

## CURRICULUM VITAE

Family name:	Beukes
First Name:	Christopher John
Date of Birth:	26/08/1981
Nationality:	South African
Civil status:	Married
Education:	Master of Commerce in Industrial and Organisational Psychology
LinkedIn:	<a href="http://www.linkedin.com/in/christopher-beukes">www.linkedin.com/in/christopher-beukes</a>
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Institution	Date from	Date to	Degree(s) or Diploma(s) obtained
Creative Commons	2023	2023	Creative Commons Certificate for Open Culture
University of South Africa (2009-2011)	2009	2011	Master of Commerce in Industrial and Organisational Psychology
University of Johannesburg (2008-2009)	2008	2009	Honours in Industrial and Organisational Psychology (Cum Laude)
University of Johannesburg (2005-2007)	2005	2007	Bachelor of Commerce in Industrial and Organisational Psychology
Edenglen High School, Johannesburg (2000)	1996	2000	National Senior Certificate ("matric" or "grade 12")

### Language skills:

Language	Reading	Speaking	Writing
English	C2	C2	C2
Afrikaans	C1	C1	C1

<b>Professional memberships:</b>	<ul style="list-style-type: none"> <li>Psychologist: Category, Industrial.   PS 0128287   Health Professions Council of South Africa (HPCSA).</li> <li>Career Development Practitioner.   ED19178150009   South African Career Development Association (SACDA).</li> <li>Southern Africa Regional Representative to the Global Careers Month implemented by Cedefop, European Commission, ETF, ILO, OECD, UNESCO, and World Bank.</li> <li>Steering Committee Member of the International Career Development Peak Body Network (ICDPBN) comprising, Australia, New Zealand, Canada, United Kingdom, and South Africa.</li> <li>Board Member of the South African Career Development Association (SACDA).</li> <li>Editorial Board Member: <i>African Journal of Career Development (AJCD)</i>.</li> </ul>
<b>Other skills:</b>	<ul style="list-style-type: none"> <li>Expert Career Guidance.</li> <li>Expert Project Management.</li> <li>Expert Open and Distance Learning.</li> <li>Expert Open Educational Resources.</li> <li>Expert Information and Communication Technology.</li> <li>Expert Strategy Development.</li> <li>Expert Stakeholder Relations.</li> <li>Expert Digital Governance.</li> </ul>
<b>Present positions:</b>	<ul style="list-style-type: none"> <li>Senior Education Expert.</li> <li>Chief Executive Officer – SACDA.</li> </ul>
<b>Years within the firms:</b>	<ul style="list-style-type: none"> <li>Senior Education Expert– 04/2021 to present.</li> <li>SACDA – 10/2017 to present.</li> </ul>
<b>Key Qualifications</b>	<b>Qualifications and skills:</b> <ul style="list-style-type: none"> <li>Master of commerce in Industrial and Organisational Psychology.</li> <li>16 years' FTE in the Education sector.</li> <li>11 years' FTE in Information and Communication Technology.</li> <li>8 years' FTE in a director-level position in Education sector.</li> </ul>

