



Company Profile

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Contact persons:
Mkuseli Madubela: Managing Director
Cell No: 082 929 8413

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Contact persons:
Mkuseli Madubela: Managing Director
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1. INTRODUCTION & OVERVIEW

iKhala Architectural Consultants is a Black owned, controlled and managed architecture and construction business that emerged in 2006 with its grassroots in the Eastern Cape.

The fundamental objective is to aggressively expand within the Eastern Cape and other provinces in an effective and sustainable manner. This necessitated establishing a close corporation, with members who will add value through strategic business development, management, corporate governance and meaningful empowerment.

iKhala focuses on the broader spectrum of the built environment profession and offers the following services:-

- ❖ **Architectural Design**
- ❖ **Urban Design and Planning**
- ❖ **Development Consultancy**
- ❖ **Construction Project Management**
- ❖ **Research and Development**
- ❖ **Special Projects**

Each of the above will be run as independent business units while maintaining an alignment to a common strategy.

The opportunities presented by the structural changes in the marketplace through privatization, outsourcing, infrastructure development, tourism initiatives, and IDZ's, position the construction industry for an impressive growth phase;

iKhala is positioned to capture and take advantage of this anticipated growth.

The company is currently operational in Mthatha, East London and Durban.

The company's business development strategy is about aggressively tendering and quoting for short-term (1week-3months) for the purpose of cash flow, medium term (4-24 months) and long-term (13 to 54months) contracts for sustainability. Another advantage is that contracting offers stable jobs for local communities and can also offer unique opportunities for smaller sub-contractors from previously disadvantaged groups.

Listed below is **iKhala Architectural Consultants**'s target client base:

- ❖ **DoE, K-ZN Natal, Eastern Cape school Building programme**
- ❖ **Public sector and its implementing agents**
- ❖ **Golf course estate developments**
- ❖ **Game Reserves**
- ❖ **Municipalities**
- ❖ **Urban development and rehabilitation programmes**
- ❖ **Parastatals**
- ❖ **Private sector developments**

In order to respond appropriately to the industry and market needs, the company has a strong **management skill**. Guided and led by an **experienced member**, we are able to originate concerted efforts to gain in-depth industry and market knowledge. **iKhala** itself is therefore focused upon and is an expected player in the shaping of the socio-economic landscape of South Africa, within the service delivery agenda of our government.

With an extensive network base and solid track records that the members have in both the public and private sector, it is estimated that the company will secure a reasonable number of anchor projects within the first year of operation, which will propel the rapid growth of the venture. The **diversity in the membership representing business development, operational/ project management,**

strategic management and finance/ administration areas, allow the company to be highly competitive in the industry.

At the core of **iKhala Architectural Consultants**'s business development strategy is a strong commitment to promote SMME development and the upholding of BEE imperatives:

1.1 Corporate Objectives

- To create a service orientated company whose primary focus exceeds the clients' expectations
- To provide a "one-stop" service offering increased productivity and improved service delivery within our core competencies
- To increase the number of clients serviced by 30% per annum through our overall commitment to superior service delivery
- To develop a sustainable contracting landscaping business, funded through sustainable cash flows.

1.2. Corporate Vision

"To become the preferred architectural venture within its core competencies, committed to building a sound reputation for itself through unparalleled service delivery and empowerment throughout the architectural industry."

1.4 Corporate Mission

"To achieve a reliable reputation for excellence in architectural originality, design and development. Develop a forward path in promoting environmental education and friendliness as well as natural habitat restoration in all our projects.

To ensure mutually beneficial relationships through service excellence, with competitive prices and within the specific time constraints and budgets.

Madubela maintains a high dependability through the consistent meeting of deadlines and quality assurances.”

1.5 Key Success Factors

- Well-structured BEE company.
- Meaningful investment by members in shaping the businesses’ proposed framework and development strategy.
- Meaningful influence of the supply value chain through the structuring of built environment related BEE businesses.
- Incorporating a client friendly approach, and SMME development in our projects and programmes.
- Well-planned and proper transfer of skills to the pool of Construction related enterprises.
- To design a proactive strategy to support the transformation of business ownership and management control.
- Focus on development and privatisation needs.
- Creation of sustainable job and knowledge transfer.
- Acquisition of businesses and contracts to be used as a launching pad to the construction industry.
- Embark on an aggressive branding strategy and programme.
Forming a strategic association with an international Architecture and Construction company, with a view to explore an exclusive joint venture alliance.

