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Senior Leadership Position Curriculum Vitae (CV) Template

Position: (Indicate the title of the position you are applying for)

Commissioner: Agriculture, Rural Development, Blue Economy and Sustainable Environment (ARBE)

Personal Information:

Name:	Dr. John Basera
Physical Address:	273 Sheerwood, Philadelphia, Borrowdale, Harare, Zimbabwe
E-mail Address:	jonbasera@gmail.com
Phone Number:	+263 772 413 184
Date of Birth (dd/mm/yy):	19/02/1986
Nationality:	Zimbabwean
Citizenship:	Zimbabwean
Gender:	Male

Vision Statement *(In not more than one thousand (1,000) words, outline how you intend to achieve the aspirations set out in Agenda 2063 and address the most pressing issues facing Africa and the Commission in this role)*

1. Given that Africa's future is intrinsically linked to its youth, who constitute majority of the population, it is imperative that their voices, perspectives and aspirations be integrated into high-level decision-making. This will not only ensure the relevance and effectiveness of



policies and programs but also foster a sense of ownership and inclusivity among the next generation.

2. I believe the Africa envisioned in the African Union (AU) Agenda 2063 is anchored by a vibrant agriculture and rural economy, serving as the cornerstone for overall socio-economic transformation. In the orthodoxy of development theory, successful industrial revolutions are always preceded by agricultural revolutions catalysing structural transformation. However, most AU Member States are currently following an unorthodox trend through industrialisation without first transforming agriculture. Agricultural revolutions have been effected by a total transformation of food systems that brings them into alignment with orthodox pathways. Industrialisation and political stability are enhanced when food and raw materials are abundant and affordable. This hastens sustainable industrial development.

My vision includes an agricultural sector and rural economy that:

- a. Guarantees food and nutrition security for all;
 - b. Supplies a growing industrial sector with diversity of raw materials;
 - c. Supplies skilled labour to growing industries;
 - d. Is a significant source of income and wealth creation;
 - e. Is a major earner of foreign exchange; and
 - f. Drives capital formation and domestic savings.
3. The first decade (2013-2023) of AU Agenda 2063 is done, with moderate success and a good foundation laid for the remaining four decades. The next step is to trigger a significant agricultural and food system revolution. Major challenges remain chronically low productivity, climate change, and negative global forces. A significant challenge is that all AU member states are trapped in either Lower or Middle-Income Status due to unorthodox structural transformations. This economic stagnation prevents them from advancing beyond their current middle-income level. Middle-Income Trap (MIT) (unorthodoxy) is a result of dual economies, where majority, especially in the rural, are disconnected from manufacturing and secondary commercial activities. MIT is characterised by stagnant economic growth rates; worsening poverty; unemployment; shrunk domestic market; widening income gaps; and therefore, inevitable social and political conflicts. Successful examples of overcoming MIT include the Asian Tigers and Dragons, with China being the



most recent. These countries succeeded because they engendered massive reforms in public policy that altered the architecture of their planning. This was inextricably linked to manufacturing, employing one-economy, all-inclusive and rural industrialisation strategies.

4. My vision for the remaining four decades of AU Agenda 2063 is an agriculture-led return to orthodox structural transformation overcoming the MIT-before it comes:
 - a. Second Decade (2023-2033): My priority would entail upgrading implementation modalities of Comprehensive Africa Agriculture Development Programme (CAADP). CAADP 10% principle is great. Budgetary policy must foster a 'whole-of-society' approach, including comprehensive farmer support programmes such as agricultural extension services, access to finance, and climate-proofing investments. Africa's rural population is already integral to the primary food system. The next step would involve upgrading and linking these to manufacturing and commerce. By 2033, Africa must become a net exporter of food and value added goods.
 - b. Third Decade (2033-2043): African agriculture is developing stronger links with industry, enlarging rural middle classes (from USD4 to 20/per day) fastest growing consumers of locally manufactured goods and services - driving economy to orthodoxy through growth of the rural economy. Surplus incomes generated by agriculture now moving into non-agriculture investments. Direct and indirect taxation and financial inclusion will now be feasible by 2043.
 - c. Fourth Decade (2043-2053): Most of Africa's population will now be urban (60+); agriculture is fully integrated in the market economy. Share of food in urban budgets continue to decline. African economies surpassing the Upper Middle-Income Status and are now beyond MIT.
 - d. Fifth Decade (2053-2063): African agriculture and the rural economy is part of an industrial economy and 70+percentage of population is urban. Africa succeeds China as largest economy and among three largest manufacturing economies globally.

