



Capability Statement



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Kubu Consultancy (Pty) Ltd

Origin and symbolism



Kubu is the Sotho word for a hippopotamus. A hippopotamus or hippo means “river horse” in ancient Greek. The hippo or kubu is a large herbivorous animal found in Sub-Saharan Africa. The semi-aquatic hippo or kubu is as at home in water as on land. A hippo or kubu can stay

under water with minimal visible signs above water and often only ears and top of their head seen above the water surface. Thus the origin of the Africa-centric saying “It is just the ears of the hippopotamus” which has the Eurocentric equivalent “It is just the tip of the iceberg”. Much more than the eye can meet is below the surface! Despite a barrel shaped body and stocky legs the kubu can move surprisingly fast in water as well as on land. This coupled with a known aggressive demeanor contribute to the reputation as one of the most dangerous animals in Africa.

In true biomimicry creativity fashion these characteristics of the kubu are embodied in the business approach of Kubu Consultancy.

Core values

- **Creativity** (Developing new concepts, products and mechanisms through lateral thinking and technology coupling)
- **Innovation** (Taking inventions and creativity products to user acceptance and implementation),
- **Leadership** (Taking strategic and tactical foresight initiatives, exhibiting responsibility and positively influencing others),
- **Expertise** (Own proven expertise in original fields as well as selected association with experts in other disciplines and fields) and
- **Association** (Linking with like- minded individuals or groups to achieve desired outcomes)



About us

Kubu Consultancy (Pty) Ltd was established in 1997 by Dr Emile Horak Pr Eng and Prof Steve Emery Pr Eng, both with international recognition in their fields of expertise as their CVs will testify. **Thus the ears of the hippo!**



Dr Emile Horak is based in Centurion, Pretoria South Africa. Prof Emery is based in Perth Australia from where he operates Kubu Australia. Both pioneer directors have a strong foundation in the field of research, development and implementation through their association with the CSIR, premier research institution in South Africa. This research background enable them to apply the fundamentals of creative problem solving and transfer it to any other field.

The basic Kubu Consultancy skills set and experience provide the base to operate with confidence in areas such as:

- Transportation Infrastructure (roads and airfields)
- Development management
- Technology transfer and implementation.
- Education and training (technical and creativity)
- Institutional change facilitation
- Strategic management
- Policy development

A long term association was formed with **Karen Ann Venter** to broaden the technical footprint of Kubu Consultancy. Karen Ann Venter has considerable experience in various fields of civil engineering, commercial management, mining development, the broader field of telecommunications and fibre optics development and management.

The depth of personal expertise is further complimented by the often unseen Kubu body consisting of a variety of network relationships or associations with diverse disciplines of consultants, contractor bodies and client bodies. These network relationships come from successful personal careers in these fields associated with premier institutions and good inter-personal relationship and network skills. These network relationships enable Kubu Consultancy to operate as specialists with a lean core structure and utilizing the broad support with network linked organisations.

This association allows Kubu Consultancy to venture into other technical fields such as

- Telecommunication infrastructure development
- Green energy infrastructure development
- Feasibility studies
- Mining infrastructure
- Agricultural and associated infrastructure development
- Other fields or disciplines of opportunities through selected expert associations

