

CURRICULUM VITAE

PERSONAL DETAILS:

NAME: Motloang Mohale Letete (Mr)

ADDRESS: P. O. Box 1754
Maseru. 100
Lesotho

MARITAL STATUS: Married

DATE OF BIRTH: 29 September 1957

NATIONALITY: Mosotho

COUNTRY OF ORIGIN: Kingdom of Lesotho

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Personal Profile:

I am a hardworking, goal oriented, self-motivated individual with skills in Business Management and Enterprise Development with more than 20 years' experience in Hydropower generation and Telecommunications – Leadership, Strategy Development, Project Management, Financial Management, Customer Care, Sales and Marketing, Operations Planning and Management. I am always striving for quality performance and fully committed to providing and implementing dynamic, compelling solutions and leadership to the on-going objectives of the organisation. My interpersonal skills and attitude enable me to develop and harness valuable relationships with colleagues and customers alike in pursuance of achieving the required targets and providing excellent service. Can work long hours anywhere in the country, when called for and often under pressure to meet the expected and desired strategic goals.

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WORK EXPERIENCE:

Millennium Challenge Account (MCA) Lesotho II

Private Sector/MSME Development Specialist.

2024 November, 18th - February, 2025.

Started engagement as a Private Sector/MSME Development Specialist under KESI Business Solutions, a local business consultancy company, in the Millennium Challenge Account (MCA) Compact II, Business Environment and Technical Assistance (BETA) project. The USD 62 Million BETA Project's goal was to support an increase in profits and formal employment of a pipeline of approximately 50 large firms and 500 micro, small and medium enterprises (MSMEs) especially those owned by women and youth, and businesses in rural areas. The project was to implement this assignment through three activities a) Pipeline Development b) Business Ecosystem Strengthening and c) Financial System Strengthening. The project was strongly linked to the Market-Driven Irrigated Horticulture (MDIH) programme.

KESI Business Solutions, in this project, was subcontracted by Cowater International Inc. of Canada as the lead contractor.

KEL Property Company (Pty) Ltd. (Kereke ea Evangeli Lesotho PC)

Chief Executive Officer.

2021 November – December 2023

The Chief Executive Officer is responsible to provide strategic leadership to the KEL Property Company (Pty) Ltd – (KELPC) – to ensure that it successfully executes its mandate to enhance, promote and manage its property investment portfolio through land acquisitions; development; renting and leasing of commercial property.

The key accountabilities included and not limited to:

- Strengthening the Board of Directors and its committees, ensuring that the members had the appropriate information to make strategic decisions on governance and secretariat support to enable the execution of their oversight; policy and strategy development and resource mobilisation mandate.

- Ensuring property acquisition and development in order to increase asset base and return on investment for the Shareholder.
- Effectively managing KELPC's property through development and implementation of comprehensive asset management system, promotions, administration and maintenance plan.
- Overseeing the design, development and delivery of policies, strategies and programmes for managing human capital to ensure alignment to the strategy of KELPC.
- Formulating and overseeing the implementation of the policies for the management of financial and other resources of KELPC to ensure the achievement of its mission.
- Advocating and promoting the image of the organisation in order to promote the service and employer brand and cultivate a positive relationship with key stakeholders.

**Lesotho Opportunities Industrialization Centre (LOIC)
Executive Director.**

2015 – July 2018

The Executive Director is responsible for directing the organization and my key performance areas included:

- Strategic leadership;
- Operations planning and management;
- Programme planning and management;
- Human Resource planning and management;
- New business development.

In my position as Executive Director I also served as the secretary to the Board of Directors.

**Basotho Enterprises Development Corporation (BEDCO)
Caretaker Chief Executive Officer**

2016 (April – Aug.)

My key responsibilities in this short time were to guard against financial management; provide leadership and develop strategies of the Organization.

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**Basotho Enterprises Development Corporation (BEDCO)
Executive Head Infrastructure (Estate Development and Management, Woodwork
Workshop & Sales and ICT management.**

2014 – February 2015

My main function was to manage and direct the facilities that support BEDCO's core mandate.

- BEDCO estates for rental
- Woodwork workshop
- Information and Communication Technology (ICT) infrastructure

**Basotho Enterprises Development Corporation (BEDCO)
Executive Head, Enterprise Development and Promotion (EDP)**

2013 – 2014

As Executive Head, Enterprise Development and Promotion (EDP) I was responsible for:

- Assisting in the establishment and development of Basotho-owned enterprises, with particular emphasis on the promotion of indigenous entrepreneurial skills.
- The key responsibilities were to develop strategies and structures conducive to enhancing advisory services, support services and training models, (both business and technical) offered by BEDCO to the MSMEs.

