

CURRICULUM VITAE

<p>Postal address: Zambia Compulsory Standards Agency, P.O.Box 31302, Lusaka</p> <p>Physical Address: Sub E of Lot 17988/M , New Kasama Lusaka</p>	<p style="text-align: center;">Francis Nhamu Mwelwa</p> <p>N.R.C no: 171023/62/1 Date of birth: 23rd May,1966 Nationality: Zambian</p>	<p>Personal contact details: Email: mwelwafrancis91@yahoo.com Phone: +260 955 201 235</p>
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ACADEMIC/PROFESSIONAL QUALIFICATIONS

Examination	Year	School/College
Degree-Bachelor of Science in Chemical Engineering	1995	University of Belgrade Serbia-Yugoslavia

POSTGRADUATE CERTIFICATES

- Quality Infrastructure Development in support of World trade:** SWEDAC, SIDA, Sweden
- ISO/IEC 17020 :2012** Conformity assessment -- Requirements for the operation of various types of bodies performing inspection
- ISO/IEC 17011:2017** -Conformity Assessment -Requirements for Accreditation Bodies Accrediting Conformity Assessment Bodies
- ISO 9001- 2015** Lead Auditor Training Quality Management systems
- Effective Good Manufacturing Practices and Basic HACCP Awareness Level 2-** FoodBev/ World Bank
- Effective Root Cause Anaysis (Investigating & Solving Problems, Making Decisions and Implementing Solutions-** FoodBev/World Bank
- Basic Paint Technology, Paint Application and Solvents and media** in Paints from South African paint industry training institute (1997 – 2000).
- Modules: **Management Information Systems, Quantitative Methods for Mangers and Marketing Management** from Institute of Commercial Management in Britain (2002-2006)

CERTIFICATES OF ATTENDANCE

- ISO 9001 - 2000** Quality Management system and Auditing Zambian certification and Trade services (2003).
- Internal Quality Auditing** from Societe General de Surveillance (S.G.S) (2001)
- Finance for Non- Finance Managers;** ZCAS Lusaka
- Human Resources Management**
- Strategic Planning-Balanced scorecard**

Personal statement.

I am self-motivated, honest, and ambitious, disciplined and committed with excellent communication skills. I am committed to achieving desired results and a goal achiever. I am able to work individually as well as a team and can easily adapt to changing work environment. I have strong leadership qualities, good planning and supervisory skills and easily get along with colleagues. I graduated from the University of Belgrade, Serbia as a Chemical Engineer and did basic paint technology with the South African Paint Manufacturers Association. I have attended many in house courses for management under Dulux Paints/ AkzoNobel group; Strategic Planning, financial management, operation management and health safety environment and security. I am a trained internal auditor for ISO 9001 Management System and was part the team which helped a company called Vitretex Paints acquiring certification to ISO 9001-2008 Management systems in Zambia.I have vast experience in production process management and laboratory management in a Paint process setup and I have managed manufacturing plants and made a big contribution in terms of reduction of costs, improving the profit margin and the Health, Safety and Environment of workers and stakeholders. I have a strong desire to work for an organization which has well defined targets and appreciates hard working personnel.

INSPECTIONS MANAGER – DOMESTIC QUALITY MONITORING SCHEME-ZAMBIA COMPULSORY STANDARDS AGENCY

Duration : 1st January,2018-To Date

Managing the Kaizen Programme

Managing the Quality Assurance Unit/ Accreditation to ISO/IEC 17020

Work Exposure :

- to manage the inspection of locally manufactured products in order to ensure compliance to Zambian standards as well as to contribute to the improvement of the quality and competitiveness of products and services
- Manages effectively the inspection of locally manufactured products in order to ensure compliance to voluntary and mandatory standards
- Manages periodically the development and review of systems and procedures for inspections in order to ensure consistent service delivery
- Manages effectively the inspection of manufacturing processes in order to ensure their compliance to national and international standards
- Manages timely the receipt and investigations of consumer complaints on products and services in order to provide relief and safeguard public interest.
- Ensures regularly the maintenance and updating of the DQMS inspections database in order to facilitate storage, retrieval and processing of information
- Work with other Regulatory and agencies on inspections
- Work with ISO/IEC/ITU on international standards
- Work with ZAM/ZACCI on stakeholder engagement
- Work with ARSO/AFSEC/COMESA/SADC on regional and sub-regional quality assurance activities
- Manages adherence to safety and health standards
- Make operational and technical decisions
- Report to the Executive Director

Inspections Manager-Domestic Quality Monitoring Scheme(Zambia Bureau of Standards)

Duration : 1ST August,2015-December,2017

Work Exposure :

- To manage the inspection of locally manufactured products in order to ensure compliance to Zambian standards as well as to contribute to the improvement of the quality and competitiveness of products and services
- Manages effectively the inspection of locally manufactured products in order to ensure compliance to voluntary and mandatory standards
- Manages periodically the development and review of systems and procedures for inspections in order to ensure consistent service delivery
- Manages effectively the inspection of manufacturing processes in order to ensure their compliance to national and international standards
- Manages timely the receipt and investigations of consumer complaints on products and services in order to provide relief and safeguard public interest.

