

PAUL HUMAN

July 2026



SENIOR PROJECT & PROGRAMME MANAGER

PROFILE: Over 25 years of wide-ranging experience with project development, heading & supporting large-scale projects and leading multi-disciplinary teams in project management, execution, project control systems, and data management. Specialises in contract management & cost control. Advanced experience with AI-driven workflow optimization and web hosted applications.

EDUCATION & CREDENTIALS

- **BT&RP** (Town & Regional Planning), University of Pretoria - 1990
- **BA Hons** (Sociology), University of Pretoria - 1991
- **PMP®** (Project Management Professional), PMI - 2015 (exp 2018)
- **Internal Auditor Certificate**, ISO 9001, 14001, and 45001 Auditing - 2020
- **Labour Intensive Construction** (LIC), CESA Certification - 2010

CONTACT

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KEY SKILLS & EXPERTISE

Project & Programme Management

Diverse construction, municipal & capital programs, JBCC PBA, EPCM, Public-Private Partnerships (PPP).

Project Controls & Systems

Project Management Information Systems, ISO 9001/14001/45001 compliance, PMIS database engineering.

Leadership & Operations

Managing cross-border technical support and PM teams across multiple countries, stakeholder alignment.

Technology & AI Integration

Advanced knowledge of MS Office suite, AI tools for project management workflow, custom IT systems integrations and web-hosted database applications.

PERSONAL ATTRIBUTES

- **Strategic & Adaptable:** Adapts to diverse project environments and manages complex stakeholder needs.
- **Creative:** Draws from a creative and technical mindset to deliver practical, innovative solutions.
- **Detail-oriented:** Skilled in identifying patterns, inefficiencies, and opportunities for improvement.
- **Team-oriented:** Values team cohesion and mindful leadership as core to successful project delivery.

REFERENCES

Available on request

PROFESSIONAL EXPERIENCE

■ Oct 2025 - Present | South Africa

Lumax Energy (Contract)

Head of Projects

Appointed in a newly created role to oversee the successful delivery of construction projects, combining strategic project management with financial, quality control, health & safety and field management control systems.

- **PMO Establishment:** Establishing a Project Management Office (PMO) to coordinate cross-functional teams, manage subcontractors and internal construction teams, and ensure compliance with industry best practices.
- **Quality Control Systems:** Developing and enforcing quality control systems and standard operating procedures (SOPs) for all site-related activities.
- **Custom PMIS Tool:** Personally developed and hosted an online web-based application for the control and management of project budgets, costs, schedules, scope, assets, and risks.

■ Nov 2023 - Jun 2025 | Ga-Rankuwa City

The Public Investment Corporation (Contract)

Principal Agent

Took over construction and contractual management for the client during a critical transition phase of redevelopment.

- **Contractor & Subcontractor Management:** Led the procurement of a replacement main contractor and engaged directly with unpaid subcontractors to maintain continuity of services during the transition.
- **Stakeholder & Community Liaison:** Negotiated with community labour representatives and subcontractors to address delayed payments and mitigate unrest, ensuring ongoing site activity.
- **Contractual & Legal Support:** Supported the client's legal team with project records and interpretation of JBCC PBA contract terms, helping navigate subcontractor claims and post-termination disputes.

■ Jun 2023 - Oct 2023 | Ga-Rankuwa City

GladAfrica Group - Project Management

Senior Project Manager

Acted as Principal Agent managing building and infrastructure contractors for large commercial developments.

- **Principal Agent Execution:** Directed professional services on a major shopping centre expansion (R700m extension), integrating civil/building works with architecture, engineering, and quantity surveying.
- **Tenant Integration:** Managed tenant alignment and design fits-out through coordinate processes, minimising commercial friction prior to handover.

■ Oct 2021 - May 2023 | Africa Operations

Polarium Energy Solutions AB (Contract)

Project & Operations Manager

Led telecommunications energy backup installations and customer technical support operations across the continent (7 African Nations).

- **Continental Setup:** Implemented and ran technical support networks for energy backup solutions in seven countries, securing critical telecom tower uptime.
- **Data Management Systems:** Built a comprehensive service delivery management database tracking warranty states, spare parts inventory, repair cycle durations, and demand forecasts.
- **Client Alignment:** Fostered key relationships between Swedish parent systems and regional client heads to align product performance feedback.
- **Team Training:** Built and enabled regional engineering units to troubleshoot lithium backup technologies locally.

■ Mar 2017 - Feb 2021 | Gauteng & Mpumalanga

Gladys Group (Pty) Ltd (Contract)

Senior Project Manager

Delivered structural programme support for capital municipal expenditure and luxury hotel developments.

