidates supervised to completion	02
Number of doctoral candidates currently supervised	01
Number of master's students supervised to completion	12
Number of masters currently supervised	02

PHD SUPERVISED TO COMPLETION (CO-SUPERVISION)

- Gumbi, S.N. PhD - 2024 UKZN Critical Analysis of Social Work Supervision in the KwaZulu-Natal Department of Social Development: An Afrocentric Perspective.
- Khumalo, G. PhD UKZN Trends in School Social Work: An exploration and analysis of the current state of School Social Work (Co-supervision) in the Gauteng province.

Current students under supervision (PhD)

- Van Staden, N. PhD UWC Development of a framework for a diversion program in the DSD

Master's Students supervised to completion (12) Current master's student (Supervision) (3)

PhD supervised to completion (Co-supervision) (2)
Current students under supervision (PhD) (1)

EXTERNAL EXAMINATION OF THESES

PhD – (Candidate's identity purposely withheld)

- Doctor of SW UNISA – 2022 - The Lived Experiences and Resilience of Children Living on the Streets of Addis Ababa: Guidelines for Social Workers
- Doctor of SW NWU – 2023 - A reintegration manual for young female adults who were subjected to child marriages in Makonde District of Zimbabwe
- PhD (CRIM & FORENSIC STUDIES) - UKZN – 2023 - Police culture of isolation, solidarity and cynicism: An African criminological perspective on early career police officers.

External Moderation of modules

- 2016 - 2019 - Hons Degree - Educational Research Methods - EER 591 (Unizulu)
- 2016 - 2019 – Hons Degree - Cognitive Psychology – ECP 591 (Unizulu)
- 2021 - to date - SWWV411 (NMU)
- 2021 - to date - SWW412 (NMU)
- 2022 - onwards - ERM 702 - Research Methods – Department of Educational Psychology (Unizulu)
- 2023 – 2026 – Hons Degree: Community Development Models, Approaches & Practice - CDL8X01 (UJ)

Research-related Projects

Collaborative Research Projects

- 2025-2028: Social work education for a global world: Innovating for transformative change (SOWEGLOW) [UTFORSK Grant Project Number: UTF-2024/10121]
- 2023-2025: *Social Work Course Redesign Post COVID-19- discovering authentic ways of learning in South Africa* (2023-2025). NRF supported project (Principal investigator Prof Pillay (WITS)- with collaborators from UKZN, UFH, UJ, UWC & NMU) NRF GRANT: Competitive Support for Unrated Researchers: Decolonising and Indigenising the Social Work Curriculum (Theory, Skills & Practice).
- 2019 - 2024: NRF supported a project hosted by NMU, with collaborators from WITS, SU, UFH & UKZN, aimed at exploring the experiences of students, practitioners and academics with the view of *Co-creating African Knowledge Production Incubators at Higher Education Institutions*.

- 2021-2023: Psychosocial Services in the African Context: The Role of MA'AT Institute in mitigating the Impact of COVID-19 in the Health, Educational, Welfare Sector and the Community. This is the research-based project that emerged from the HWSETA & UKZN partnership, aimed at exploring the role of the MA'AT Institute in mitigating the psychosocial impact of the COVID-19 pandemic (education, health, and welfare sectors) and the wider community using the Afrocentric paradigms.
- 2021 – 2022: Teaching Group work in a Social Auxiliary Work Programme - a programme hosted by UKZN Extended Learning, a collaboration between UKZN and KZN DOH

RESEARCH PROJECTS

2013-2019 *First-time Supervisors' Experiences on Transitioning into the Supervisory Role within a Social Service Organisation* (DPhil: Social Work) - University of Zululand.

February – June 2017: Staff Satisfaction Survey - King Cetshwayo District Municipality: Facilitation of Survey on Staff Satisfaction on HR at King Cetshwayo District Municipality.

- 2005- The Impact of Prison Circumstances in Perpetuating Reoffending at Glencoe Correctional Centre [M.A Social Work (Community Development)] - University of Johannesburg]
- 1999- *The Correlation between Alcoholism, Self-esteem and Criminal Behaviour* (BA Soc Sc - UNISA)

