

Curriculum Vitae

Mpumelelo E. Ncube (PhD, University of Johannesburg)

ncube.mpumelelo@gmail.com

<https://www.ufs.ac.za/humanities/departments-and-divisions/social-work-home>

https://www.researchgate.net/profile/Mpumelelo_Ncube

<https://scholar.google.co.za/citations?user=1zpgyEQAAAAJ&hl=en&oi=sra>

<https://www.scopus.com/authid/detail.uri?authorId=57209498265>

1. *Name of organisation* University of Free State
2. *Profession:* Social Work Practitioner (Head of Department and Senior Lecturer: Social Work Supervision; Developmental Social Welfare)

3. ABOUT MYSELF

I am currently the Head of the Department and a Senior Lecturer in the Department of Social Work, University of Free State, South Africa. In the recent past, I was a Senior Lecturer in the Department of Social Work and Community Development, University of Johannesburg, South Africa. I joined academia in 2013 having worked in the corporate sector as an Employee Wellness Specialist. Before that, I worked as a psychosocial services manager in the NGO sector. I began my career as a statutory social worker in the government sector. I have a PhD in Social Work from the University of Johannesburg, an MA in Social Development and a BA in Social Work from the University of Witwatersrand. My academic and practice areas of interest are Developmental Social Welfare, Developmental Social Work. Decoloniality, and Social Work Supervision and management.

4. FORMAL EDUCATION

<i>Institution (Date: from - Date to)</i>	<i>Degree(s) or Diploma(s) obtained</i>
■ University of Johannesburg, Dept. of Social Work 2015-2019	D LITT ET PHIL (Social Work). Title: "A Model of Social Work Supervision in a Social Development Approach"
■ The University of Witwatersrand, Department of Human & Community Development, 2009-2010	Master of Arts in Social Development Title: "Views Of Parents In The Johannesburg Metro (Region 11) Regarding Reproductive Health Issues Emanating From The Children's Act No 38 Of 2005 As Amended In 2008" <u>COURSES</u> ➤ POLICY FORMULATION & ANALYSIS ➤ PROJECT MANAGEMENT ➤ SOCIAL DEVELOPMENT ➤ RESEARCH
■ The University of Witwatersrand, Department of Human & Community Development, 2003-2007	■ B.A Social work <u>COURSES</u> ➤ PSYCHOLOGY ➤ SOCIAL WORK RESEARCH ➤ SOCIAL WORK FIELD INSTRUCTION ➤ SOCIAL DEVELOPMENT ➤ SUPERVISION ➤ COMMUNITY WORK

5. FURTHER EDUCATION & TRAINING

Name of Course	■	Conduct Outcomes Based Assessments Training Programme
Date	■	Jun 28, 2011, to August 1 2011:
Country	■	South Africa
Institution	■	Champion Training & Development
SAQA Unit Standard ID	■	115753 NQF Level 5 / 15 credits
Name of Course	■	Post Graduate Supervision Certificate (NQF L8)
Date	■	February 2015 - March 2016
Country	■	South Africa
Institution	■	Rhodes University

6. OTHER PROJECTS PERSONALLY RESPONSIBLE FOR:

- Committee member of the Faculty of Humanities' Examinations Board (2022-)
- Committee member of the Research Scientific Committee, Faculty of Humanities (2021-)
- Committee member of the University of Johannesburg, Faculty of Humanities' Research Committee (2020-21)
- Member of the National Task Team on the Development of Supervision Curriculum Statement for Social Service Practitioners NQF Level 8 (2017-)
- Employee Wellness Programme affiliate (2017-)
- Clinical Social Work Private Practitioner
- Religious National Chairperson of Youth Educators responsible for programmes of youth development
- UJ Wellness Champion (2013-2021)
- Member of the National Task Team on Development of Supervision Framework (SW) 2009-2012)
- Executive member of the National Association of Social Workers (SA) (2007-2009)

7. Professional Experience

Date	■	2021/04 to Present
Country	■	South Africa
Company	■	University of Free State
Position	■	Academic Head of Department and Senior Lecturer
Department	■	Social Work
Courses: 1 st Year Introduction to Social Work; 4 th -year Research, 4 th -year Supervision & Management; Supervisor of M.A students PhD candidates.		