5. An agriculture led socio-economic transformation simultaneously addresses AU's broader programmatic priorities. As MIT recedes, so will sources of conflicts, improving prospects for democracy, law and human rights. Industrialisation achieved through mass production, mass processing and mass consumption of local products means women and youths benefit significantly. Trade and industrial development will massify AfCFTA towards a common



market, also fast tracking a Visa-free Africa. Labour migration becomes less contentious. Prioritising Africa's traditional foods and lifestyles improves public health and reduced health costs.

6. Interventions:

- a. Environmental sustainability and climate resilience requires intensification of agriculture: Research and Development innovations are ready for scaling, including those aimed at enhancement of natural capital, such as soil health, for provision of ecosystem services and sustainable beneficiation solutions.
- b. Blue Economy based on fisheries, aquaculture, tourism, transport, ports, coastal mining, and energy will anchor sustainable structural transformation.
- c. The agricultural and rural sectors need structured financial innovations. Each AU Member State shall establish a Land Bank or equivalent to develop and rehabilitate infrastructure. A potential structure could be an African-owned Agricultural Land and Development Bank, potentially incubated through the AfDB or other institutions.
- d. I am prepared to address Africa's land governance challenges and seize opportunities to transform its agricultural sector.
- e. Commercialisation of farming is of great importance as it focuses on raising production, productivity, and profitability through market integration and value addition. It is about producing more on less, while raising positive returns on investment coupled with emitting less greenhouse gases. This must be promoted.
- f. AfCFTA should fast-track intra- and inter-regional trade—of finished products rather than raw commodities—that, together with other initiatives, could take Africa's share of global manufacturing contribution to over 5% by 2030. This is more urgent as food imports into Africa are projected at over \$100 billion per-year by 2030.
- g. Establish Agriculture Commodity Exchanges for strategic crops—the possibility of a One-Africa Agricultural Commodities Exchange is critical to supporting AfCFTA implementation.

In conclusion, my vision embodies an inclusive and prosperous Africa that ensures no-one and no place is left behind!



Executive Profile: *(In not more than three hundred (300) words, provide a summary and highlights of your relevant skills, experience, goals and accomplishments)*

Award-winning thought leader and transformational champion with over one and half decades of experience driving agribusiness and development in Zimbabwe and Africa. Consistently committed to results, innovation, high performance and inclusivity. Topped the 2020, 2021, 2022 top forty (40) list of influential leaders under the age of 40 in Zimbabwe. Dr. Basera was named top performing Permanent Secretary in back to back years, 2021 and 2022. Proven track record leading high-performing teams and exceeding goals in challenging environments, such as increasing maize production by 200% and wheat production by 326% as Permanent Secretary of Lands, Agriculture, Fisheries, Water and Rural Development in Zimbabwe. Highly adaptable leader with exceptional analytical, planning, and problem-solving skills possessing deep expertise in trade protocols and transformational agricultural technologies (smart agriculture, climate-proofing, precision farming, GIS), and data-driven decision-making.

Senior leadership experience, including Permanent Secretary roles in the Zimbabwean Government, Dr. Basera was instrumental in transforming agriculture, enhancing food security, and advancing rural development. He led a team which successfully implemented strategies that increased agricultural production and exports, exceeding targets three years in a row. Consequently and during his tenure, the country made its first grain export since the late 1990s, signifying the transformative shift of the agriculture sector.