COMMUNITY ENGAGEMENT & PROJECTS

- January 2025 onwards – Member of the Programme Advisory Committee - Higher Certificate in Community-based Healthcare (MANCOSA) - The purpose is to gather suggestions and feedback from various academics, industry experts, students, and alumni.
- January 2024 – onwards - Board membership of St Anthony's Child & Youth Care Centre (CYCC) in Newcastle
- 2021 Knowledge generation partnership with the KZN Social Work Veterans and the Department of Social Work (UKZN)
- 2021-2023 MA'AT Institute Project – Debriefing and mentorship programme. This is the HWSETA & UKZN partnership, including facilitation of debriefing interventions on mitigating the impact of COVID-19 using the Afrocentric paradigms on caring professions (Health, Education, Welfare sectors & wider community).
- April - June 2015: CSI Project for Natal Portland Cement: Facilitated the Monitoring and Evaluation (M&E) of the Natal Portland Cement (NPC) Corporate Social Investment project (CSI) for five (5) Traditional Councils in Port Shepstone.
- 2014 Translation of Global Social Work Definition and Principles: Involved in translation of the Global Social Work definition and principles into IsiZulu, in line with the strategy for promoting African Scholarship.
- Sep 2013: Temporal appointment to serve on the National Review Committee of CHE contracted to Monitor and Review the Bachelor of Social Work (BSW) for re-accreditation purposes
- 2012- 2014: Social Work Supervision Workshops: Developed and facilitated the Social Work Supervision Workshops for the KwaZulu-Natal Department of Social Development, and 240 social work supervisors were involved.
- 2010: Co-facilitation of Strategic Plan and Drafting Strategic Plan Report for the KwaZulu Royal Household Trust (2010-2015):
- 2010- 2014: Facilitated Training of Amakhosi on Social Crime Prevention Programmes - A provincial project commissioned by the KwaZulu-Natal Department of Community Safety and Liaison, aimed at developing locally based Crime Prevention Strategies, Traditional Leadership (Amakhosi & Izinduna).
- 2009- 2010: Research Committee Member for Unizulu IKS Centre: Collaborating with Nkandla, KwaDlangezwa & Mhlabyalinga communities in collecting, preserving, and documenting the significant products and processes involving indigenous knowledge - Project commissioned by the Department of Science & Technology.
- 2008-2009: Marketing of Social Work Profession: Representing the National Department of Social Development in promoting & marketing the profession at various national exhibitions.
- 2006- 2008: Department of Labour's Employment Equity Representative: Appointed as a member of the Local Employment Equity Consultative Forum (KZN), responsible for monitoring the implementation of the Departmental Employment Equity Plan
- 2005-2006: Mpophomeni Tourism Experience & Howick & Edendale Housing Projects:
 - 1) Facilitated training on community-based business initiatives, i.e., B&B and Arts & Culture for Mpophomeni.
 - 2) Coordinated the construction-related skills for unemployed people of KwaMevane, Howick & Edendale
- 2002-2004: Serving in EAP Advisory Committee (Correctional Services): Ensuring Monitoring & Evaluation of the "Impact of EAP Programme in Service Delivery".

2015- 2016 – First-year coordinator	2015 – 2024 Discipline Coordinator of Registration Committee
2016– 08/2024– Discipline Coordinator of Student Admissions: Undergraduate and postgraduate programs	
2016– 2017 – Second-year coordinator	2016 – 07/2024 – Discipline student registration coordinator
2017– 07/2024 - Post-graduate Coordinator: Social Work Discipline	
2017 – 2024 - Member of Research & Higher Degrees Committee: School of Applied Human Sciences (SAHS)	
2017-2022 Lecturing and supervision of students in MPhil in Child Care & Protection: Multidisciplinary programme hosted by UKZN Law Department	
2017– Third-year coordinator	
2021 - Teaching Group work in a Social Auxiliary Work Programme – a programme hosted by UKZN Extended Learning, Collaboration between UKZN and KZN DOH	
2024 – Onwards Postgraduate Coordination & Faculty Member of Research & Higher Degrees Committee	

2020 - up to date – Reviewed Journal Articles
Indilinga (X2); Journal for Public Administration & Development Alternatives (X2); Alternation (X4); (X8) Social Work/ Maatskaplike Werk
2020 to date - (X6) Reviewed NRF Applications (WITS, UFH & NMU)
2011 - to date - Postgraduate Coordinating Reports 11 Postgraduate coordinating reports were compiled on behalf of the Academic Leader: RHDC

- Member - South African Council for Social Service Professions (SACSSP)
- Member - Association of South African Social Work Education Institutes (ASASWEI)
- Member - Association of Schools of Social Work in Africa (ASSWA)
- Member – Employee Assistance Programme Association – South Africa (EAPA- SA), KZN Chapter

- 2011 to 2012: Awarded 12 months SANPAD - RCI (South Africa-Netherlands Research Programme on Alternatives in Development: Research Capacity Initiative)
- 2015 to 2017: Awarded NIHSS/ SAHUDA Doctoral Initiation Support

REFERENCES TO BE PROVIDED ON REQUEST