Date	■	2013/02 to 2021/03
Country	■	South Africa
Company	■	University of Johannesburg
Position	■	Senior Lecturer
Department	■	Social Work
Courses: Community Development & Leadership Skills, 2 nd Year Social Work Internship facilitator, 3 rd Year Community Development Coordinator and facilitator, SWC 4 Supervision in Social Work and Supervisor for M.A students.		

Date	■	2012/08 to 2013/01
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<i>Country</i>	■ South Africa
<i>Company</i>	■ ICAS
<i>Position</i>	■ Africa Case Manager and Recruitment Consultant
<i>Description</i>	<ul style="list-style-type: none"> ■ Provision of Employee Wellness Services <ul style="list-style-type: none"> ■ Management of Cases of Company Clients African Countries ■ Recruitment of EAP affiliates in African Countries ■ Training of Affiliates in African countries ■ Quality Assurance of EAP programme in African countries ■ Identification of the nature of problems

<i>Date</i>	■ 2011/08 to 2012/07
<i>Country</i>	■ South Africa
<i>Company</i>	■ ICAS
<i>Position</i>	■ National Support Centre Clinician (Employee Wellness Practitioner)
<i>Description</i>	<ul style="list-style-type: none"> ■ Provision of Employee Wellness Services <ul style="list-style-type: none"> ■ Assessment of client problems. ■ Identification of the nature of problems ■ Assessment of the problem about work performance ■ Establishment of alternatives in addressing the problem ■ Development of action plans ■ Evaluation of the action plan ■ Report writing and reporting

<i>Date</i>	■ FEB 2010 to September 2011
<i>Country</i>	■ South Africa
<i>Company</i>	■ Community AIDS Response (CARE)
<i>Position</i>	■ Counselling Services Manager
<i>Description</i>	<ul style="list-style-type: none"> ■ Overall management of the Psycho-Social Services Unit; supervision of Social Workers, team leaders and HIV counsellors, debriefing of counsellors and home Based Careers, internal and external report writing & presentation. Psycho-Social HIV Counselling ■ Development of Annual Work Plans ■ Donor Management ■ Project Budget Management (HIV COUNSELLING & TESTING HCT) ■ Community Development (youth empowerment) ■ Facilitation of Social Auxiliary Work Classes (Johannesburg & Eastern Cape) ■ Supervision of Social Work Student and Social Auxiliary Work Learners

<i>Date</i>	■ Jan 2008 to Jan 2009
<i>Country</i>	■ Johannesburg, South Africa
<i>Company</i>	■ Gauteng Dept of Health & Social Development
<i>Position</i>	■ Statutory Social Worker
<i>Description</i>	<ul style="list-style-type: none"> ■ Casework, Group Work & Community Work <p><u>Selected Programme Activities</u></p> <ul style="list-style-type: none"> ■ Foster Care placements, foster care supervision (Court enquiry report writing, Individual Development Plan report writing IDP, Extension of placement order reports and family reunion sessions. ■ Attending stakeholder meetings ■ Attending of 'Peer Review Panels'

<i>Date</i>	■ Jan 2007 to August 2007:
<i>Country</i>	■ Johannesburg, South Africa
<i>Company</i>	■ Nelson Mandela Children's Foundation
<i>Position</i>	■ Research Field Worker
<i>Description</i>	■ Conduct individual and group interviews

<i>Language Proficiency</i>		■ English	■ IsiZulu	■ SeTswana	■ SeSotho	■ IsiXhosa
	■ Speak	■ Good	■ Good	■ Good	■ Good	■ Good
	■ Read	■ Good	■ Good	■ Good	■ Good	■ Good
	■ Write	■ Good	■ Good	■ Fair	■ Fair	■ Good

8. OTHER SKILLS

<ul style="list-style-type: none"> ■ RESEARCH SKILLS ■ WINDOWS MS WORD ■ MICROSOFT EXCEL ■ CRM PROGRAMME ■ MICROSOFT POWERPOINT ■ REPORT WRITING AND PRESENTATION ■ PROJECT MANAGEMENT ■ ATTAINING OBJECTIVES THROUGH TEAMWORK PROCESSES ■ TUTORING SUPPORT
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9. REGISTRATION WITH STATUTORY BODY

South African Council for Social Services Profession (SACSSP)	Registration Number: 10-26447
Health & Welfare SETA (HW-SETA)	Registration Number: HW591AR1201869
Board of Health Foundation (BHF)	Registration Number: 0890000438499

10. Areas of Competence

Social Work: Developmental Social Welfare, social work supervision, Policy Development, Clinical Social Work, Community Development, Victim Empowerment, Services to families, Occupational Social Work (Employee Wellness Services), Services to children and youth, Orphaned and Vulnerable Children (OVCs), Research, Statutory services, Management, HIV & AIDS.