John led the launch of the Zimbabwe Mercantile Exchange (ZMX), an agricultural commodities exchange platform that established a market-driven price discovery mechanism. He spearheaded innovative financing mechanisms and technology platforms to modernize the sector, such as the Agriculture Information Management System (AIMS) platform, which encompasses various Information Communication Technology innovations.

Membership in Professional Societies *(List of professional bodies in which you are a member, specify position where applicable)*

- Crop Science Society of Zimbabwe (member)
- Zimbabwe Plant Breeders Association (member)



Academic and Professional Qualifications *(Indicate your academic and professional qualifications, beginning with the highest qualification)*

Name of Institution	Address of institution (Postal address, Telephone numbers and Website)	Qualification Received	Year Obtained
Swiss School of Management (SSM), Rome, Italy, Joint Doctoral programme with the Eastern and Southern African Management Institute (ESAMI)	Piazza del Biscione 95, Rome, Latium 00186 +39 06 400 493 20 www.ssm.swiss	Doctor of Business Administration – Agribusiness Development	2019
Eastern and Southern African Management Institute (ESAMI)	Arusha, Tanzania Tel: +255 27 297 00 70/1/2/3 www.esami-africa.org	Master of Business Administration	2015
University of Zimbabwe (UZ)	P.O.Box MP167 Mt Pleasant Harare Tel: +263 24 2303211 www.uz.ac.zw	Bachelor of Science (Honors) Agriculture	2010

Other Relevant Training *(Indicate other certified trainings/courses you have attended that are relevant to this role)*

Course Title	Certifying Body or Institution	Address of institution (Postal address, Telephone numbers and Website)	Year Attended

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Work Experience (Indicate your work experience beginning with most current or most previous one. Give a comprehensive work history and include/edit table accordingly to capture your work experience)

Name of Organisation/Employer:

GOVERNMENT OF ZIMBABWE: MINISTRY OF LOCAL GOVERNMENT AND PUBLIC WORKS

Address of Organisation/Employer ((Postal address, Telephone numbers and Website):

Bag 7755 Causeway, Harare

Makombe Building, Cnr L. Takawira Avenue/H.Chitepo Street, Harare, Zimbabwe

+263242794189

www.mlg.gov.zw

Position Held

(Title of the role)

Permanent Secretary

Duration (Start

Date to End Date)

11/2023 to date

Number of People

Supervised

60, including Chief Directors and Directors

Ministry establishment 3 700

Responsibilities

Appointed by the President of the Republic of Zimbabwe as Head of Ministry and policy advisor to the Office of the President and Cabinet on matters Rural and Urban Development, the Built Environment, Public Works as well as Disaster Risk Management. I chair Working Party of the Cabinet Committee on Environment, Disaster Prevention and Management. Leading 3,700 ministerial employees overseeing 92 local authorities, traditional leaders and State-Owned Enterprises, managing a \$600m annual budget.

Achievements

- **Service Delivery and process Improvement:** Authored the Call2Action Blueprint for Local Authorities to establish, track and up-scale



