



*Celebrating
Women
in Action*

Executive Summary



Over the years, the International Women's Day (IWD) celebrations have been marked by a variety of expressions of appreciation to women, advocacy to drive awareness and policy direction, and stakeholder engagement to ensure decisive actions that result in visible impact regarding the shifting of the narrative for the better.

As the Zambezi River Authority, (the Authority) the 2026 International Women's Day theme **“Give to Gain”** emphasizes the power of reciprocity and support. The **“Women in the Authority”** profiled have truly adapted to the theme in a unique way in that they have given their exceptional skills and abilities to the betterment of the institution. In turn, the Authority has supported the women in actualizing their goals and attaining career milestones by facilitating

exposure to professional techniques, high-level engagements, conferences, training programmes and workshops across the various disciplines which has fostered growth and development.

The Authority is a key driving force in the Energy and Infrastructure sector of the two Contracting States of Zambia and Zimbabwe and the region at large. During this IWD, the Authority is celebrating women's excellence and highlighting their invaluable contribution which ensures successful execution of the Authority's Vision of becoming a leading organisation in sustainable water resources and dam management. It is worth noting that the Authority has exhibited tremendous commitment to championing more women in the energy sector through initiatives such as implementing an all-female STEM Graduate Trainee Programme and deliberate recruitment policy frameworks designed to encourage more women in the Energy Sector.

May this IWD ignite the zeal to continually showcase the unique skills and abilities of both women and men in the Authority who tirelessly dedicate themselves to ensuring that the Authority's vision is actualised.

Lastly, let us all remember that giving is not subtraction but intentional multiplication. When women thrive, we all rise.

Ruth Chika (Ms.)
Senior Manager - HRA

Foreword

International Women's Day 2026 – “Give to Gain”.

At the Zambezi River Authority, we recognise that sustainable infrastructure, resilient water systems, and responsible energy development are built not only on engineering and governance but on people.

This International Women's Day 2026, under the theme “Give to Gain,” we celebrate the women whose expertise, dedication, and leadership strengthen our institution across Zambia and Zimbabwe.

From engineering and dam safety to finance, procurement, environmental stewardship, human resource, and frontline operations, the women of ZRA are shaping transboundary water governance and hydropower sustainability every day.

Their stories reflect a powerful truth:

When women give their knowledge, discipline, creativity, and leadership, institutions gain resilience, integrity, and long-term impact.

As an Authority, we remain committed to:

- Advancing women in STEM and technical roles
- Strengthening inclusive recruitment frameworks
- Supporting leadership development
- Promoting safe, equitable work environments.

When women thrive, institutions rise. When institutions rise, communities prosper.



EXECUTIVE Department



1. Selusiwe Yvonne Moyo | Manager - Public Relations and Communications | Executive / Public Relations and Communications Unit | 4 Years and 6 Months of service

I lead strategic communications, stakeholder engagement, and reputation management for the Authority, strengthening trust among governments, riparian communities, and development partners. I support the positioning of flagship initiatives such as the Kariba Dam Rehabilitation Project and the Batoka Gorge Hydro-Electric Scheme on regional and international platforms, reinforcing ZRA's credibility, transparency, and sustainability commitments through consistent, strategic messaging.

I have deepened expertise in transboundary water governance, sustainability standards, and strategic leadership, strengthening my ability to navigate complex regional energy environments and deliver outcomes that build institutional confidence and stakeholder alignment.

“Serve with passion; impact follows.”

2. Kudzai Muvingi | Internal Auditor | Chief Executive Office: Internal Audit | 11 Years 7 months of service

I support ZRA in achieving objectives and preserving value by providing assurance and advisory services in risk management, internal controls, and corporate governance. In my Internal Audit role, I apply institutional knowledge, technical expertise, and strong ethics to improve operations and strengthen accountability. My work helps management enhance processes, mitigate risk, and drive performance through credible audit outcomes.

ZRA has strengthened my professional judgement and technical capability, while reinforcing teamwork, professionalism, continuous learning, and integrity as foundations for delivering high-quality audit work and organisational value.





3. Nangoyi Diana Simukonda Ondya | Executive Assistant | Executive | 30 Years and 6 Months of service

With over three decades at ZRA, I provide strong institutional memory and operational consistency while supporting the Chief Executive's Office. I coordinate internal and external stakeholders,

ensuring messages, decisions, and follow-ups move efficiently. I proposed establishing an Events Management Committee to strengthen planning for high-level meetings, increase visibility, and enhance the Authority's image across Zambia and Zimbabwe.

