

# HEINDRI. A BAILEY

## CURRICULUM VITAE

### Contact Detail

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### Personal Details

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Name	Heindri Adré
Surname	Bailey
Identity no	[REDACTED]
Date of birth	5 March 1973
Sex	Male
Nationality	South-African
Languages	English (Native), Afrikaans (Native), French (intermediary level), Mandarin (elementary level)

### Education

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1996: MA, University of Stellenbosch  
[International Studies (Focus: International Political Economy)]

1994: BA, University of Stellenbosch:  
Political Science & Public and Development Management

2003 Certificate in Risk Management, Ethics and Corporate Governance South African Institute of Directors and Rand Afrikaans University

2000 Civil-Military Strategy for Internal Development Certificate United States Air Force Special Operations School, Hurlburt Field, Florida, USA

1995 Certificate in Chinese Studies - Chengxi University, Taipei, Taiwan

### Experience

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**2004 – Current** **Managing Director and Lead researcher**  
**Managing for Excellence (Pty) Limited**

#### Description of Organisation:

Managing for Excellence (Pty) Limited is a research-focused management consultancy providing specialized services to both public and private sector organizations. The company operates through a national network of associates, which allows for the optimal utilization of highly skilled professionals on a project-to-project basis.

Over the past twenty years the company has successfully completed research-focused projects for UNESCO, UNDP, the Pan African Parliament, the South African Presidency, the South African Parliament, the German-African Foundation, the Konrad-Audenauer Stiftung, the African Capacity Building Foundation and various national departments, municipalities and private sector clients.

#### Key Responsibilities:

As Managing Director his role primarily involves overseeing all aspects of the operations of the company. This includes new business development, establishing and maintaining relationships with clients, recruiting suitable professional employees and developing strategies to achieve increased productivity and profitability. He further coordinated the efforts of various project teams to ensure key performance areas are aligned to the strategic objectives of the company.

His function can essentially be described by the following broad categories:

- ♣ Lead Researcher / Consultant on all major projects undertaken
- ♣ Developing strategy and direction for the company
- ♣ Setting the organisational culture
- ♣ Leading the executive/senior management of the company
- ♣ Overseeing the Management of all Financial and Physical resources

**2001– 2004: Senior Researcher & Special Advisor to the former Speaker of the National Assembly (Dr Frene Ginwala)**

## Parliament of the Republic of South Africa

### Roles & Responsibilities included:

- ♣ Developing briefing documents related to the Speaker's Parliamentary and Non-Parliamentary duties, including but not limited to the Global Commission Human Security (CHS), Global Coalition for Africa (GCA), African Union (AU), New Partnership for Africa's Development (NEPAD), African Peer Review Mechanism (APRM), Pan African Parliament (PAP), Presidential Spier Initiative (Israeli-Palestinian conflict resolution initiative)
- ♣ Research & Draft Speeches for the Speaker and other senior politicians in Parliament
- ♣ Monitoring Legislation and Protocols & Developing appropriate Explanatory Memoranda
- ♣ Developing a Research Management System & Conducting and coordinating research and content development for the Parliamentary Millennium Programme
- ♣ Engaging with Government and Non-Governmental officials regarding projects mentioned above.
- ♣ Advocacy and Fundraising related to projects mentioned above

### Civic responsibilities

- ♣ Non-Executive Director: **Radio KC (107.7)** Community radio Station Responsibilities include Governance and Stakeholder relationship
- ♣ Non-Executive Director: **Wellington Skills Development Initiative** Responsibilities include: Communications and Public Relations.