	<p>service delivery in Zimbabwe to achieve upper middle class economy status in line with Vision 2030.</p> <ul style="list-style-type: none"> • Process Automation and Improvement: Rolled out the LADS Enterprise Resource Planning system (Local Authorities Digital Systems) in all of Zimbabwe’s 92 Local Authorities which has boosted revenue collection and efficient resources management. • Development Planning: Consummated the Master Plan Development program to design and develop Economic Zones and new towns and cities. • Introduced the infrastructure funding model, crowding in institutional (pension, insurance and provident funds) and private capital through structured Government Guarantees • Authored the new Stateland Management and Administration Guidelines which brought sanity in Stateland Management and ensured planned and organized development • Launched the ‘Operation Clean City’ through a Development Order for cities in Zimbabwe which enhanced beautification and urban renewal of cities in Zimbabwe • Launched and rolled out Master Plan Development Blitz for Local Authorities with outdated Master Plans. This is improving planned land and housing delivery and reducing dysfunctional and irregular settlements and developments. • Developed principles of the Disaster Risk Management Bill, to bring the legislative framework in line with contemporary, emerging and multifaceted disaster risk management issues. • Oversaw operationalisation of the New Disaster Management Centre, which is a one-stop-shop disaster management centre, established to enhance coordination of all relevant stakeholders. • Introduced an Integrated Road Construction and Rehabilitation Model (<i>Nhimbe/Ilima</i>) for local authorities, to enhance trafficability and spur local economic development in communities.
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	<ul style="list-style-type: none"> • Developed the Devolution and Decentralisation Manual and spearheading of the Devolution and Decentralisation Agenda in Zimbabwe, as one of the enabling pillars of the Government of Zimbabwe's Vision of attaining an upper middle income status by 2030. • Led the development of the Domestic and International Appeal for Assistance document in light of the 2024 El Nino Induced Drought Disaster. • Coordinated development of the Drought Flash Appeal (May 2024 – April 2025), again as a response to the El Nino induced drought.
<p>Name of Organisation/Employer: GOVERNMENT OF ZIMBABWE: MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT</p>	
<p>Address of Organisation/Employer (Postal address, Telephone numbers and Website): Ngungunyana Building, 1 Borrowdale Road, Harare, Zimbabwe +263242797425 www.moa.gov.zw</p>	
<p><i>Position Held (Title of the role)</i></p>	<p>Permanent Secretary</p>
<p><i>Duration (Start Date to End Date)</i></p>	<p>1/2020 – 11/2023</p>
<p><i>Number of People Supervised</i></p>	<p>85, including Chief Directors and Directors Ministry establishment 18 000</p>
<p><i>Responsibilities</i></p>	<p>Appointed by the President of the Republic of Zimbabwe as Head of Ministry and policy advisor to the Office of the President and Cabinet on Agricultural, Food Systems, Rural Development, Land Management and Administration, Fisheries, Water Management and Water Infrastructure Development matters. Leading</p>



	18,000 ministerial employees overseeing 13 State-Owned Enterprises, 4 Technical Services Institutes, managing a \$500m annual budget.
<i>Achievements</i>	<ul style="list-style-type: none"> • Agricultural Economic Transformation: Crafted and implemented the Agriculture and Food Systems Transformation Strategy (2020 – 2024). This catapulted Zimbabwe’s Agriculture from a USD5.2billion sector prior to 2020 to USD9.9billion by September 2023, a feat which had been envisaged for 2026. • Food Security and Nutrition: Rolled out the Agriculture and Livestock Recovery and Growth Plans. The plans lifted Zimbabwe from being a net food importer up to 2019 to being a net food exporter from 2020 to 2023: <ul style="list-style-type: none"> ✓ Grew maize production by 200% from below 907,000 tons in 2019 to a record 2.7million tons by end of 2022, against a national annual requirement of 2.2million tons; ✓ Bumped wheat production from 92,000 tons in 2019 to 400,000 in 2023 against an annual national requirement of 360,000 tons; ✓ Grew the livestock sector from a national herd of 5 million prior to 2020 to 5.5 million in 2023; ✓ Raw milk production grew from 75 million liters in 2019 to over 100 million liters by December 2023, against national annual requirement of 120 million liters leading to reduced milk and milk product imports from 9 million kilograms in 2019 to less than 4 million kilograms in 2023. • Rural Development and Agro-Industrialization: Designed the Rural Development 8.0 strategy, incorporating programs earmarked for crop, fisheries and livestock production. This saw improved agricultural productivity and standard of living in rural areas. Improved mobility and tooling of extension officers led to an increase in morale among front-line employees and extension-officer-to-farmer contact rate. • Agricultural Trade and Agribusiness Development: Adopted the Tobacco Value Chain Transformation and Horticulture Recovery and