Working closely with Executive Management has sharpened my ability to anticipate needs, understand priorities, and support high-level decision-making, while strengthening my professional presence and confidence in advancing the Authority's image.

“By giving my best, I gain the skills, confidence, and professional presence that empower me to contribute meaningfully to the Chief Executive's Office and to the Authority as a whole.”



CORPORATE SERVICES Department



1. Ruth Chitika | Senior Manager - Human Resource and Administration | Corporate Services, Human Resource and Administration | Fourteen (14) years and five (5) months of service

In my strategic role within the Authority, I provide comprehensive Human Capital advisory support to all departmental heads, overseeing the full spectrum of Human Resource and Administration (HRA) functions. For the past 14 years, I have had the privilege of leading the Human Resource Management function, contributing significantly to the development of the Authority's HRA Policies and Procedures Manual and helping to shape the people management practices that guide our institution.

Over the years, I have led the development and implementation of HRA strategies aligned to the Authority's Corporate Strategy. This included contributing to the organisational restructuring process to ensure our structure effectively supports strategic objectives while promoting cost efficiency, particularly in employment-related expenditure. Serving as a strategic business partner has also given me valuable exposure to the Authority's core

operations, enabling me to provide meaningful support toward achieving our overall goals.

I am deeply passionate about performance management and talent development. I continuously seek innovative approaches to cultivate a high-performance culture that unlocks the full potential of our employees. Designing and implementing performance management systems that drive employee success, foster organisational growth, and attract and retain top talent remains central to my work. I also place strong emphasis on managing recruitment and selection effectively, recognising that building a capable and motivated team is fundamental to delivering tangible and sustainable results.

Working within a bi-national organisation has enriched my understanding of the labour laws of both Contracting States, ensuring that Terms and Conditions of Service are implemented fairly and in full compliance with applicable legal frameworks. As an HR professional, I am guided by integrity and strive to promote a culture of trust, fairness, and accountability across the organisation.

My journey has been driven by dedication, resilience, and a genuine commitment to empowering people. On this Women's Day, I celebrate the strength, leadership, and impact of women who continue to shape and inspire our organisation every day.



A woman who knows her worth doesn't wait for doors to open – she builds her own and walks through with purpose. ”



2. Misozi Mbawo | Manager - Procurement | Corporate Services | 7 Years of service

With over 15 years of experience in Public Procurement and Contract Management, I bring deep expertise and strategic insight to ZRA. As a Procurement Specialist, I view procurement not merely as a support function, but as a critical driver of corporate objectives and a cornerstone of organisational strategy.

In my role, I strive to add value to the Authority through strategic procurement leadership, enhancing operational efficiency, and promoting accountability and transparency in all processes. I firmly believe that effective procurement strengthens governance, supports sustainability, and directly contributes to the successful delivery of organisational goals. My professional philosophy is anchored in accountability, transparency, and ethical practice — principles that guide every decision I make.

Serving as a Procurement Specialist at the Authority has been a transformative journey, enriching both my professional expertise and personal growth. Over the years, the role has sharpened my technical and managerial

capabilities while strengthening my ability to contribute meaningfully to organisational strategy and long-term sustainability.

“Gratitude is the healthiest of all human emotions. The more you express gratitude for what you have, the more likely you will have even more to express gratitude for. – Zig Ziglar”



3. Noreen Moono Musonda | Human Resource and Administration Officer | Corporate Services - Human Resource and Administration Section | Four years and nine months of service

I support the implementation of HR policies, workforce planning, and performance management to align people systems with operational objectives. I have helped streamline recruitment and onboarding processes, improving compliance, turnaround times, and documentation standards. I value process consistency as a foundation for efficiency, accountability, and service excellence in HR delivery.

I have gained insight into binational operations, strengthened cross-border collaboration skills, and improved my practical application of Zimbabwean labour laws in a public-sector environment.



4. Patience Gwezuva Takavarasha | Human Resource and Administration Officer | Corporate Services | 3 Years of service

I support people to grow, feel valued, and thrive through employee engagement, performance guidance, and learning and development initiatives that strengthen inclusion and workplace culture. I believe empowered and supported employees become an organisation's greatest strength. A key lesson has been that meaningful change happens through collaboration, empathy, and consistent leadership.