Social work Education: Teaching, Research & Postgraduate Supervision

11. Dissertation, Selected Publications, On-going Projects & Conference Papers

■ PUBLICATIONS (DoHET Accredited)

1. Noyoo, N; Seepamore, B; Ncube, M.E. & Sobantu, M. (2021). Evolution of Social Welfare and Social Work in South Africa. In N. Noyoo (Ed). *Social Welfare and Social Work* (pp. 195-218). African Sun Media, South Africa.
2. Engelbrecht, L.K & Ncube M.E. (2021). Supervision of Newly Qualified Social Workers. In K. O'Donoghue and L. Engelbrecht (Eds.). *The Routledge International Handbook of Social Work Supervision* (pp.). New York, USA.
3. Ncube, M. E. (2021). Developmental social work practice and social welfare perspectives in building healthy human relationships in South Africa. In N. Noyoo (Ed.), *Promoting healthy human relationships in post-apartheid South Africa* (pp. 201-211). Springer Nature, Switzerland.
4. Ncube, M. E., & Noyoo, N. (2020). The search for relevance social work supervision in a social development approach in South Africa. In T. Kleibl, R. Lutz, N. Noyoo, B. Bunk, A. Dittmann, and B. Seepamore (Eds.), *The Routledge handbook of postcolonial social work* (pp. 337-347). New York, USA.
5. Ncube, M. E. (2019). Conceptualising Social Development Supervision in Social Work. *Indian Journal of Social Work*, 80(1), 31-46.
6. Ncube, M. E. (2019). A Process Model of Social Development Supervision in Social Work. *Southern African Journal of Social Work and Social Development*, 31(2), 1-22.
7. Ncube, M. E. & Ross, E (2018). Student Social Workers' Experiences of Supervision. *Indian Journal of Social Work*, 79(1), 31-54.
8. Ncube, M. E. & Ross, E (2010). Reproductive Health Issues Emanating from the Children's Act No. 38 of 2005 as Amended in 2008: A Pilot Study of the Rights of Parents versus Rights of Children. *South African Journal of Bioethics and Law*, 3(2), 67-74.

■ CONFERENCE PAPERS

9. Ncube, M.E. (2022). *Decolonising Social Work Education*. A paper presented at the University of the Maasai Mara University, Nairobi, Kenya, 25 - 27 May 2022
10. Ncube, M.E. (2022). *Decolonising the Curriculum to Improve Teaching and Learning*. A paper presented at the University of the Free State, Faculty of Humanities' Webinar, 5 April 2022
11. Ncube, M.E. (2021). *A Social Development Perspective to Healthy Human Relationships in South Africa*. A paper presented at the Association of South African Social Work Education Institutions (ASASWEI) Webinar, 1-3 August.
12. Ncube, M. E. (2019). *The Nexus of Social Work Education & Training, Social Development & Supervision in South Africa*. Paper presented at the Association of South African Social Work Education Institutions (ASASWEI) Conference, University of Cape Town, 27-30 August.
13. Ncube, M. E. (2018). *Decolonising Social Work Supervision*. Paper presented at the Association of South African Social Work Education Institutions (ASASWEI) Conference Johannesburg
14. Ncube, M. E. (2015). *Kadushin's Model of Supervision*. Paper presented at the Association of South African Social Work Education Institutions (ASASWEI) Conference East London.
15. Ncube, M. E. (2013). *Social Work Supervision: A Strengths Perspective*. Paper presented at the Child Care and Protection Symposium. Saint George Hotel, 20-23 August.
16. Ncube, M. E. (2013). *University Mergers in South Africa: Introduction of Community Development at University of Johannesburg* at the Association of South African Social Work Education Institutions (ASASWEI). The University of Witwatersrand, 9-10 September, 2014

■ GUEST SPEAKER & SEMINAR MODERATION

Patel, L. (2020/08/20_University of Johannesburg_Virtual Platform. The Impact of Covid-19 on Welfare Services for families and children. Mpumelelo Ncube, Programme Moderator.