	<p>Growth Strategies. This boosted tobacco production and exports from 212 million kilograms in 2019 to 297 million kilograms in 2023; and horticulture export value grew from \$40million in 2019 to over \$70million in 2023; cotton lint exports grew from \$15million prior to 2019 to over \$80million by end of 2023; Led the successful launch of the Zimbabwe Mercantile Exchange (ZMX), an agricultural commodities exchange platform which helped establish a market-driven price discovery mechanism and significantly curtailed reliance on the fiscus for funding of agricultural production and marketing.</p> <ul style="list-style-type: none"> • Climate-smart Agriculture: Put together and implemented Conservation Agriculture (<i>Pfumvudza/Intwasa</i>), Accelerated Irrigation Rehabilitation and Development, Agro-ecological Tailoring, and Water Harvesting and Dam Construction, Programs. The massive, countrywide adoption of the principles of Conservation Agriculture in Zimbabwe from 2020 to 2023 resulted in climate proofing of the food production sub-sector and growth in maize productivity by over 180% from 0.4 tons per Hectare prior to 2020 to 1.4 tons per Hectare by 2022. The Conservation Agriculture concept was discussed at the Feed Africa Summit in Dakar, Senegal in January 2023 and is earmarked for implementation across Africa as the “panacea to climate-proof smallholder food production.” Area under irrigation increased from 152,000 Hectares in 2019 to 203,000 Hectares by 2023. Eleven dams and other water-harvesting infrastructure constructed during the period 2020 to 2023 under the climate-proofing drive. Implementation of the Agro-ecological Tailoring program led to a surge in production of climate-smart small grains. • Agricultural Financing and Value-Chain Development: Spearheaded the creation of AFC Agricultural Finance Corporation Holdings (AFC) which became one of the biggest agricultural financial institutions in the first year of operation, with special focus on development financing using institutional funds. Structured performance guarantees which formed the basis for banks to on-lend to farmers without pre-requisite collateral, which increased bank participation in agricultural financing and reduced non-performing loans significantly.
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	<ul style="list-style-type: none"> • Agricultural Technology, Innovation and Modernization: Launched the AIMS platform which encompasses the Zimbabwe Online Agricultural College, e-Agriculture, e-Cadastre, AgriTips365, e-Agriculture Handbook and the Agriculture Open Data Kit, which is a tool to collect information by 7000 extension officers on Livestock Information Management System, Crop Information Management System, Rural WASH Information Management System, among other ICT innovations and consummation of mechanization facilities worth over USD200 million wherein Government is importing over 4400 tractors led to production efficiencies, productivity, profitability and data-driven policy formulation and agricultural information dissemination. • Inclusivity: Introduced a quota system which reserved land and flagship programs for special groups such as youths and women, leaving no one and no demography behind. This has led to increased participation by women and youths in agriculture, who constitute 52% and 62% of Zimbabwe's population, respectively.
Name of Organisation/Employer: CBZ HOLDINGS LIMITED (SUBCIDIARY: CBZ AGRO-YIELD)	
Address of Organisation/Employer (Postal address, Telephone numbers and Website): 100 Borrowdale Road, Celestial Park, Harare, Zimbabwe +263 242708050 www.cbz.co.zw	
<i>Position Held (Title of the role)</i>	Managing Director
<i>Duration (Start Date to End Date)</i>	2/2019 – 12/2019
<i>Number of People Supervised</i>	25, including Directors and Managers