2. OWNERSHIP & GOVERNANCE

iKhala is a true Black Economic Empowerment (BEE) enterprise, which is black owned and controlled. In the membership there is also a reasonable stake for broad-based entities.

2.1 Membership

- Mkuseli Madubela

2.2 Management

Due to its commitment to uphold integrity through good corporate governance, the company has pulled together a strong membership with a reputable and proven track record.

The current Management is made up of the following portfolios with its office bearers:-

Chief Executive Officer	-	Mkuseli Madubela
Chief Operating Officer	-	Morton Moyikwa
Company Secretary	-	Zimkhitha Madubela

Attracting and retaining as much talent as possible is crucial and therefore the company plans to review the Management as it expands into other areas, or as opportunities arise.

3. SERVICES RENDERED/OFFERED

iKhala Architectural Consultants' aims through its unparalleled commitment to service excellence to become the preferred services company in its core competencies. These include:

3.1 Architecture

- Design
- Technical drawings
- Technical documentation
- Project administration
- Turnkey designs

3.2 Urban Design and Planning

- Urban Renewal Projects
- Parks design, revamp and upgrades
- Industrial & dump Rehabilitation
- Golf Courses Estate Designs

3.3 Development consultancy

- Property Development
- Rural Development
- Business plans
- Implementation of complete schemes

3.4 Research and Development

- Feasibility study
- Social facilitation

3.5 Quantity Surveying

- Project costing
- Project management
- On-going contracted maintenance
- Facility management

3.6 Construction

- Affordable construction
- Bulk earthworks - supplying, placing, forming and shaping topsoil
- Alternative building techniques
- Training
- Project management

3.7 Project Management

iKhala can deploy project managers in some projects with a view to supply the necessary contract back-up support during project implementation.

3.8 Special Projects and Joint Ventures

iKhala Architectural Consultants will develop special project units with a view of conceiving and perusing large-scale projects such as the “schools pilot project”. This specific project will focus on the promotion of skills transfer and community development.

In order for Madubela to gear itself to deliver on these projects we've taken a strategic view of entering into a joint venture agreement with selected service providers in the Built environment industry whenever necessary.

4. QUALITY ASSURANCE STATEMENT

iKhala Architectural Consultants is aware of the fact that in the architecture industry, clients need such assets at a **specific time** and therefore the **company's reputation for quality, on time delivery, cost and commitment to capacity building** (mostly in public sector contracts), are the crucial elements used in assessing a service provider.

In the light of this, therefore, **iKhala Architectural Consultants** will succeed by providing high quality craftsmanship at a competitive cost, within promised timelines.

To implement this strategy, **iKhala Architectural Consultants** seeks to create a highly efficient, rapidly responsive **project implementation and tracking department** within each office.

5. INDUSTRY OVERVIEW

iKhala Architectural Consultants will target both public and private contracts, but during the first year the focus will be on the public sector. The reasoning behind this is:-

- **Public sector contracts make up approximately 15-20% of revenues.**
- **High visibility and competitive bids are critical to capture this segment of the market.**
- **This segment is relatively stable**
- **Contracts from this segment are also not dependant on the current market conditions and will provide revenue even during an economic downturn.**

Though there is a wealth of opportunities within the industry, however, it is still shaped by the traditional business patterns, hence the birth of **iKhala** which intends to make a significant turnaround from this scenario.

In support of the above, overview research has proven that even big companies can hardly engage more than forty (40) people on a permanent basis which clearly demonstrates lack of commitment in that they tend to opt for high-tech methods by making job creation a sacrificial lamb. **iKhala** undertakes to embark on an aggressive job creation programmes through meaningful skills development strategies that will go a long way in clearly unpacking built environment concept to communities.