ZRA has strengthened my multicultural exposure, resilience, and leadership voice, while deepening my ability to develop people, collaborate effectively, and support others to reach their full potential.

“Empower others, stay authentic, and growth will naturally follow.”



5. Dorothy Chiedza Ruramai | ICT Technician | CSD -ICT | 14 Years 4 Months of service

With over 10 years of serving the Authority as an ICT Technician, I embrace the responsibility of securing and optimising the digital infrastructure that underpins critical operations. As the only woman in the section, I have learned that excellence in technology is built on competence, resilience, and continuous growth. I strengthen cybersecurity posture, enhance hybrid identity management, and modernise endpoint governance to ensure reliability, compliance, and business continuity of future-ready systems that protect the Authority's information assets. Through this journey, I have gained advanced technical expertise, strategic insight, and confident leadership presence.

Equally passionate about mental health advocacy, supporting colleagues with guidance and compassion, I believe strong systems transform workplaces and inspire possibilities.

“Strength in skill, compassion in service.”



6. Chipo C. Mwale-Moomba | Procurement Officer - Head Office | Corporate Services Department | 4 Years of service

I manage end-to-end procurement processes, ensuring integrity, compliance, and timely delivery of goods, works, and consultancy services that support ZRA's mandate. Through effective stakeholder coordination, I strengthen procurement planning and deliver high-value procurements within tight timelines, while maintaining fairness, audit readiness, and value for money across sourcing and contracting activities.

At ZRA, I have strengthened expertise in public procurement, regulatory compliance, and contract management, while enhancing stakeholder engagement, risk management, and strategic sourcing skills.

“Collaborate with purpose, be kind and excellence will follow.”

7. Mwendwe Yvette Mutenta | Personal Assistant | Corporate Services | Eight (8) years and one (1) month of service

As a Personal Assistant, I provide high-level administrative support to leaders by managing schedules, travel, communications, research, and confidential coordination. I help maximise productivity by handling routine and technical tasks, enabling executives and managers to focus on strategic priorities. I also support stakeholder communication and smooth workflow management in a values-driven professional environment.

Through my time at ZRA, I have gained valuable experience in delivering executive-level administrative support within a professional environment guided by safety, integrity, and teamwork. I have strengthened my ability to manage workflows, maintain strict confidentiality, and facilitate operations supporting critical regional initiatives, including major infrastructure projects such as the Kariba Dam Rehabilitation Project. This journey has enhanced both my professional competence and my contribution to the Authority's overall effectiveness.





8. Cynthia Alufaneti | Registry Supervisor | Corporate Services | 5 Years 2 Months of service

I ensure that records are organised, securely archived, and easily retrievable so information flows efficiently across the Authority. With a strong focus on precision, confidentiality, and coordination, I support compliance and effective decision-making. I provide leadership in records management systems that strengthen accountability and operational efficiency, ensuring institutional information is preserved and accessible when needed.

My work has built resilience and confidence, strengthened my leadership skills, and broadened my technical knowledge in information management through continuous learning and purposeful collaboration.

“Excellence begins with the courage to stay committed, even in the smallest tasks.”

9. Eusebia Tsokodayi | Procurement Assistant (Harare) | Corporate Services - Procurement | 29 years of service

I support procurement operations by facilitating requisitions, RFQs, quotations, evaluations, purchase orders, and deliveries—ensuring operational requirements are met efficiently. I enjoy the pace and precision procurement demands, especially when urgent needs must be addressed quickly and professionally. My work supports continuity of services through organised supplier coordination and timely purchasing processes.

ZRA has strengthened my skills through in-house and external training, improved my confidence and professional dignity, and reinforced the value of fair conditions and recognition for women in the workplace.

“Try not to do things to others that you would not like them to do to you.”





10. Phales Simalambo-Chilonge | Procurement Clerk | Corporate Services | 7 years of service

I support procurement through clerical, administrative, and logistics tasks that ensure purchasing is accurate, cost-effective, and timely. I coordinate between user departments and vendors, source quotations, prepare comparative schedules, and raise purchase orders. My role contributes to smooth procurement workflows, reliable documentation, and improved service delivery across the organisation.