	Whole establishment over 1 000
<i>Responsibilities</i>	Appointed to formulate and implement the Government-facilitated and private-sector-led import substitution program for the 2019/20 agricultural season, called the National Enhanced Agricultural Productivity Scheme (NEAPS).
<i>Achievements</i>	<ul style="list-style-type: none"> • Public-Private-Partnership: Successfully crafted and implemented the NEAPS Irrigation Development Program, putting together a consortium of private sector agricultural value chain players in the NEAPS program. Contracted over 15,000 out-growers for maize and soya beans covering 200,000 Hectares and 60,000 Hectares, respectively. The programme contributed over 750 000 MT of maize, which was 34% of the annual national requirements and 60 000 MT of soyabean, which was 67% of total annual soyabean production. • Process Automation: Crafted and successfully implemented the Agriculture e-voucher system for the contract farming program. • Results Oriented: Achieved an 85% loan recovery rate (an NPL rate of <15%) in the first year against a target of <17%. • Introduced and implemented the Farmer Yield Growth programme, building technical capacity for all the participating farmers through training on Good Agricultural Practices (GAPs) and Agro-Entrepreneurship. This saw yields under A2 farming model growing significantly.
Name of Organisation/Employer:	
SEED CO GROUP LIMITED	
Address of Organisation/Employer (Postal address, Telephone numbers and Website):	
P.O. Box WGT 64, Westgate, Harare, Zimbabwe	
+263 242308881/308127	
www.seedcogroup.com	



<i>Position Held (Title of the role)</i>	Group Agronomy and Extension Services Manager (Africa)
<i>Duration (Start Date to End Date)</i>	5/2015 – 1/2019
<i>Number of People Supervised</i>	20, including Country Agronomy and Technical Managers and Agronomists
<i>Responsibilities</i>	Appointed to head the Agronomy and Extension Services function and driving sales through the productivity enhancement programs in 17 African countries, reporting to the Cluster Managing Directors.
<i>Achievements</i>	<ul style="list-style-type: none"> • Maximizing Productivity: Modelled and provided advisory on mega Agricultural Projects such as the Special Maize Program for Import Substitution (Command Agriculture 2015-18) targeted at maximizing maize, soya bean and wheat production for import substitution. The programme contributed between 20 and 30% of national food production. • Public-Private-Partnership: Negotiated and structured mega seed deals with government and private sector players in the contract farming space. • Farmer Yield Growth: Launched national television and radio “Talking Farming” programs which were anchored on promoting Good Agricultural Practices (GAPs), leading to growth in yields and Seed Co market share. • Market Growth: Participated in product development, trialing and release as a member of Seed Co’s variety release committee, leading to the churning out of widely adopted, climate-smart varieties such as SC659, SC649, SC555 released and commercialized in over 10 African countries. • Ran successful trials of pesticides and “concoctions” against Fall Armyworm and made the first successful recommendation of Emamectin Benzoate (active ingredient) to farmers in 2015 when the pest was reported in Zimbabwe

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	<ul style="list-style-type: none">• Lead a team which first ran Fortenza Duo as a seed dressing preventative option against Fall Armyworm in Zimbabwe-funded by AfDB.
Name of Organisation/Employer: DUPONT PIONEER ZIMBABWE (PVT) LTD	
Address of Organisation/Employer (Postal address, Telephone numbers and Website): Po Box 99 Ruwa, Harare Tel: +263 8677 173778	
<i>Position Held (Title of the role)</i>	Regional Marketing Agronomist
<i>Duration (Start Date to End Date)</i>	1/2013 – 4/2015
<i>Number of People Supervised</i>	9, including sales and technical Agronomists and Sales Representatives
<i>Responsibilities</i>	Appointed to grow farmer yields and market share for maize seed, reporting to the Marketing Manager.
<i>Achievements</i>	<ul style="list-style-type: none">• Market Growth: Successfully grew DuPont's market share from 10% to 25% over a period of two years through to 2014.
Name of Organisation/Employer: MATANUSKA (PVT) LTD	
Address of Organisation/Employer (Postal address, Telephone numbers and Website): 5179 Tameside Close, Nyakamete, Mutare, Zimbabwe +263 2060982 www.matanuska.co.zw	



<i>Position Held (Title of the role)</i>	Crops Manager
<i>Duration (Start Date to End Date)</i>	8/2010 – 12/2012
<i>Number of People Supervised</i>	7, including sectional managers and heads of departments Total establishment: over 250
<i>Responsibilities</i>	Engaged to oversee farm operations on 250 Hectare banana and 20 Hectare litchi plantations.
<i>Achievements</i>	<ul style="list-style-type: none"> • Productivity Growth: Implemented banana out-grower and contract farming in Burma Valley, Honde Valley and Chipinge (Mutema and Chibuwe) areas and grew banana productivity by 5% from 48 tons/Ha/Year. • Continuous Improvement: Improved pack-out quality rate from 87% to 90%.