### Specific experience in the region:

Country	Date from:	Date to:
South Africa	28/01/2001	01/11/2024

**Professional experience:**

	Date from:	Date to:	Actual working days	Location	Company & reference person [3]	Position	Description
1	03/2025	12/2026	56 days	International	German Development Cooperation (GIZ) Marina Eichhorn marina.eichhorn@m4edu.pro (under management4education GmbH)	Digital Learning Consultant	<ul style="list-style-type: none"> <li>Providing consulting and advisory services for GIZ projects in all phases of the life cycle of digital competence development measures, including scoping/planning, design, delivery and review.</li> <li>Develop concepts for digital competence development measures in line with standards.</li> <li>Support GIZ projects in conducting tenders in the context of digital learning.</li> <li>Conduct studies in the context of digital learning and develop knowledge products, presentations, articles and reports on digital learning.</li> </ul>
2	03/2025	06/2025	70 days	South Africa	European Union Jelena Raskovic Jelena_Raskovic@dai.com (Under DAI Global)	Senior Education Expert	<ul style="list-style-type: none"> <li>Conduct a baseline study and produce a research report on modern practices in the development of career assessments and the emergence of non-psychological tools, their benefits, and risks, and provide a rationale for Career Development Tool (CDT) constructs.</li> <li>Evaluate the career assessments on the government career development platform and make recommendations for alignment with the guidelines for administering and developing CDTs.</li> <li>Produce 6 validated CDTs with manuals, 2 for each category as per guidelines. To be developed in agreement with DHET.</li> </ul>
3	01/2025	02/2025	5 days	International	Commonwealth of Learning Joko Olivier jolivier@col.org	Education Consultant	<ul style="list-style-type: none"> <li>Develop an institutional graduate employability framework template for reuse by universities who are developing such frameworks within the context of the COL Employability Model.</li> <li>Develop a university student employability journey for universities to adapt based on their particular requirements.</li> </ul>
4	09/2024	03/2025	17 days	Ghana	Commonwealth of Learning Joko Olivier jolivier@col.org	Education Consultant	<ul style="list-style-type: none"> <li>Develop data specifications and surveys to conduct research, and a needs assessment that includes gender considerations for developing and validating an employability framework for the University of Ghana.</li> <li>Capacity-building on Open Educational Resources (OER), Creative Commons (CC) licensing, Open and Distance Learning (ODL), and employability skills for University of Ghana teaching staff.</li> <li>Development and enhancement of ODL course curricula with attention to gender gaps in employability skills with OER.</li> </ul>
5	11/2023	03/2025	166 days	South Africa	European Union Jelena Raskovic Jelena_Raskovic@dai.com (Under DAI Global)	Senior Education Expert	<ul style="list-style-type: none"> <li>Contracted as Senior Non-Key Expert (SNKE) on European Union (EU) funded project, termed Education for Employability (E4E) coordinated through National Treasury (NT), together with the Department of Basic Education (DBE), Department of Higher Education and Training (DHET), and Department of Employment and Labour (DEL) to strengthen the transition from education to employment.</li> <li>Develop data specifications and conduct research towards institutionalisation of career development within the DBE and develop a whole-school careers framework to guide the research, development, monitoring and evaluation activities of such a unit.</li> <li>Research and develop a model for careers across the basic education system and provide training and support for curriculum writers on the implementation of the model in all subjects and grades.</li> <li>Develop data specifications and survey instruments, as well as conduct an audit of the curriculum in terms of careers and entrepreneurship.</li> </ul>
6	11/2023	09/2024	19 days	South Africa	German Development Cooperation (GIZ) Eleanor Hazell ehazell@jet.org.za (Under JET Education Services)	Governance Expert	<ul style="list-style-type: none"> <li>Review the National Pathway Management Network (NPMN) multiple levels of governance with the aim of enhancing structures towards ensuring NPMN's overarching purpose and objective as an information system to facilitate the placement of youth into employment.</li> <li>Contribute to the design of data collection instruments, together with data collection in the form of interviews, and focus group discussions.</li> <li>Contribute to the inception and final report in terms of institutional arrangements, coordination needs, data structures, and interoperability.</li> </ul>
7	09/2023	11/2023	28 days	Kenya	Commonwealth of Learning Joko Olivier jolivier@col.org	Education Consultant	<ul style="list-style-type: none"> <li>Capacitated thirty-nine (39) senior Moi University staff in digital skills through Open Educational Resources (OER), Creative Commons (CC) licensing, and Open and Distance Learning (ODL). The workshop included theory and practical's on incorporating audio-visual production into ODL, together with the production of a fifteen (15) minute short film for prospective ODL students.</li> <li>Facilitated the development of an Open Educational Resources (OER) employability course with eight (8) senior Moi University staff.</li> <li>Confirmed an overall increase of 32% in knowledge and confidence in OER, CC, ODL and audio-visual, and 97% for facilitation.</li> </ul>
8	10/2022	04/2023	90 days	South Africa	European Union Jelena Raskovic Jelena_Raskovic@dai.com (Under DAI Global)	Senior Education Expert	<ul style="list-style-type: none"> <li>Contracted as SNKE on EU funded project, termed E4E with the DBE, DHET, and DEL to review a community employability strategy.</li> <li>Research and design a digital pack of curricular resource materials on employability skills with the three departments.</li> <li>Research and develop a training intervention to be presented to educators and lecturers in the three participating departments.</li> <li>Provincial capacitation of four hundred seventy-nine (479) officials throughout all nine (9) provinces, with an overall rating of 86% for capacity development, and 92% for facilitation effectiveness.</li> </ul>
9	10/2022	02/2023	20 days	South Africa	International Youth Foundation Carla Pereira carla@jet.org.za (Under JET Education Services)	TVET and Digital Expert	<ul style="list-style-type: none"> <li>Research relating to a roadmap and theory of change for integrating digital skills into the Post School Education and Training (PSET) sector.</li> <li>Environmental scan with digital training providers, institution partners, and employers in the digital economy.</li> <li>Lead in the development of an Impact Assessment Report to measure effectiveness of digital service providers in the TVET sector.</li> <li>Lead in the development of a Partner Assessment Matrix for partnership consideration of digital training providers by TVET colleges.</li> </ul>
10	05/2021	03/2022	30 days	South Africa	JET Education Services Boitumelo Manci boitumelo@jet.org.za (under West and Associates)	Governance Expert	<ul style="list-style-type: none"> <li>Research, develop and present a report on the governance model options for Post School Education and Training Collaboration and Learning Opportunities for the Utilisation of Data (PSET CLOUD) Governance Note.</li> <li>Conduct an extensive review of Information and Communication Technology (ICT) policy issues in the education sector in South Africa.</li> <li>Present the Digital Governance Advisory Note at the DigiTrans Conference in Johannesburg.</li> </ul>
11	04/2021 10/2017	Present 03/2021	0.5 FET 1.0 FTE	South Africa	South African Career Development Association Chairperson Puleng Phala puleng.phala@tnc.edu.za	Chief Executive Officer	<ul style="list-style-type: none"> <li>Managed the development of an application, Learner Management System (LMS) and Recognition of Prior Learning (RPL) system.</li> <li>Developed a code of ethics for career development practitioners which is founded on the principles of inclusivity, which includes gender.</li> <li>Developed all the baseline policies required for a fully functional professional body.</li> <li>Developed career development content for Continuous Professional Development (CPD) curricula programme.</li> <li>Co-established the <i>African Journal of Career Development (AJCD)</i> as an open access journal.</li> <li>Facilitated recognition of SACDA as the Professional Body for Career Development Practitioners through SAQA.</li> <li>Managing service provider for continued ICT system development and maintenance, together with staff for administrative purposes.</li> </ul>
12	04/2016	11/2017	1.0 FTE	South Africa	Central Applications Office Chief Information Officer Hassan Patel patelh@cao.ac.za	Chief Operations Officer	<ul style="list-style-type: none"> <li>Initially appointed on a six (6) month consultancy project, and subsequently appointed as Chief Operations Officer (COO). Managed operations of forty-three (43) staff complement service. Staff complement peaked at fifty-six (56) staff during intakes.</li> <li>The purpose of the CAO is to receive, process and distribute paper-based and online applications for all universities in the province of KwaZulu-Natal. The CAO also processes applications for a number of Technical, Vocational Education and Training (TVET) colleges.</li> <li>Support the redesign of the ICT system to include Optical Character Recognition (OCR) and Intelligent Character Recognition (ICR).</li> </ul>
13	09/2013	04/2016	1.0 FTE	South Africa	Department of Higher Education and Training Director Letshego Mokeki mokeki.l@dhet.gov.za	Project Manager	<ul style="list-style-type: none"> <li>Project managed the full enterprise architecture for Central Applications Service (CAS).</li> <li>Project managed the development of the CAS policy framework and bill.</li> <li>Project managed technical and user specifications for CAS system.</li> <li>Setup and managed a call centre of seventy-five (75) agents.</li> <li>Setup and managed the system and results data that registered over nine thousand (9 000) prospective applicants from 2013 to 2014.</li> </ul>

