

Dr. Ricardo Dames	
Date of Birth	28 August 1973
Country of Citizenship/Residence	South Africa

Education:

Name of institution/ Dates attended	<i>Degree/qualification</i>
The Nelson Mandela Metropolitan University 1992 to 1997	Bachelor of Science and a Higher Education Diploma
Trinity University, London 2002 to 2004	Masters in Business Administration
The Nelson Mandela Metropolitan University 2008 to 2013	Doctorate in Business Administration focusing on Small Enterprise Incubation

KEY QUALIFICATIONS & EXPERIENCE:

- Dr Ricardo Dames specialises in the provision of general small business management training and mentoring programmes, business linkages and business consulting for private, public and the SME sectors, including:
- Planning and financial modelling for SME business
- Turnaround management for businesses in distress
- Company diagnostics (assessments)
- Due diligence investigations
- Systems and process development (New Business Establishments)
- Interim management during turnaround assignments where management employment was terminated
- Supplier development
- Supply chain analysis and development
- Support to private sector iro localization opportunities
- Business feasibility studies
- Business profiling
- Loan packaging
- Fundraising proposals
- Business- and marketing plans
- Business mentoring / counselling
- Post loan aftercare and mentoring services
- Quality management systems
- Developed access to finance solution www.finfind.biz

- Contributed to the development of an access to mentoring solution (virtual)
- Consulting and establishment of business incubators
- Consulting and implementing of business incubator management

Period	Employing Organization/ Position; References	Country	Summary of activities performed relevant to the Assignment
2015 - DATE	<p>Engeli Enterprise Development Pty Ltd Chairman</p> <p>Reference: CEO – Trevor Hayter Tel 0861555544 thayter@engeli.co.za</p>	South Africa	<ul style="list-style-type: none"> • Launched Black Equity Fund as a vehicle to finance transformation • Launched various ownership solutions for industry to comply with BBBEE • Launched the Propella Business Incubator (2015) – in partnership with Nelson Mandela University (Private Sector funded Incubator) • Established and Managing a Seed Fund in Propella for Innovation driven enterprises funded by Technology Innovation Agency • Hosted two Business Plan competitions (Seda Womens Entrepreneurship Programs) in Umtata and George
2012- 2014	<p>Engeli Enterprise Development Pty Ltd Director: BDS and Skills Development</p> <p>Reference:</p>	South Africa	<ul style="list-style-type: none"> • Partnered and founded Engeli Enterprise Development focusing on BBBEE consulting and transformation solutions- offering a range of enterprise development solutions to private sector • Launched Leap Pty Ltd as Training and Skills Development subsidiary of Engeli (www.leapskills.co.za) • Accredited Training Provider for New Venture Creation at Level 2 and 4 • Provided a number of Enterprise Development programs both provincially and nationally for ABSA Bank SA, Telkom SA, Renewable Energy Projects • Established the SAREBI Business Incubator in Atlantis (Project funded by SEDA SA)

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	SEDA – Lusanda Dyani ludyani@seda.org.za		<ul style="list-style-type: none"> • Serve as Provincial Chairperson for the Industry Body for Business Advisory Practice in SA (www.ibasa.org.za) • Hosted two Business Plan competitions (Seda Womens Entrepreneurship Programs) in East London and Port Elizabeth
2012 - DATE	Institute of Business Advisors Provincial Chairperson Reference CEO – JM Tshiwilowilo Cell 0836567195	South Africa	<ul style="list-style-type: none"> • Joined Institute of Business Advisers as Provincial Chairperson • Managing roll out of recruitment for business advisers in Eastern Cape • Quality assurance of business advisory practice in Eastern Cape
2012 - DATE	Leap Entrepreneurial Development Pty Ltd Self-Employed as Director: New Business Reference EDC Regional Manager Mzi Baleni Mzi.Baleni@absa.co.za	South Africa	<ul style="list-style-type: none"> • Established Leap Entrepreneurial Development as an accredited skills development and business consultancy firm. Contracted with various BDS and SMME agencies as a delivery partner • Provide BDS to SMMEs nationally for Seda, NYDA and other public sector partners • Aligned offerings to BBBEE legislation and specifically on skills development and enterprise development • Developed a range of Training of Trainers programs for International Labour Organisation for the Social Enterprise Program funded by Flemish Government

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2011 - DATE	Real Development CC Self-Employed Reference ILO CTA Cebisile Nyambe nyambe@ilo.org	South Africa	<ul style="list-style-type: none"> • Designed and implemented employee assistance program for retrenched support and piloted same with General Motors, Kraft Foods, Mondelez and Goodyear SA • Developed a range of Training Materials for International Labour Organisation for the Social Enterprise Program funded by Flemish Government • Rolled out Training of Trainers for the ILO SIYB Programme
2007- 2011	National Youth Development Agency Provincial Manager www.nyda.gov.za	South Africa	<ul style="list-style-type: none"> • Managed team of three offices with est 30 BDS practitioners • Introduced Cooperative Governance programs in the NYDA offerings • Launched Social Enterprise business plan competitions in Eastern Cape and a Western Cape as part of awareness creation programs – ILO SETYSA Project spearheaded by Tom Fox • Developed range of Social Enterprise Development Training Materials for ILO and piloted it nationally

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2004 to 2006	Unsobomvu Youth Fund Provincial Manager Eastern Cape	South Africa	<ul style="list-style-type: none"> • Program design for BDS products • Piloted the BDS program using voucher system • Piloted micro finance program for youth within SA • Managed the Business Development Services Voucher Programme as an Allocation Agent for NYDA 2004 to 2006
2000 to 2004	COMSEC Business Development Services Manager www.comsec.co.za	South Africa	<ul style="list-style-type: none"> • Managing a team of seven small business advisors within the Comsec business incubator • Started training trainers nationally and internationally for ILO SIYB Program. • Conducted various business development programs in the Eastern Cape • Started mobi-Incubation program using Hub and spoke model and taking our Comsec BDS and Incubation program throughout the Eastern Cape.

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1998 to 1999	COMSEC Training Officer www.comsec.co.za	South Africa	<ul style="list-style-type: none"> • Conducting small business development management skills training • Was also trained in the SIYB program and started training entrepreneurs throughout SA • Qualified as a Master Trainer with ILO in 2000