At ZRA, I have gained valuable exposure to the SAP integrated system, strengthened teamwork skills, and grown professionally as I build competence toward becoming a fully qualified procurement practitioner.

“Women empower a sense of self-worth, their right to determine choices, and access to opportunities and resources.”

11. Doreen Chilunga | Registry Clerk - Lusaka | Corporate Services | 21 years of service

I provide systematic control of records from creation or receipt through processing, distribution, maintenance, use, and archiving. I manage both physical and electronic records, organise and protect information, and support document binding when required. My work ensures information is accessible and retrievable, supporting operational continuity, institutional memory, and sound administrative governance.

This role has strengthened my appreciation of structured information control and how effective records management improves efficiency, accountability, and overall effectiveness in retrieving information across the organisation.





12. Tatenda Makunike | Receptionist/Typist/Switchboard Operator | Corporate Services | 15 years 2 months of service

I provide the Authority's first impression by welcoming visitors, managing calls, answering inquiries, and supporting administrative needs with confidence and professionalism. I create a positive stakeholder experience while reflecting ZRA's values through service excellence. I manage high volumes of tasks through strong time management, multitasking, and calm communication, helping maintain the organisation's reputation.

ZRA has broadened my exposure to HR and administration, strengthened my confidence to handle duties beyond my scope, and reinforced patience and teamwork as essentials for consistent professional service delivery.

“Age is just a number... Let's not limit our growth because we have become mothers or wives. Let's keep encouraging each other as women.”

13. Viana Hichoonga Chimuka | Receptionist/Switchboard Operator/Typist | Corporate Services of service

I support efficient front-desk operations through professional reception, switchboard management, and reliable administrative assistance. I handle calls, welcome visitors, draft correspondence, support recruitment logistics, and coordinate meetings and events. My work strengthens workflow, confidentiality, and stakeholder experience by ensuring the office environment is organised, responsive, and professional at all times.

I have strengthened customer service and communication skills, improved administrative and HR competencies, gained event coordination experience, and enhanced proficiency in MS Office, time management, and handling sensitive information.





**14. Persistency Chipo Zimi | Messenger - Kariba
| Corporate Services | 1 Year 8 Months of service**

I support smooth daily operations by handling internal and external errands, mail and document handling, meeting room setup, front office support, and basic cleaning and maintenance duties at the Kariba offices. My work ensures the office environment remains functional, prepared, and responsive to staff and stakeholder needs, supporting operational continuity and service efficiency.

Through this role, I have developed reliability and speed, improved communication and organisation, strengthened confidentiality, and gained a deeper appreciation for teamwork and supportive workplace coordination.

15. Mackline Chiingo | Messenger | Corporate Services | 2 years 3 month of service

I contribute by ensuring a clean, safe, and organised working environment that enables staff to perform effectively. I support daily operations through document delivery, general office assistance, and acting roles in Reception and Registry when required. My work helps keep front office functions responsive and records handling orderly, supporting smooth administrative service delivery.

I have gained experience in customer service, communication, and records management, and acting in Reception and Registry has strengthened my confidence, professionalism, and ability to support office operations effectively.

“Serve with dedication, and growth will follow.”





16. Fridah Kalulu Chipasha | Procurement Assistant - Lusaka | Corporate - Procurement Unit | Four (4) Months of service

I add value by sourcing quality goods and services cost-effectively while ensuring compliance with ZRA procurement policy and public procurement regulations. I build strong supplier relationships, negotiate favourable terms, and maintain clear communication with stakeholders to keep them informed on relevant procurement matters. My approach combines dedication, competence, and integrity to strengthen procurement outcomes and service delivery.

My time at ZRA has built industry exposure, negotiation skills, supplier networks, regulatory knowledge, strategic sourcing experience, and clearer professional growth pathways within a structured procurement environment.

17. Esther Lungelwa Mazingi | Messenger (Harare) | Corporate Services | Eighteen (18) Years of service

I support day-to-day administration by managing correspondence, filing documents, assisting at reception, maintaining office supplies, and providing simple clerical support while maintaining order and cleanliness. My work improves efficiency by allowing managers and professionals to focus on core responsibilities. I contribute to consistent office functionality through dependable support and organised routines.

ZRA has strengthened my critical thinking and planning skills, exposed me to administration systems and professional culture, and improved my monitoring capacity through the IRBM system and structured workplace processes.

“Give your best effort, commitment, and respect, and you will gain recognition, favour, and support.”