- **City of Tshwane ePMU:** Helped establish the Enterprise Programme Management Unit. Led the Project Implementation & Controls workstream to oversee the city's capital expenditure portfolio.
- **Stage Gate Framework:** Designed and deployed Stage Gate workflow criteria to track projects from identification and feasibility through to close-out.
- **Data Analytics:** Created analytical dashboards of monthly capital performance to highlight low-performing contractors and identify quick-win projects for acceleration.
- **PMBOK Mentoring:** Trained municipal departmental managers in PMBOK knowledge areas to raise public sector implementation standards.
- **Midrand Residential (R100m):** Managed residential building construction. Following contractor termination, took over as active contractor managing procurement, trades, and cost databases.
- **Mpumalanga 5-Star Lodge:** Led pre-development feasibility, environmental assessments, and engineering services plans for luxury lodge development under strict environmental regulations.

■ Jul 2015 - Sep 2016 | South Africa

Driver Trett SA (now CAPIC)

Senior Project Manager & Project Consultant

Consulted client developers on capital financing structures, public-private partnerships, and feasibility studies.

- **Bitou Municipality PPP:** Governed the technical design and financial modelling structures for municipal property development PPP feasibility validation.
- **Mpumalanga Rural Development:** Directed structural project delivery parameters for community economic empowerment land settlement initiatives.
- **DPW Accommodation Strategy:** Compiled implementation systems for state-owned asset accommodation using alternative procurement mechanisms.

■ Jan 2014 - Apr 2015 | Pretoria Office**AECOM SA (Pty) Ltd*****Manager: Project Systems***

Specialised in configuring and deploying enterprise control systems for megaprojects.

- **Oracle Primavera Rollout:** Directed the corporate initiative to configure Primavera P6 PMIS to monitor schedules and cost variance metrics.
- **Transnet EPCM (R4bn):** Structured controls for cost reporting, document index management, health & safety registers, and risk matrices.
- **Gibela Plant Bentley Setup:** Supervised the implementation of Bentley ProjectWise document control systems for high-tech rail vehicle manufacturing setups.
- **ISO Certification:** Audited and refined standard project tools and delivery structures to support corporate ISO certification.

■ Oct 2012 - Dec 2013 | Pretoria**AECOM SA (Pty) Ltd*****Information / Senior Project Manager***

Managed post-merger systems alignment and corporate headquarters relocation.

- **Systems Consolidation:** Standardised information systems and records database structures during the integration of legacy BKS engineering into AECOM.
- **Lakeside Office Move:** Managed the refurbishment, network fit-out, and change management processes for relocating hundreds of staff to AECOM's new Lakeside headquarters.

■ Mar 2009 - Sep 2012 | South Africa**BKS Engineering & Management (Pty) Ltd*****Senior Project Manager***

Provided client representation and independent certification for national development programmes.

- **DOE Head Office PPP:** Performed Independent Certifier services verifying build stages and financial contract compliance.
- **GSIP School Auditing:** Managed structural and technical due diligence evaluations on prospective school cluster designs.
- **DBSA Tender Evaluation:** Programmed a customized matrix system to process and audit bidding criteria for public housing construction programs.

■ Oct 2002 - Feb 2009 | City of Tshwane**City of Tshwane Metropolitan Municipality*****Planning Professional (Strategic)***

Structured spatial policies and coordinated key urban interventions within the City Planning Department.

- **Spatial Design Restructuring:** Spearheaded metropolitan-wide spatial plans to align infrastructure investment with the city's long-term economic development strategy.
- **Strategic Interventions:** Managed high-impact urban zoning approvals and community planning panels critical to city growth.

■ Pre-2002 | Various Public & Defence Employers

Various Organizations

Project Manager, Planner, Trade Advisor

Early career foundation spanning town planning, economic trade coordination, and military engineering units.

- **Trade Advisor, Tshwane (2001-2002):** Set up import-export information portals at 'Trade Point' under a UNCTAD-adapted economic development framework.
- **Project Manager, Tshwane (1997-2001):** Coordinated economic infrastructure proposals, town planning registers, and municipal spatial databases.
- **Assistant Town Planner, Tshwane (1994-1997):** Handled local zoning proposals and land development facilitation.
- **Town Planner, SA Air Force (1994):** Supervised land-use regulations and base planning projects.
- **Demographer, National Health (1993-1994):** Modelled census database indicators to evaluate regional population health programs.
- **Town Planner, SA Defence Force (1992-1993):** Drafted base master layouts, conducted land surveys, and implemented digital plotting systems.