Ncube, M. E. (2016). *Promoting the Dignity and Worth of People: Social Work Values and Ethics*. A presentation done at Tara Hospital, Johannesburg, 2016/09/16.

■ NEWSPAPER ARTICLES

1. Ncube, M. (2021, June 29). Is it *Social Progression of Retrogression*? <https://www.ufs.ac.za/templates/news-archive/campus-news/2021/june/is-it-social-progression-or-retrogression>
2. Ncube, M. (2020, August 02). [Covid-19 is taking its toll on people's state of mind.](https://mg.co.za/opinion/2020-08-02-covid-19-is-taking-its-toll-on-peoples-state-of-mind/) <https://mg.co.za/opinion/2020-08-02-covid-19-is-taking-its-toll-on-peoples-state-of-mind/>
3. Ncube, M. (2019, August 23). [On the power of language.](https://mg.co.za/article/2019-08-23-00-on-the-power-of-language) *Mail&Guardian*, [https://mg.co.za > article > 2019-08-23-00-on-the-power-of-language](https://mg.co.za/article/2019-08-23-00-on-the-power-of-language)
4. Ncube, M. (2019, April 15). [The confluence of politics and spirituality.](#) *News24*
5. Ncube, M. (2019, February 8). [The fight of labour unions for relevance.](#) *News24*
6. Ncube, M. (2017, September 20). [Poverty: a cause for concern in SA.](#) *News24*
7. Ncube, M. (2017, March 28). Wounds of oppression still fresh for SA's poor majority. *Sowetan*, P. 13
8. Ncube, M. (2016, December 14). Society can no longer condone violence against women. *Post*. P. 7
9. Ncube, M. (2015, October 22). Students from the working class fall through the cracks. *Sowetan*. P. 24
10. Ncube, M. (2015, July 13). Citizens should be participants and not spectators. *Sowetan*. P. 7
11. Ncube, M. (2015, April 14). Obliterating apartheid symbols naïve and self-centred. *Sowetan*. P. 9

12. Completed Masters Students

CAIDER Z.	MA	2021	Exploring Experiences of Field Supervisors in the Community Development and Leadership Programme
MALATJIE, M.M.	MA	2019	Perspectives of Life Health Care Employees on Employee Wellness Programme
MOLOTO, M.	MA	2019	Exploring the Experiences of Stigma among Women Living with HIV & AIDS in Soweto
PHIRI, F.	MA	2018	The Experiences of Social Workers in Implementing the Children's Act 38/2005
SATHEKGE, S.P.	MA	2017	Drop in Centres: Experiences of Orphaned and Vulnerable Adolescents

13. Supervision of Masters Studies

NKOSI, N.	MA	Submitted	Exploration of the Social Work Supervision within a the Social Development Practice Approach
Tsima, L.	MA	Submitted	Social work supervision in Mahikeng: Experiences of supervisors.

14. External Examinations

MHLAULI, N.	MA	UKZN	2021	Critical Analysis of Foster Care Services: Relationship between Foster Care Drift and Transitioning out of Foster Care (Adulthood)
BALOYI, N.	MA	WITS UNIV	2020	Challenges and barriers regarding access to the disability grant: Experiences of persons with physical disabilities residing in Soweto, Johannesburg.
NGIDI, N.S	MA	WITS UNIV	2019	Mothering from a distance: Exploring the experiences of labour migrant mothers employed as cleaners by a University in Johannesburg, South Africa.

MAGOQWANA, Y.	MA	UFH	2018	Psycho-social challenges faced by adolescents in Bisho Child and Youth Care Facilities, Eastern Cape
NKWANIKA, T.S.	MA	UKZN	2017	The experiences of rural women participating in Khodelelani poultry economic cooperative project in Lulekani, Limpopo Province.

15. Referees

PROFESSOR E. ROSS

Visiting Professor

Centre for Social Development in Africa, University of Johannesburg

Tel: +27 11 559 1907 Cell: +27 79 396 4293

Fax: +27 11 559 1575 Email: eross@uj.ac.za

PROFESSOR. N. NOYOO

Associate Professor

University of Cape Town

Tel: 021 650 3482 Cell: 0763703653

Fax: 021 689 2739

ndangwa.noyoo@uct.ac.za

Dr JESSIE TURTON

Lecturer of Social Work

The University of Johannesburg, Department of Social Work

jessiet@uj.ac.za