18. Sandra Mushayavanhu | Procurement Assistant | Corporate Services | 2 Weeks of service

In my early days at ZRA, I bring trust, belief, and zeal to supporting procurement processes that ensure organisational requirements are met timeously, in the right quality and quantity, and at the best cost. My focus is learning quickly, applying

professionalism, and supporting the team to achieve desired results, performance standards, and value-for-money outcomes.

Through a well-coordinated induction, I have gained broad exposure to organisational operations and developed insight into workplace culture, professional ethics, adaptability, and a forward-looking approach to service delivery.

“We are not a team because we work together; we are a team because we respect, care for, and trust each other.”



FINANCE Department



1. Cecilia Mwansa Kalenga | Management Accountant | Finance - Management Accounts | 8 years 3 Months of service

I support financial resource mobilisation and accountability by contributing to strategic plans, budgets, financial management, and enterprise risk management reporting. I coordinate local mobilisation of non-traditional revenue streams and work closely with departments to monitor progress and performance. My work ensures financial resources align with planned activities, supporting informed decision-making, budget discipline, and sustainable organisational performance through strong financial oversight.

I have gained strong capability in financial analysis, budgeting, risk management, strategic planning, and decision-making, and my experience with Integrated Results-Based Management has strengthened leadership and performance monitoring responsibilities.

“The only limit to the height of your achievements is the reach of your dreams and your willingness to work hard for them. — Michelle Obama”

2. Eunice Kumwenda Mudenda | Accounts Officer - Projects | Finance | 6 Years 11 Months of service

As an Accounts Officer - Projects, I provide financial stewardship through budget monitoring, accurate project accounting, and compliance with financing agreements and internal controls. I support disbursements, reporting, reconciliations, and audit coordination while safeguarding resources. My work strengthens transparency, accountability, and timely financial decision-making across donor-funded and internally financed projects, ensuring resources are applied effectively to programme objectives.

I have gained project financial management skills, improved compliance knowledge for donor regulations, and enhanced critical thinking and strategic planning for multilateral-funded projects through practical exposure and stakeholder engagement.





3. Gina M. Bushu | Accounts Assistant - Harare | Finance | 12 Years, 3 Months of service

Leveraging my CGMA expertise, I optimise financial resources for value for money and strong management reporting. I also drive organisational resilience through cross-functional leadership, serving as SAP Change Management Chairperson and contributing in Corporate Strategy, Risk Management, and Resource Mobilisation. Additionally, I support staff wellbeing as part of the Workplace HIV/AIDS Scheme Committee, strengthening inclusive organisational performance.

ZRA's training programmes have strengthened my professionalism and enabled me to diversify beyond accounting into risk management, strategy, and psycho-social support, improving my confidence and organisational contribution across functions.

“Radiate brilliance from wherever you stand.”

4. Caroline Nyemba | Accounts Assistant | Finance | 3 years 10 months of service

I support the Authority through accounts payable and receivable management, bank reconciliations, budgeting, and preparation of management and audit schedules. I also assist with statutory returns, cashflow reporting, and audit processes. Through integrity and diligence, I strengthen financial controls and support informed decision-making by ensuring accurate records, compliance, and timely reporting that improves accountability across financial operations.

I have gained stronger analytical and compliance skills, improved attention to detail and readiness, and developed strategic awareness of how accurate financial work supports organisational sustainability and effective service delivery.

“Excellence in service creates value, trust, and sustainable growth.”





5. Musonda Charity Bwalya | Accounts Assistant - Payments | Finance Department | 6 Years 6 Months of service

I ensure payments - including vendor invoices, travel allowances, and statutory obligations - are processed accurately and on time, supporting financial stability and operational continuity. My work strengthens vendor relationships, reduces delays, and mitigates financial risk through careful verification and disciplined payment processing. I contribute to efficient finance operations by maintaining accuracy, supporting compliance, and upholding accountability in all payment activities.

This role has strengthened my attention to detail, problem-solving, and compliance knowledge, while reinforcing the importance of accuracy, accountability, and proactive financial management in supporting institutional credibility and trust.

“I believe in giving my best support, guidance, and accurate work, without expectation, knowing that meaningful connections, trust, and growth naturally follow.”