Skills and Competencies *(In not more than five hundred (500) words, demonstrate how your experience and qualifications match the skills and competencies outlined in the role profile of the position you are applying for)*

Leadership-strategic vision and proven skills in managing complex organizations at the national, regional, or international levels:

- As Permanent Secretary in two important Zimbabwean ministries, overseeing huge portfolios and budgets, I have consistently demonstrated the ability to lead complex organizations at the national level.
- My experience as Group Agronomy and Extension Services Manager at Seed Co Group Limited, operating in 17 African countries, showcases my ability to manage operations on a regional scale.
- My involvement in international forums and committees, such as the Advisory Group of the Central Emergency Response Fund (CERF) and the SADC Water Resources Technical Committee (WRTC), highlights my experience at the international level.



Setting clear standards for accountability and risk management:

- My commitment to financial integrity is evident in the successful implementation of the National Enhanced Agricultural Productivity Scheme (NEAPS) as Managing Director CBZ-Agro-Yield, where I achieved an 85% loan recovery rate in the first year.
- As Permanent Secretary, I introduced robust systems for risk management and fraud prevention, ensuring sound and transparent financial management.

Intellectual leadership, change management, creativity, and innovation:

- My doctoral research on smallholder maize value chains in Zimbabwe and publications in academic journals demonstrate my intellectual leadership in the agricultural sector.
- Spearheading the creation of the AFC Agricultural Finance Corporation Holdings, a major agricultural financial institution, showcases my ability to consummate innovative financial solutions.
- Launching the AIMS platform, encompassing various ICT innovations in agriculture highlights commitment to leveraging technology for agricultural development.
- Implemented a countrywide adoption of Conservation Agriculture Techniques which saw maize production growing by 200% and productivity by 189% from 0.5 ton/Ha in 2019 to 1.4 ton/ha in 2020/21 season.

Ability to lead a multi-cultural teams:

- Leading teams across 17 African countries at Seed Co Group Limited and collaborating with international organizations like FAO and IFAD demonstrate my ability to lead multicultural teams and build relationships across diverse cultural contexts.

Organizational Capabilities:

Grew Seed Co Group Limited's market share from 52% to 60% over two years through improved team performance and training programs. This showcases a focus on developing talent and improving team capabilities, leading to significant business growth.

Strategic Risk Management:



Achieving an 85% loan recovery rate in the first year of the NEAPS program, exceeding the target of 83% highlights strong risk management skills in the context of a large-scale financial program, ensuring its sustainability and success.

Building Partnerships:

Forged public-private partnerships for the NEAPS program, collaborated with international organizations like FAO and IFAD, and negotiated seed deals with various stakeholders. These successful collaborations demonstrate the ability to build strong alliances across sectors and geographies to achieve shared objectives.

Accountability Culture:

Implemented performance guarantees in the NEAPS program and established transparent financial systems as Permanent Secretary. This showcases a commitment to accountability and efficient resource use.

Communicating with Impact:

Presented at international forums like the African Seed Trade Conference in 2018 and chaired various committees at national and regional levels. This highlights the ability to communicate effectively with diverse audiences, influence stakeholders, and build consensus on important issues.

Achievements/Accomplishments: *(In not more than five hundred (500) words, indicate any other achievements besides those under work experience you would like to highlight)*

As incumbent Permanent Secretary in the Ministries of Lands, Agriculture, Fisheries, Water and Rural Development and that of Local Government and Public Works in the period January 2020 to date, the below outlined are my accomplishments: -

1. At the national level, I am currently serving as the National Humanitarian Coordinator, leading, at a technical level, Zimbabwe's disaster response, mitigation and management programmes. Through the Civil Protection architecture, we have developed the Domestic and International Appeal for Assistance and the Drought Flash Appeal in response to the 2024 El Nino induced drought.