**Managing Director and Lead Consultant under the auspices of a privately-owned
company HM Business Management Consulting (Pty) Ltd.**

2012 – March 2013

My key responsibilities included providing the following services:

- Guidance for Academic Research
- Sales and Marketing Strategy and Solutions
- Project & Operations Management Strategy
- Risk Management Strategy and Solutions
- Business Development Skills Training

**Telecom Lesotho Ltd
Sales and Channel Distribution Manager.**

2002 – August 2011

Had started as a Senior Transmission Technician responsible for installation, commissioning, repair and maintenance of all transmission equipment.

Then in September 2007, I was appointed as Product Technology Specialist, a supervisor in the Sales and Marketing Division, where I was responsible for establishing mobile network coverage, market intelligence and finally launching Econet Telecom Lesotho (ETL) 3G mobile data product, the EVDO.

With the full merger of Econet Ezicell and Telecom Lesotho, I was appointed as the Manager – Sales and Channel Distribution, in the same division, the position which I held until August 2011. Some of my responsibilities were, but not limited to:

- Participating in formulating sales and marketing strategy to attain a competitive advantage and ensure that the set strategies are implemented as designed;
- Be part of product innovation and development team and to assess current and future products;
- Monitor and evaluate own Service Centres' performance and customer management standards in line with company strategy;
- Drive sales and marketing of ETL's value proposition to the market and ensure it is well communicated;
- Ensure that service level agreements are met and adhered to in order to meet high level customer expectation;
- Develop sales and marketing guidelines and procedures to support ETL's overall sales and marketing strategy towards meeting its annual revenue budget;
- Was a member of ETL's pricing team to design product pricing strategy;
- Collect market intelligence and advise the Executive Management on the possible remedial interventions.
- Develop quarterly reports to Executive to evaluate the relevance of divisional strategy to the overall company strategy.

**Lesotho Highlands Development Authority (LHDA)
Senior Transmission Technician in the Control and Protection Department for the
'Muela Hydropower generation.**

1995-2002

- In this period I went through a 2-year intensive training on Hydropower Generation and Operation and Maintenance at the following centres, Electricity Supply Board International of Ireland (ESBI), ABB Industrial Services (Sweden), Kvaerner Boving Limited (United Kingdom) and Eskom (South Africa).
- On my return home I participated in the formulation of the operation and maintenance procedures, with particular emphasis on:
 - Operation procedures for generation.
 - Preventive maintenance procedures.
 - Repair procedures.
 - Health and Safety Regulations.
- Then in 1998, as a result of the restructuring process, I was appointed as the Assistant Technical Officer in the Planning and Design Department in Maseru, to assist the British Telecom Consultant in the installation, commissioning, repair and maintenance of all transmission equipment at all LHDA project areas which were co-owned by LHDA and the then Lesotho Telecommunications Corporation (LTC). This also included being responsible for the security policy, strategy and administration of the security guards at all the repeater stations thereof.
- During this period I attended training on the installation, commissioning, repair and maintenance of both A9800 Subscribers' System and SDH Microwave System.

**Lesotho Telecommunications Corporation (LTC)
Transmission Technician.**

1986-1995

I worked in the following Departments:

- **International and National Maintenance Centre (INMC)**, responsible for the monitoring and analysis of all transmission network performance.
- **Maintenance Control Centre (MCC) Supervisor**, responsible for control of customer faults' reporting, developing database and dispatching to the field technicians.

- **Residential Customer Installation Supervisor**, responsible for the installation of residential premises equipment. During this time attended training in Telephone Network and AXE Introduction.
- **Carrier/Transmission** as a Senior Technician, responsible for installation, repair and maintenance of all transmission equipment.
- During this period attended training on the following aspects of transmission theory:
 - Microwave communications theory and systems.
 - Digital microwave radio and frequency planning.
 - Digital microwave Engineering.
- In 1991 I was attached to the British Telecom Consultant during the installation and commissioning of the LHDA Phase1A communication network, covering both Butha-Buthe and Katse construction areas.

Ministry of Health
Senior Technician.
1980-1985

I was responsible for:

- Repair and maintenance of Medical Equipment and Electrical Appliances. I was later promoted to be a Senior Technician.
- During the same period I attended training in Installation, Testing and Maintenance of HF SSB Transceivers at the Codan Training Centre in Australia.

ACADEMIC QUALIFICATIONS:

2016	Advanced Diploma (NQF Level 7) in Business Project Management – University of Cape Town.
2014	Postgraduate Certificate (NQF Level 6) Facilities Management Programme – FMPS2304S – University of the Free State.
2013	Master of Business Administration (MBA) – Regent Business School, Durban: South Africa.

- 2009 Certificate and Advanced Diploma in Business Management – Management College of Southern Africa (MANCOSA), Durban: South Africa.
- 1980 City and Guilds Certificate in Electronics.
- 1979 Diploma in Electro – Mechanical, leading towards Medical Engineering Technology - Swaziland College of Technology (SCOT): Swaziland.
- 1977 Basic Electronics Course - Lerotholi Technical Institute (LTI).