### Extramural activities

- ♣ Sailing: YACHTMASTER OCEAN - Royal Yachting Association (RYA) and Maritime and Coastguard Agency (MCA) of the UK, Great Britain and Ireland

### Publications

Heindri has an extensive publication record in both academic and non-academic media. [A full list of publications is available on request.](#)

2021 Author. Chapter in Publication. Bailey, H.A. 2021. "Contributions of the Nigerian Parliament to SDG16 through SSG/R." In: Jasper, M (Ed.) 2021. **The Contribution of Parliaments to Sustainable Development Goal 16 through Security Sector Governance and Reform.** The Geneva Centre for the Democratic Control of Armed Forces (DCAF): Geneva: Switzerland

2019 Author. **Self-evaluation assessment toolkit for Nigerian Parliamentarians on oversight over security-related parliamentary committees.** DCAF: Geneva: Switzerland

2017 Member of Drafting Team: **Report of High Level Panel on the Assessment of key Legislation and the acceleration of fundamental change: South African Speakers Forum and UNDP "Motlanthe Commission"**

**1999-2003: Senior Lecturer: Africa and Security Studies Faculty of Military Science, University of Stellenbosch**

**1997- 1999: Lecturer: Political Science Faculty of Military Science, University of Stellenbosch**

### Roles & Responsibilities included:

- ♣ Guest Lecturer at University of Stellenbosch School for Public Management (Military Management Course)
- ♣ Guest Lecturer at the African Centre for Investment Analysis at the University of Stellenbosch Business School. (Risk Analysis Course)
- ♣ Head of Department, Political Science, 2000-2001
- ♣ Member of the Military Academy Board, 1997-1999
- ♣ Member of the Executive Committee of the Faculty of Military Science 1997-1999
- ♣ Member of the Curriculum Development Committee 1998-2003
- ♣ Member of the Program Development Committee 1998-2003
- ♣ Faculty Representative to the Stellenbosch University Transformation Forum 1997

2018 Author. Chapter in Publication. Bailey, H.A. 2018. "African entrepreneurs and preparation for the Fourth Industrial Revolution." In: Bode, J and Freitag, C. (eds) . 2018. Universities, Entrepreneurship and Enterprise Development in Africa. Bonn: Germany

### References

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[Available on request](#)

## List of Selected Projects Managed and Executed

**Orientation workshops and material produced for Nigerian Parliamentarians on oversight over security-related parliamentary committees.** The Geneva Centre for the Democratic Control of Armed Forces (DCAF): Geneva: Switzerland and Nigeria (2019)

**Workshops MPs, Clerks and CSOs on the development of a self-evaluation assessment toolkit for Nigerian Parliamentarians on oversight over security-related parliamentary committees.** The Geneva Centre for the Democratic Control of Armed Forces (DCAF): Geneva: Switzerland and Nigeria (2019)

**Report of High-Level Panel on the Assessment of key Legislation and the acceleration of fundamental change:** South African Speakers Forum and UNDP. This project is considered the most comprehensive national legislative review undertaken by the UNDP (2016-2017)

### **Pan African framework for Parliamentary Collaboration Project (2009-2011)**

This project was commissioned by the Clerk of the Pan African Parliament (PAP) to develop an integrative framework for collaboration for African Parliaments and the PAP. This framework was formally endorsed by the PAP Meeting of Clerks in Midrand, South Africa in December 2011 and is considered as a key governance instrument governing the relationship between PAP and Parliaments of Member states of the African Union.

**Building civil society resilience and awareness regarding the new Zimbabwean constitution programme.** This programme was commissioned by the Konrad Adenauer Foundation and the German African Foundation and resulted into 9 projects in which training was provided to CSOs to encourage public participation in local government (2013-2017).

**Every View Counts ... Promoting Tolerance through Dialogue Project (2015)** This project was commissioned by the African Capacity Building Foundation (ACBF) – a research foundation of the African Union. In addition to several Members of Parliament, the Speakers of the provincial legislatures were interviewed, and all contributions were integrated throughout in a publication used as a tool for African Members of Parliament to build social cohesion.

**2018: Major Review of the remuneration of Members of Parliament:** Submission to the Independent Commission for the Remuneration of South African Public Office Bearers (Pretoria: South Africa)

**2016 Development of Agri-Park master plans** for six District Municipalities for the Department of Rural Development and Land Reform, South Africa (Dec 2015 to March 2016) : West Coast, Cape Winelands, Overberg, Namakwa, Pixley Ka Seme and ZF Mgcawu.

**2011 to 2013: Forty-three (43) Rural Enterprise Development Projects** (Presented to the South African Department of Rural Development and Land Reform and the Department of Trade and Industry)