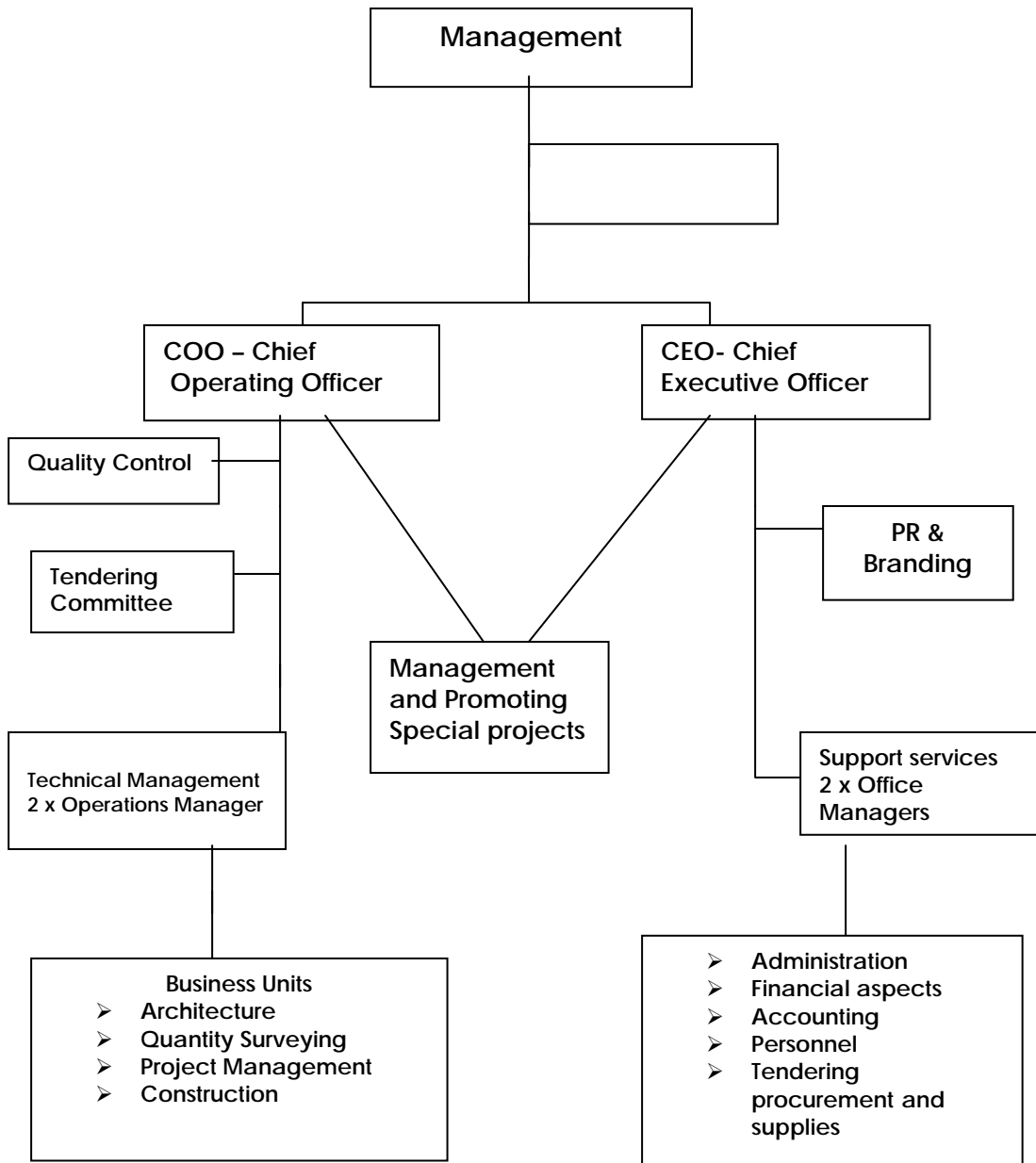
Madubela is well resourced to acquire any plant and machinery, and it is capable of undertaking a project of any size within its core business.