6. Lorine Mavurere | Accounts Assistant - Payroll | Finance | 4 years 10 months of service

I support financial efficiency by ensuring timely salary payments and accurate recording of employment costs. I manage the Authority's short-term investment portfolio to secure competitive interest rates and maximise returns. I also handle key receivables for a major customer, strengthening cashflow management. These responsibilities contribute to sound financial stewardship, operational stability, and stronger financial performance across the organisation.

Through stakeholder interaction, training, and wellness initiatives, I have broadened my professional exposure, strengthened financial knowledge, and gained social and professional growth opportunities that enhance performance and teamwork.

“Support your team; together, we all thrive.”





7. Chileshe Mwamulima Hamuwele | Personal Assistant - Finance | Finance | 11 years of service

I provide strong administrative support by managing the Director's calendar, coordinating communication, and preparing accurate finance documents, correspondence, and presentations. I organise meetings, prepare agendas, record minutes, and track action items, ensuring deadlines are met and priorities remain clear. I serve as a link between the Director and stakeholders, supporting smooth information flow and effective departmental coordination.

Working at ZRA has broadened my experience and insight into operations and key projects, strengthened my professional confidence, and enhanced my ability to support leadership through organised, responsive, and discreet administration.

“Every woman's success should be an inspiration to another. We are strongest when we cheer each other on. – Serena Williams”

8. Pamela Zulu | Stores Attendant - Finance | 6 Years 8 months of service

I manage stores operations by receiving and issuing goods, maintaining up-to-date inventory records, and supporting stocktaking to ensure accountability. My work ensures goods are stored safely and securely while supporting operational continuity across departments. I contribute to financial efficiency by maintaining accurate records and helping ensure resources are available and controlled through consistent stores management practices.

I have gained professional growth and technical skills that improve my day-to-day performance, strengthen accuracy, and support safe handling and accountability of organisational materials and inventory.





9. Lwide Twambo | Management Accounting Analyst | 1 year 11 months of service

As a Management Accounting Analyst, I contribute to financial budgeting and analysis, providing budget and expenditure reports that help departments track their spending. I played a key role in launching the Authority's Corporate Strategy and serve as a proud member of the Monitoring and Evaluation Champions. I also contribute to Risk Management and Resource Mobilization efforts.

Transitioning from the NGO sector to a bilateral organization, I have gained enhanced financial analysis skills, broad exposure, and professional growth in a dynamic environment.

"Share knowledge, gain growth"



P&DMS Department



1. Relent Ncube | Scheduling and Planning Engineer | Projects and Dam Management Services | 6 years of service

I support project planning, control, and contract management, ensuring scope, time, and cost are effectively managed to deliver projects in line with corporate objectives. I apply strong project controls, governance, and performance monitoring to improve decision-making, accountability, and delivery outcomes. Through structured oversight, I help minimise risk, optimise resources, and strengthen the Authority's ability to deliver sustainable project success.

I have supported major CAPEX initiatives, including KDRP and BGHES preparation, strengthening my expertise in contract administration, scheduling, cost control, and performance reporting across complex infrastructure programmes.

“Empowered women engineers build resilient projects, stronger institutions, and lasting impact.”

2. Rumbidzai Chidzenga Tsodzo | Dam Safety Monitoring Officer | Projects & Dam Maintenance and Safety - Dam Management Services | 3 years 2 months of service

I support safe and sustainable operation of the Kariba Dam through dam surveillance, inspections, structural performance assessment, and risk management. I interpret instrumentation data, conduct condition assessments, and implement preventive and corrective safety measures that protect structural integrity and operational reliability. I also support public safety awareness through stakeholder engagement and risk communication with downstream communities and partners.

ZRA has strengthened my competencies in dam safety management and complex data analysis, while building leadership confidence through coordination of technical teams and delivery of high-impact engineering responsibilities.

“Protect what matters, grow with every challenge, and lift others as you rise.”





3. Mwelwa Nsaka Sata-Haruperi | SHE Officer - KDRP | Project & Dam Maintenance and Safety - Projects | 5 Years 8 Months of service

I support EHS standards and contractor compliance on the Kariba Dam Rehabilitation Project, strengthening risk management and hydropower sustainability assessments. My work promotes safe work practices and environmental protection while contributing to sound EHS management and a sustained record of zero fatalities. I provide technical support, coordination, and leadership that strengthens safety culture and safeguards people, infrastructure, and the environment.