14	08/2012	09/2013	1.0 FTE	South Africa	South African Qualifications Authority Deputy Director Letshego Mokeki mokeki.l@dhet.gov.za	Project Coordinator	<ul style="list-style-type: none"> <li>Managed stakeholder relationships relating to CAS, including Registrars, Vice-chancellors, Student Leadership, and SETA CEOs.</li> <li>Managed project information, reporting and record keeping systems.</li> <li>Supported the design and implementation of a career development knowledge base.</li> <li>Supported the design and implementation of an ICT system for the Ministerial flagship project.</li> <li>Supported the design and implementation of a customer relations management system.</li> <li>Prepared data specifications, managed statistical analysis, and prepared project reports.</li> </ul>
15	02/2008	01/2012	1.0 FTE	South Africa	PACE Career Centre Director Dennis Stead den@pace.za.com	Project Manager	<ul style="list-style-type: none"> <li>Stakeholder relations with district, provincial and national Department of Basic Education (DBE) structures.</li> <li>Project managed and facilitated a five (5) day accredited career education programme with over one hundred eighty (180) schools in the Eastern Cape, thirty (30) schools per 5-day session.</li> <li>Project managed a one (1) day accredited training with over two hundred seventy (270) schools in the Free State.</li> <li>Five (5) day accredited training with eighty (80) Lay Counsellors to provide career guidance in under-performing schools in Gauteng.</li> <li>Developed career guidance e-learning curricula for the Gauteng Department of Education.</li> <li>Project managed and facilitated a one (1) day training of over five hundred (500) schools in Gauteng.</li> </ul>
16	01/2004	01/2008	1.0 FTE	South Africa	University of Johannesburg University of South Africa	Student	<ul style="list-style-type: none"> <li>Completed fulltime BCom degree and honours in industrial psychology at the University of Johannesburg.</li> <li>Completed master's in industrial psychology at the University of South Africa, with highest achiever in career psychology.</li> <li>Completed research dissertation on the construct of employability and its relation to emotional intelligence.</li> <li>Developed career theory of self-regulated career management.</li> <li>Supported job shadow programmes in local high schools.</li> </ul>
17	02/2001	12/2003	1.0 FTE	South Africa	Globaltec Communications Charles Brown charles@globaltec.co.za	Business Development	<ul style="list-style-type: none"> <li>New customer acquisition.</li> <li>Business development.</li> </ul>