6. MANAGEMENT, OPERATIONS AND ORGANISATIONAL STRUCTURE

Management active participation is at the core of **iKhala**'s capacity building strategy and, in spite of the huge skills shortage amongst BEE entities, in the company's highly specialized core competencies the executive management has already set a target, to have 90% active project and business unit managers from the PDI's by 2006.

iKhala plans to make a gradual investment in the operational crew personnel. The company prides itself on being exceptionally good at identifying and hiring experienced tradespersons for its crews. The quality assurance guarantees are provided not only by the company, but by each individual working on the project.

7. ORGANISATIONAL CHART
ANNEXURE B



7.1 Employment Equity Plan

iKhala, through its uncompromising commitment to employment equity, is to form an **Employment Equity Committee** to drive skills development and employment. Our Management has the mandate to implement transformation at every level. A project's anticipated impact on the human capital formation is thus assessed with regard to:-

- **The creation of training opportunities (disaggregated by gender)**
- **The creation of employment opportunities (split into temporary and permanent, and disaggregated by gender)**
- **The content and extent of project management training**
- **The maximal involvement through structural support of locals**

8. CORPORATE GOVERNANCE

As a BEE company, **iKhala** must ensure that its value propositions and goals are in line with the interests of its **shareholders, clients, suppliers, human capital** and above all the communities that the company is involved in.

iKhala will continually review and update its governance processes and practices so that they will conform to our corporate governance principles.

9. CORPORATE SOCIAL INVESTMENT AND BROAD-BASED EMPOWERMENT

By underpinning all its internal efforts, iK^hala has strategically considered the communities' meaningful participation in the company's projects by incorporating a broad-based empowerment through our employee structure.

Our corporate social investment will entail dynamic sponsorship programmes and bursary schemes, which will be biased towards environmental related studies with a view to expose more PDI's in the landscaping industry.

10. DEVELOPING AND IMPLEMENTING BUSINESS STRATEGIC ALLIANCES

iK^hala seeks to well position itself through strategic associations with various role players within the industry to achieve its objectives.

During the first year, the company will strive to tender and secure contracts that will bring about a healthy cash-flow resulting in effective service delivery and sustainability.

11. AFFILIATIONS AND REGISTRATIONS

The company is committed to uphold service excellence and sound business ethics and where possible will affiliate to professional bodies and registers for all statutory requirements.

PERSONEL PROFILE

Mkuseli Madubela

Position Held: **Managing Director**
Project Manager

It is apparent from my Curriculum Vitae, that I am a professional registered Architectural Technologist with four years professional experience in construction/built environment. I have experience in Project Management of building works and have the ability to supervise all trades necessary to complete a building (including, where necessary, civil engineering services). I have knowledge of the NHBRC as well as Provincial Norms and Standards with the ability to read plans and make on-site construction-related decisions to suit site conditions and keep proper records regarding progress and correspondence. My interpersonal, communication and writing skills are well developed with good strategic thinking, problem-solving as well as conflict resolving skills.

.I am proficient in MS Word, Excel, Power Point, MS Access and MS Projects as well as AutoCAD 2007-Architectural Desktop 2004, Corel Draw 10, Adobe Photoshop and currently learning Rivet 8.

My detailed CV is attached for your perusal

mkuseli madubela

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CURRICULUM VITAE FOR MKUSELI MADUBELA DATE:December 2008

personal information

Last Name: Madubela
First Names: Mkuseli
Date of Birth: 11 April 1981
Place of Birth: Mthatha, South Africa
Nationality: South African
Driver's Licence: Code B
S.A. Council For The Architectural Profession: Reg. No. T0997
Marital Status: Single
Languages spoken: Xhosa (mother tongue), English (fluent), Zulu
Health: Excellent (non-smoker)
Criminal record: NONE

work Experience

2007 to 2008 Mthulisi Msimang Architects Pmb kzn), South Africa
Senior Architectural Technologist

**All Aspects of Project design, Submission/Working drawings and Site Management
Sketch presentations and in charge of Technical Documentation.**

2005 to 2006 T.C.N. Architects c.c. Mthatha, South Africa
Architectural Technologist

Duties : Staff Management, Fee account issue and overseeing students and trainees

**Architectural Work : Business plans, Conceptual Sketch design, Sketch design, Client and Consultant Co-ordination,
Technical Documentation (supervision), Municipal Documentation, Detailing, Specification/Schedules and Site
Management**

Co-ordination of various consulting disciplines involved in each project.