ZRA has strengthened my technical skills and leadership capacity, broadened my confidence through transboundary project exposure, and reinforced teamwork, integrity, continuous learning, and gender inclusion as keys to sustainable performance.

“The sky is the limit. When women give their best and support one another, we can break barriers and achieve the impossible.”

4. Constance Nobula Liambai | Stakeholder Relations Officer | Projects and Dam Management Services | 5 years 7 months of service

I manage stakeholder relations and social safeguards for KDRP, leading the Grievance Redress Mechanism and supporting community engagement, CSR, and ESMP compliance monitoring. I also coordinate Gender-Based Violence and SEA action planning, ensuring risks are addressed and stakeholders remain informed and engaged. My work strengthens trust, reduces social risk, and supports sustained livelihoods through structured, responsive engagement practices.

I have strengthened multi-stakeholder coordination and deepened expertise in transboundary social risk management, learning that early and continuous engagement prevents grievances, builds confidence, and supports lasting community outcomes.

“Give to Gain emphasises the power of reciprocity and support. When people, organisations, and communities give generously, opportunities and support for women increase. Giving is not subtraction; it is intentional multiplication. When women thrive, we all rise.”





5. Annette Mubanga Wakumelo | Personal Assistant - P&DMS | 13 Years of service

I provide administrative and executive support to ensure smooth office operations through coordination of meetings, correspondence, events, and documentation. I apply strong organisation, discretion, and attention to detail to support effective planning and communication. My work contributes to professional workflow, timely follow-ups, and efficient support to departmental leadership and teams while reinforcing a culture of professionalism and teamwork.

ZRA has strengthened my leadership support skills, improved communication and coordination abilities, and increased my confidence through exposure to high-level decision-making processes and professional stakeholder environments.

“Dedication today builds the success of tomorrow.”

6. Kulambisha Ngoma | Projects Assistant | Projects and Dam Management Services - Projects Unit | 6 Years of service

I provide operational and administrative support to the Projects Section, supporting coordination, documentation, and event delivery. I have contributed to successful high-level events such as KDRP Joint Missions and the Plunge Pool Refilling Ceremony, while helping preserve institutional memory through document management. My work strengthens planning, responsiveness, and reliable support to complex, time-sensitive project activities and engagements.

ZRA has broadened my exposure to transboundary hydropower projects, strengthened stakeholder management skills, and reinforced professionalism, teamwork, and gender inclusivity as core values that guide daily performance and growth.

“Stars do not null each other down to be more visible; they





7. Violet Shaluzani Mwiinga | Painter | P&DMS - Dam Maintenance | 6 Years of service

I contribute creativity and precision through quality painting works that maintain and enhance the visual and functional integrity of ZRA facilities and project environments. My role supports upkeep, aesthetics, and professionalism by applying durable finishes, following safety standards, and collaborating with teams to ensure spaces remain welcoming, well-maintained, and fit for purpose. I take pride in delivering neat, safe, and consistent workmanship.

ZRA has helped refine my skills, build resilience through diverse tasks, and grow in teamwork and leadership, reinforcing perseverance, attention to detail, and community spirit in my daily work.

“Art is not just about colours on a wall; it’s about painting a brighter future for ourselves and those around us.”

8. Mildred Zuze | General Worker - Dam Maintenance | Project and Dam Management Services - Dam Maintenance | 1 Year, 11 Months of service

I support maintenance works through cleaning the dam crest, slopes, galleries, A-decks, and shafts, including removal of calcites from centre drains and other critical areas. I also assist with road repairs on both North and South Banks and promote safety by keeping workspaces clean and secure. My work supports operational reliability and safer conditions across dam maintenance environments.

I have gained experience operating labour-saving tools and equipment, strengthened safety awareness, improved task management, and learned the importance of teamwork and consistent effort in achieving maintenance outcomes.

“Dream big, work hard, and stay humble.”



WREM Department



1. Maureen Phakati Katamfya | Pollution & Environmental Officer | WREM Department - Water Resources Section | 14 Years 3 months of service

I support sustainable water resource management through environmental compliance auditing, pollution risk assessment, invasive aquatic species surveillance, and multi-stakeholder coordination. I apply advanced water quality monitoring, limnological analysis, and environmental data analytics to strengthen evidence-based decision-making. My work promotes resilient, science-driven stewardship by strengthening safeguards and ensuring environmental protection remains balanced with socio-economic needs in shared water systems.