CONSULTANCIES:

- 2024 June – December. Enterprise Development, coaching and mentorship services, to twenty (20) incubatees sponsored by the Lesotho Competitiveness and Financial Inclusion – CAFI – Project, under the Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF), for Afri-Expo Textiles and Johane Industrials.
- 2021 October: Enterprise Development to assist the Marakabei communities that were affected by the MG Health (Pty) Ltd project which is meant to provide high quality contaminant free medical cannabis based oil for global distribution at “Matsaile catchment area under the auspices of Nala Environmental Services.
- 2020 Nov. Enterprise Development and Small Micro and Medium Enterprises (SMMEs) Finance Scoping to uncover the barriers and opportunities to enable access to finance and optimize value chains which can catalyse growth in Lesotho for Genesis Analytics – under the auspices of Kesi Business Solutions (PTY) Ltd.

- 2019 Dec. Design and construct shade net for vegetables at SOS Children's Home at the Maseru premises.
- 2018 Oct. Proposal for Provision of Consultancy Services for Enterprise Risk Management (ERM) Framework for the Road Fund – under the auspices of Mountain Peak Consulting
- 2018 Sep. Co-writer Concept Note on Raising Awareness on Sexual Exploitation and Abuse (SEA) and HIV/AIDS for CARE FOR BASOTHO ASSOCIATION (CBA).
- 2013 -2014 Panelist in the Maluti Mountain Brewery (MMB) – an affiliate of SABMiller - Project Kickstart – the company's flagship Corporate Social Responsibility Programme, a landmark and innovative project aimed at addressing the social impact of youth unemployment and developing an entrepreneurial spirit among young people. A M500,000.00 funding with the winners standing a chance to win a funding of up to M100,000.00.
- 2011 – 2013 Financial Literacy and Financial Inclusion training for the Rural Communities under the auspices of United Nations Development Project-Rural Finance Project (UNDP – RUFIP).
- Obtained a trainer certification from ILO on Start & Improve Your Business (SIYB) programme.

ACADEMIC PAPERS:

- 2013 Motloang Mohale Letete, "An Evaluation of Enterprise Risk Management (ERM) in the Generation and Distribution of Electricity: The Case of Lesotho". A dissertation submitted to Regent Business School in partial fulfillment of the requirements for the degree of Master of Business Administration.
- 2009 Motloang Mohale Letete, "The Impact of Telecommunications Market Liberalisation in Lesotho". A dissertation submitted to Management College of Southern Africa in partial fulfillment of the requirements for the Diploma in Advanced Management.

AWARDS:

- 2013 (May) Best student, MBA: Research and Dissertation Module.
- 2009 Cum Laude, Project Management: Advanced Diploma in Business Management.

PUBLICATIONS:

- 2014 Motloang Mohale Letete and Malcolm Wallis, "Enterprise Risk Management (ERM) in the Generation and Distribution of Electricity: The case of Lesotho". In **Journal of Research and Development. Vol. 1, No. 10, April 2014.**

COURSES ATTENDED:

- 2014 (August) Business Continuity Management Intervention, facilitated by Centre for Accounting Studies in Conjunction with Lehaha Technologies.
- 2014 (July) Corporate Governance – Director Skills Development Programme, facilitated by SADC Development Finance Resource Centre, (DFRC).
- 2013 (November) Foundation Training in Public Private Partnerships (PPP), facilitated by SADC Development Finance Resource Centre, (DFRC).
- 2013 (December) Project Management Training Programme, facilitated by SADC Development Finance Resource Centre, (DFRC).

PROFESSIONAL MEMBERSHIP:

Was a member of the Institute of Directors Southern Africa (IoDSA).

Was an Associate member of the Institute of Risk Management South Africa (IRMSA).

BOARD MEMBERSHIP:

- 1) Have been appointed as a Board member for the Lesotho Opportunities Industrialization Centre, since November 2024 till October 2027, a total period of three years.
- 2) Elected as a member of the inaugural Board of Directors of Bahloli Investment Holdings, in August 2024 till the next AGM, for a period of one year.

REFEREES:

<p>Mr Robert Likhang HLB RL Lesotho Consultants & Chartered Accountants. AVANI HOTEL, 12 ORPEN ROAD, Old Europa, Maseru. Kingsway, Maseru West 105. Telephone (+266) 2700 1023 Mobile: (+266) 5802 1023 Email: business@hblesotho.com : rlikhang@gmail.com</p>	<p>Ms 'Mateboho Tohlang-Phafane Webber Newdigate P.O. Box 1176 Maseru, 100. Telephone: (+266) 2231 5811 Mobile: (+266) 6310 5734 Email: mpt@webberslaw.com</p>	<p>Advocate Mary Bosiu 4th Floor LNDC Centre, Kingsway, Maseru, 100. Telephone: (+266) 22327519 Mobile: (+266) 5885 1441 Email: bosiumary@gmail.com</p>
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