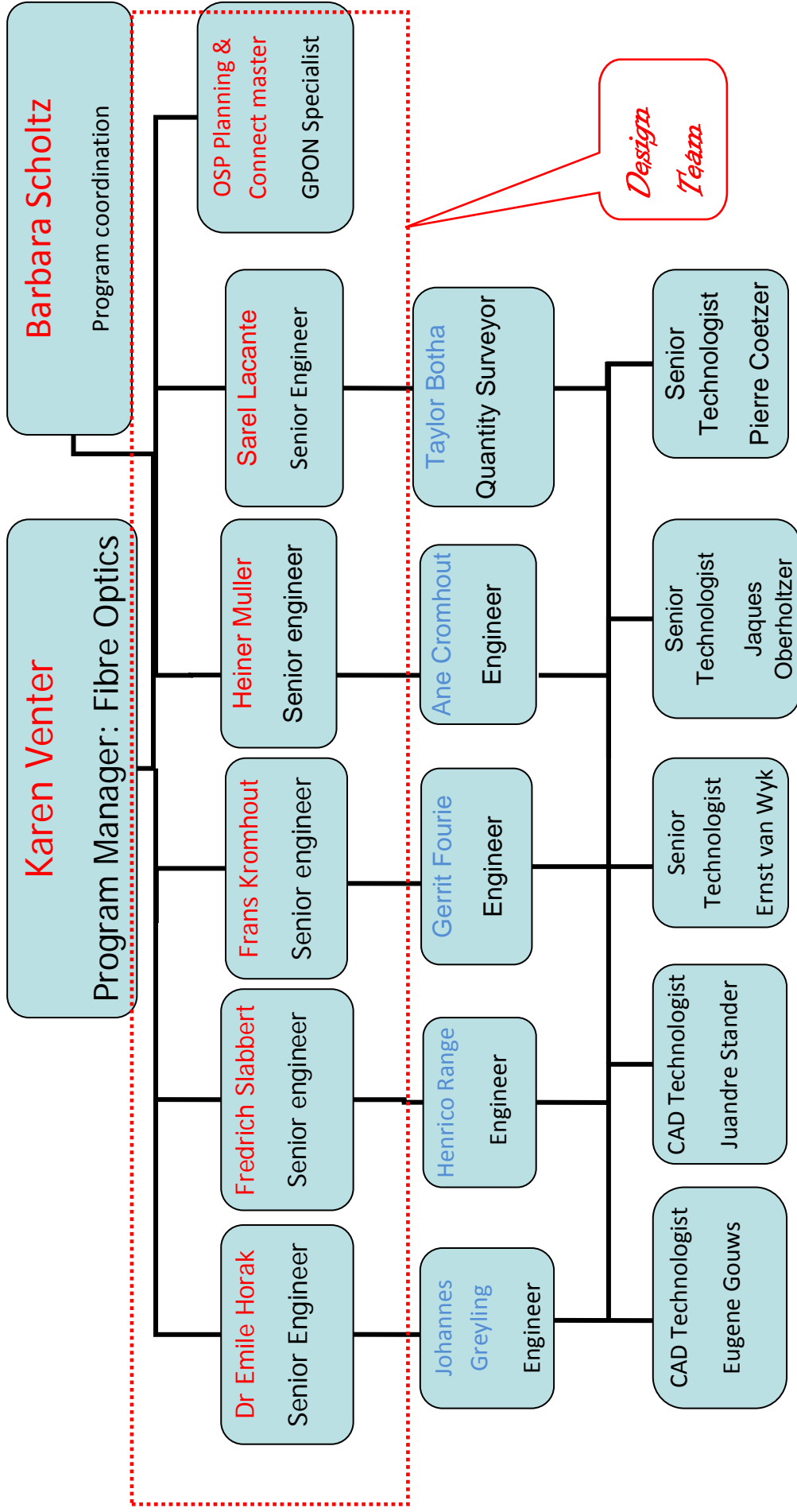


Optical Fibre – Capability

The Optical Fibre capability of Kubu Consultancy offered is described as follows:

- Fibre network planning and execution
- Infrastructure detail design and implementation
- Client specific design solutions and implementation
- Site supervision and maintenance
- Route planning, inventory of obstacle identification and survey for design facilitation
- Provision and auditing of adherence and as-built standards

The Fibre Optics capability of Kubu Consultancy is led by Karen Ann Venter who has considerable experience and recognition in this field. The Kubu Consultancy model of linkage with experts and association with groups is thus followed to provide the necessary capability to provide the required services in any field involved. In all such cases the best team is constituted irrespective of the sourcing of the person. In the case of fibre-optic infrastructure development a purpose fit organogram is constituted as shown to follow.



CVs of participating persons

The following CVs are listed for the specific involvement in this project:

- Karen Venter (Program manager)
- Dr Emile Horak (Senior Engineer)
- Fredrich Slabbert (Senior engineer)
- Frans Kromhout (Senior engineer)
- Sarel Lacante (Senior Engineer)
- Heiner Muller (Engineer)
- Henrico Range (Engineer)
- Taylor Botha (Quantity Surveyor)
- Eugene Gouws (Senior technologist)
- Jacques Oberholtzer (Senior technologist)
- Pierre Coetzer (Senior technologist)
- Johannes Greyling (Engineer)
- Gerrit Fourie (Engineer)
- Ané Cromhout (Engineer)

These CVs are found in Appendix A to this brochure.



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**Professional Indemnity of R 12 million with Aon South Africa
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