2. At international level, I am a member of the Advisory Group of the Central Emergency Response Fund (CERF) from 2023.
3. I chaired the National Action Committee on WASH (2020-2023), which was in charge of coordinating water, sanitation, and hygiene services amongst government ministries, funders, partners, development banks, other stakeholders, and UN agencies.
4. In the period 2020 -2023, I served as Commissioner for the Zambezi Watercourse Commission (ZAMCOM), the Limpopo Watercourse Commission (LIMCOM), and the Budzi, Pungwe, and Save Watercourse Commissions. These organizations manage the three river basins with transboundary watercourses that Zimbabwe shares with adjacent riparian states, in accordance with the updated Southern Africa Development Community (SADC) Protocol on Shared Watercourses.
5. Was a member of the SADC Water Resources Technical Committee (WRTC) from 2020 to 2023, a group of senior officials (Permanent Secretaries/Director Generals) in charge of evaluating papers and providing annotated agendas for policy decisions.
6. At the continental level, I served as the lead member of Zimbabwe's African Ministers' Council on Water (AMCOW) Technical Advisory Committee (TAC) and was instrumental in laying the groundwork for Zimbabwe to take over the Southern Africa regional presidency at both senior and ministerial levels beginning in 2025.
7. Served as a Board member for Food, Agriculture, Natural Resources and Policy Analysis Network from 2020 to 2023.
8. Chair SADC Food Agriculture and Natural Resources Committee in 2021.
9. National Coordinator of International Fund for Agriculture Development (IFAD) Projects, National Focal Point African Development Bank (AfDB) Beef and Leather Value Chain Project, 2020 to 2023.
10. Coordinator of FAO Food Systems Summit in 2021.
11. Served as African Union International Bureau for Animal Resources (AU IBAR) Zimbabwe Focal Point for Animal Genetic Resources, Focal point for Plant Genetic Resources for Food and Agriculture, Focal point for Global Biodiversity Forum 2020 to 2023.

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Publications (if any): *(Provide list of publications you have authored or co-authored, provide links to access the publications if online)*

1. “Value Chain Scrutiny of the Smallholder Maize Sector in Zimbabwe: What Measures can be put in place for Upgrading?” Research Project submitted in partial fulfilment of the Doctor of Business Administration degree, 2019
2. “Comprehending smallholder maize enterprise profitability with the current maize marketing system in Zimbabwe: A case of Mazowe district” Asian Journal for Agriculture and Rural Development (2016)
3. “An Assessment of Smallholder Maize Productivity and Profitability in Zimbabwe” Research Project submitted in partial fulfilment of Master of Business Administration degree, 2015

Working Languages *(Indicate your speaking, reading and writing proficiency levels for the AU languages below. Examples of proficiency levels: Excellent, Good, Fair or Poor)*

Working Languages	Speaking	Reading	Writing
Arabic			
English	Excellent	Excellent	Excellent
French			
Portuguese			

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Referees (Indicate three persons as your referees with the details below. One referee should be a professional referee and one be a personal/character referee)

Name	Institution/Position	Contact	Referee
Dr. Martin Rushwaya	Chief Secretary to the President and Cabinet, Government of Zimbabwe	+263774343445	Professional
Prof. John Derera	Senior Director (Plant Breeding and Pre-Breeding) CGIAR	+27839543616 dereraj@gmail.com	Professional
Mr. Marc Holtzman	Past Group Chairman, Commercial Bank of Zimbabwe (CBZ) Holdings and Commercial Bank of Rwanda	+1 (970)9483353 Marc.holtzman@gibbson-intl.com	Personal

Certification

I, the undersigned, certify that this information correctly describes me, my qualifications and my experience.

Name	Dr. John Basera
Signature	J. Basera
Date	03/06/2024