#### Relevant information

Beukes, C.J. (2024). Building career service capabilities in South Africa, *Universities Careers Service Forum, Johannesburg*.

Beukes, C.J. (2024). Resourcing career development practitioners for effective delivery of quality career services for all citizens, *Education for Employability Policy Dialogue, Pretoria*.

Beukes, C.J. (2021). Strategies for Accelerating the Achievement of National Skills Development Plan Outcomes, *National skills Conference, Johannesburg*.

Beukes, C.J. (2021). Launching National Careers Week for South Africa, *South African Congress of Career Practitioners, Durban*.

Beukes, C.J. (2021). Indigenous Approaches to Career Management, *International Congress of Psychology, Prague*.

Beukes, C.J. (2019). Conferring the first Professional Designations for Career Development Practitioners in South Africa, *South African Congress of Career Practitioners, Emperors Palace, Johannesburg*.

Beukes, C.J. (2013). Coaching for Employability, *Society of Industrial and Organisational Psychology Conference, CSIR Centre, Pretoria*.

Beukes, C.J. (2012). An Indigenous Employability Framework, *Society of Industrial and Organisational Psychology Conference, CSIR Convention Centre, Pretoria*.

Beukes, C.J. (2011). Skills Framework for Employability, *International Career Guidance Conference, Cape Town International Convention Centre*.

Beukes, C.J. (2010). Self-regulatory Employability, *South African Career Guidance Conference, St George Hotel, Pretoria*.

Beukes, C.J., & Coetzee, M. (2010). Employability, Emotional Intelligence and Career Preparation Support Satisfaction among Adolescents in the School-to-work Transition Phase. *Journal of Psychology in Africa, Special career edition, 41-54*.

Keevy, J. et al. (2022). *Mzansi.citizensdatamatter: Reclaiming self-sovereignty for all South African citizens' data by 2030*. Johannesburg: JET Education Services and merSETA.

Taylor, N., & Beukes, C.J. (2019). A life design-related career development intervention for working adults in the manufacturing, engineering and related sectors. *African Journal of Career Development 1(1), a2*. <https://doi.org/10.4102/ajcd.v1i1.2>.

West, P., & Beukes, C.J. (2021). Digital Governance Advisory Note. Johannesburg: JET Education Services and the Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA).

West, P., & Beukes, C.J. (2022). The PSET CLOUD - Digital Governance Advisory Note by JET Education Services, DigiTrans Conference, Johannesburg.