Clerk of Works

On-Site supervision of Architectural projects, schools, magistrate courts, renovations, new houses, new Hospital etc.
Running of pre-tender Site inspection, site meetings, Technical meetings, Site inspections, snagging & preparation of defects lists, Final completion and Final Handover
Co-coordinating detailing as required for completion of the works on Site
Co-ordination of various consulting disciplines involved in each project.

Types of Projects worked on:

Eastern Cape Department of Roads and Public Works namely;

Public Hospitals (All Saints-Engcobo, New saint Lucy`s-Tsolo)

Prisons (Mthath Parole Board offices, Flagstaff Prison, Bakle East Prison ect)

District Offices (New Alfred Nzo Distric Offices-Mt Ayliff, O.R.Tambo District Offices-Mthatha, Butterworth etc)

Magistrates courts (Maluti Offices, Mthatha magistrate court, Flagstaff magistrate court etc)

Public Schools (Dalindyebo SSS-Mthatha, Port st Johns SSS, and all over Eastern Cape & partly KZN.

Public Library (New Ikhwezi Library-Mthatha funded by Zola Seven, Butterworth Library, Matatiela Library)

Public Museums (Nelson Mandela Musium-Mthatha)

Community Halls (Mt Frere Hall, Bakle East Hall, Engwanguba-Mqanduli, Estezi Hall-Escort KZN etc)

Low cost Housing, Suburban houses, Cluster houses, Flats etc. (Zimbane RDP house-Mthatha, PMB Golf Estate)

Churches (Norwood Comm. Church-Mthatha etc)

Sports Stadium (Moses Mabhida Stadium-Durban, Mthatha Stadium, Cala Stadium, Mt Ayliff Spots Centre etc.)

Shopping center (Mthatha Plaza, Qumbu Shopping centre, Mt Frere Shopping Centre, Butterworth Shopping centre)

Eating places (pub/restaurant) (KFC around Eastern Cape, Private pubs in KZN)

Filling stations (Fort Gale Caltex-Mthatha, Sasol garage in PMB etc)

2004 to 2005 T.C.N. Architects c.c. Mthatha, South Africa

Architectural Technologist

All Aspects of Project design, Submission/Working drawings and Site Management

Sketch presentations and in charge of Technical Documentation.

2001 to 2003 T.C.N. Architects c.c. Mthatha, South Africa

Architectural Technologist -in-training

- **Training as Architectural Technologist – design works, presentations(3D rendering)**
- **Model Building**
- **Technical Documentation**
- **Municipal Documentation**
- **Site Management of small projects.**

Education

Secondary Education **Khanyisa High School, Mthatha , South Africa**
1996 to 1998
Matriculated in 1998 with A aggregate
English, Xhosa
Geography, Biology
Mathematics, Physical Science

Tertiary Education **Durban Institute of Technology, Durban, South Africa**
1998 to 2003

- **Obtained National Diploma in 2003**

2004 – Incomplete **Durban Institute of Technology, Durban, South Africa**

- **Bachelor of Technology Degree in Architecture.**
- **Obtained Theory of Design.**

Computer packages

AUTODESK **AutoCAD 2009 Architectural Desktop 3.3, 2005; AutoCAD Rivet 10(still learning), Corel Draw 10, Adobe Photo shop; Internet user.**

MICROSOFT **PowerPoint, Publisher, Excel, Word, Picture Manager etc.**
OFFICE 2003

Interests

Sketching, Painting, Photography, Technology, Politics, Debate, Traveling.

Wine-Of-The-Month-Club: Member.

Car Racing

Following people indicated their willingness to act as referees on my Behalf.

Mr. Augustine Welile Ncanisa (Director)

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Mr. Mike Sutton (Studio Manager)

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Mr. Linda Ndimande (Studio Manager)

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Senior Lecturer
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Mr. Moodley

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