- Ensures regularly the maintenance and updating of the DQMS inspections database in order to facilitate storage, retrieval and processing of information
- Work with other Regulatory and agencies on inspections
- Work with ISO/IEC/ITU on international standards
- Work with ZAM/ZACCI on stakeholder engagement
- Work with ARSO/AFSEC/COMESA/SADC on regional and sub-regional quality assurance activities
- Manages adherence to safety and health standards
- Make operational and technical decisions
- Report to the Director / Deputy Director Inspections

Inspections Manager-Import and Domestic Quality Monitoring Scheme

Duration : 1ST December,2014-August,2015

Work Exposure :

- Oversee the inspection of imported and locally manufactured products in order to ensure compliance to Zambian standards as well as to contribute to the improvement of the quality and competitiveness of products and services
- Oversees effectively the inspection of imported products in order to ensure compliance to mandatory standards
- Oversees periodically the development and review of systems and procedures for inspections in order to ensure consistent service delivery
- Oversees effectively the inspection of manufacturing processes in order to ensure their compliance to national and international standards
- Oversees timely the receipt and investigations of consumer complaints on products and services in order to provide relief and safeguard public interest.
- Oversees regularly the maintenance and updating of the inspections database in order to facilitate storage, retrieval and processing of information
- Work with other regulatory and agencies on inspections
- Oversees adherence to safety and health standards
- Responsible for all resources under inspections
- Make operational and technical decisions
- Work with ISO/IEC/ITU on international standards, ZAM/ZACCI on stakeholder engagement and ARSO/AFSEC/COMESA/SADC on regional and sub-regional quality assurance activities
- Report to the Director

Factory Production Manager-Excelsior Paints Zambia Limited

Duration : June,2014-November,2014

Work Exposure :

- Strategic Planning and Budgeting of Organizational requirements
- Attend the board meetings
- Plan for production, planned maintenance of plant equipment, health, safety and environment and quality control and warehousing.
- Cost control and variance analysis
- Plant and Machinery improvement to increase efficiency of production
- Process improvement through safety analysis of machinery

- Plant legal statutory requirements registering and payments (Zambia Environment Management Agency, Zambia Bureau of Standards etc.)
- Making sure that the quality of paints and services is up to standards
- Manage the Plant maintenance of the plant.
- Manage Production of Paints and procurement of raw materials.
- Manage production staff and their labour issues
- Manage Warehouse staff and distribution of products
- Manage Quality control staff
- Manage Health, Safety and Environment
- Report to the board

Director Production-Versus Master Painters Zambia Limited

Duration : April,2014-June,2014

Former shareholder 5%

Work Exposure :

- Plant installation and validating
- Production Planning
- Paintings and Coatings Supervision of Clients Building
- Strategic Planning for organization
- Budgeting and Variance monitoring
- Board Production reporting
- Health, Safety and environment regulatory
- Report to the Managing Director

Production Manager-Dulux Paints(2005)Zambia-Member of AkzoNobel Group of Companies(Production of paints and related products.

Duration : 2010-March,2014

Resident Engineer- Dulux Plant Upgrade

- 1. Part of the Steering Committee**
- 2. Ensuring Safety of the plant upgrade**
- 3. Supervise the installation and plant works**

Work Exposure :

- Operation planning; timely procurement of raw materials, production planning, Health, safety and environment planning, preventive maintenance planning, Purchasing and Logistics Management.
- Training of operation staff and setting their goals through the Performance & Development Dialogues.
- Quality Control of paint and making sure of products developed are cost effective in liaison with the Cost accountant.
- Continuous Process improvement through studies like HAZOP.(Hazard studies)
- Organize Health, Safety and Environmental external and internal Audits.
- Attaining production targets and KPI
- Budgeting for the operation of Production and Health, Safety, Environment and plant maintenance and purchasing of raw materials.

- Strategic Planning in Team Dulux Zambia
- Monthly Variance management of Budgeted and actual of the expenses
- Management of Asset integrity and Process Safety.
- Management of the Security of the Company.
- Management of Change at the Plant.
- Report to the Managing Director

Achievements:

- Managed the Plant Upgrade at the cost of US\$ 1,000,000.
- Appointed the Resident Engineer in Steering Committee for Plant upgrade included Engineer from Britain and South Africa
- Successfully made production team which has been able to surpass the set KPI.
- Report to the Managing Director and Management team.

Production Controller-

Duration : 2009-2010

Work Exposure :

- Production planning
- 2. Raw Material procurement and Stock control
- 3. Maintenance of Factory equipment.
- 4. Production/Sales meetings for the purpose of production planning
- 5. Implementation of Safety, Occupational Health and Environmental policies.
- 6. Quality Control of paint products.
- 7. Reduction of costs in production and development of paint products suitable for the market.
- 8. Handle technical customer complaints.
- 9. Train and develop Junior Staff.
- 10. Meet set production targets.
- 11. Report to the Operations Manager.

ACHIEVEMENTS

- 1. Introduced Safety operation procedures.
- 2. Strengthened the Laboratory and Quality Control
- 3. Introduced Internal HSE audits and started working HSE management system.
- 4. Improved my computer literacy and was trained in ACCPAC accounting package which includes operation controls.
- 5. HAZOP study training by AkzoNobel in South Africa
- 6. Operation Machine Safety training AkzoNobel South Africa.

VITRETEX PAINTS LIMITED- ZAMBIA ROAD, NDOLA PLANT

LONHRO GROUP OF COMPANIES(PRODUCTION OF PAINT PRODUCTS AND RELATED PRODUCTS) QUALITY ASSURANCE MANAGER

Duration : 2005-2009

**APPOINTED AS CHAIRMAN OF TECHNICAL COMMITTEE FOR PAINTS VARNISHES AT
ZAMBIA BUREAU OF STANDARDS- VITRETEX PAINTS LIMITED (ISO 9001-2000 CERTIFIED**

COMPANY)

Duration : 2007-2009

Work Exposure :

- To Chair and guide proceeding during the meetings
- To draft national standards on paints and varnishes
- To propose the draft national standards to the Standards Council for approval

Manufactures domestic and industrial Paints and related products

Work Exposure :

- 1. Quality Control and assurance of in-coming raw materials, in process paint products and finished products.
- Supervise the tinting, development and research of paints products.
- 3. Conduct and Supervise quarterly internal and external ISO9000-2000 Quality Management system audits.
- 4. Provide Technical service to customers on application and use of paints and handling of customer complaints.
- 5. Carry out and supervise the adhering to the laid down Quality Management systems as the chairman of the steering committee and find ways of continually improve on it.
- 6. Record keeping of raw materials, batch tickets and finished paint products and revise the Quality Management System procedures through management Review meetings.
- 7. Process control of production; optimizing of Ball Mills, Edge Runners and High-Speed Dispersers
- 8. A member of the management and planning team
- 9. Implement Safety, Environmental and Occupational Health policies.
- 10. Make quarterly reports on Quality, Safety, Occupational Health and Environment to management.
- 11. Report to the General Manager and Management team.

ACHIEVEMENTS:

- 1. Part of the team which managed to acquire ISO 9001-2008 Management system certification.
- 2. Appreciated the importance of record keeping and management of projects.
- 3. I was elected by Paint Manufacturer's as National Technical Chairman for Paints and varnishes under Zambia Bureau of Standards a government authority on Product Standards.
- 4. Appointed Management representative for ISO 9001-2008 Quality Management System

Head Of Laboratory

Duration : 2003-2004

Work Exposure :

- 1. Supervise Laboratory activities and ensure quality of raw materials and finished products are of required standards.
- 2. Maintain records and supervise internal audits in the laboratory.
- 3. Maintenance of Laboratory equipment which include frequent calibration of the equipment.
- 4. Liase with production on matters pertaining to quality Safety and health.
- 5. Supervise Research and Development work on Paint products and competitive analysis of competitors paint products to bench mark with company's paint products.
- 6. Technical complaints handling and advice to the customers.
- 7. Report to the Quality Assurance Manager/ General Manager

ACHIEVEMENTS:

- 1. Introduced a paint product to compete with the economy brand of paints on the market.
- 2. I managed to reduce customer complaints and perception and feedback from customers was positive especially cooperate customers.

SENIOR CHEMIST

Duration : 1999-2003

Manufactures domestic and industrial Paints and related products

Work Exposure :

- Carry out research development work on paint products
- and formulating of paint products.
- Supervise subordinates in laboratory.
- Ensure that all equipment in the laboratory are calibrated and kept in good condition.
- Keep records accordingly i.e. Batch Tickets
- Ensure developed formulations are successfully carried out in production.
- Ensure Safety, Environmental and Occupational health are followed.
- Report to the Head of Laboratory.

ACHIEVEMENTS:

- Formulating of paint product which gained much of market share because of its cost effectiveness.
- I gained knowledge in paint technology in formulating and its application.
- A certificate in Basic Paint technology, paint application and Solvents, Media and Pigments in Paints.

CHEMIST-

Duration : 1996-1999

Work Exposure :

- Carry out experiments on raw materials to prove required standards.
- Carry out competitive analysis on competitors' products comparing their strength and weakness with the company's.
- Carry out all routine tests on In-process products, finished products and ensure good packaging is done in production.
- Report to the Head of Laboratory.
- **ACHIEVEMENTS**
- Training in paint technology and skills training in paint manufacture
- I got experience in working with different types of equipment used for paint research, development and quality control.
- Report writing and communication skills acquired.
- Introduced to practical knowledge of machinery in the plant.

Professional Referees:

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