Through my role, I have deepened expertise in integrated and transboundary water resources management, strengthened sustainability practice, and advanced my ability to coordinate environmental protection measures that support long-term ecosystem integrity and development.

“In Christ we live, move, and have our being.”

2. Mavis Chisha Nawa | Water Resources & Environmental Management Officer | Over 10 Years of service

As a Water Resources Officer, I support sustainable management and protection of shared water resources in the Zambezi River Basin through monitoring, assessment, and environmental initiatives. I contribute to evidence-based decision-making, regulatory compliance, and integrating sustainability principles that balance hydropower, environmental protection, and socio-economic water needs. My work supports responsible, inclusive water governance and improved operational planning.

ZRA has strengthened my confidence and technical skills through transboundary exposure, collaboration, and continuous improvement, shaping a give-to-gain mindset that supports inclusive, sustainable solutions across shared water systems.





3. Vanessa M. Mutentwa | Personal Assistant - WREM | 16 Years of service

I support smooth operations in the Office of the Director (WREM) and the WREM Department through efficient administration, coordination, and office management. I ensure workflow remains organised and responsive, supporting scheduling, communication, and documentation so departmental activities run effectively. My role strengthens service delivery by enabling leadership to focus on strategic priorities while day-to-day processes are managed professionally and consistently.

Exposure to high-level local and international stakeholders has refined my office management skills, strengthened my confidence, and reinforced perseverance in tackling challenges, while maintaining professionalism, consistency, and reliability in support functions.

“It always seems impossible until it is done. — Nelson Mandela”

4. Agatha Mwabafu Maswabi | Gauge Reader - Ngonye Station | Water Resources and Environmental Management | 20 years 10 months of service

I support water resources management by collecting and recording water level readings three times daily and transmitting accurate data to hydrologists to support informed regulation of Lake Kariba. I also collect rainfall data that contributes to monitoring, forecasting, and operational decision-making. My work ensures reliable environmental data sets are available to support safe, effective, and timely management of the Zambezi River system.

ZRA has strengthened my discipline, accuracy, and technical skills in hydrological data collection, while building experience that supports environmental stewardship and improves confidence in consistent monitoring and reporting responsibilities.



WOMEN in Action

Giving with Purpose.
Gaining Through
Impact.

Across all departments, the women of the Zambezi River Authority demonstrate that excellence is not confined to title or role, it is defined by contribution.

From boardroom coordination to dam safety monitoring, from financial stewardship to environmental protection, their collective expertise strengthens the Authority's mission.

Together, they embody the 2026 International Women's Day theme:

When women give their skills, dedication, and leadership, institutions gain resilience, communities gain opportunity, and the future gains stability.



PHOTO Gallery

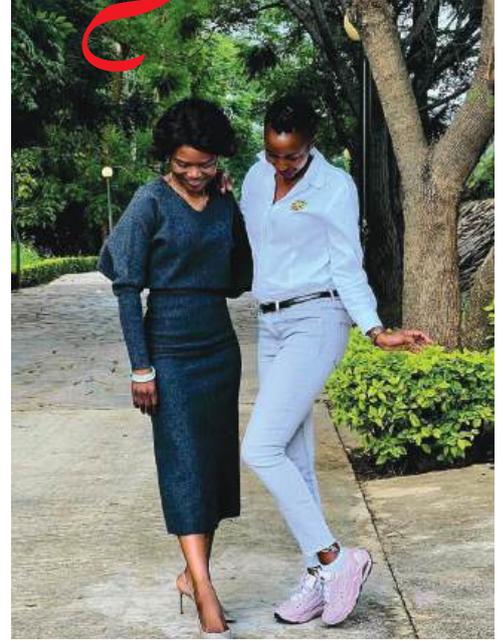


PHOTO Gallery



PHOTO Gallery





The Future of Women at ZRA

This publication celebrates achievement, but it also signals commitment.

ZRA remains dedicated to:

- ◆ Expanding women's participation in STEM fields
- ◆ Strengthening leadership pipelines
- ◆ Enhancing mentorship programmes
- ◆ Supporting technical training and certification
- ◆ Promoting inclusive and equitable policy frameworks

The women featured in this publication represent not only excellence, but the future of transboundary water governance, hydropower sustainability, and institutional resilience.

“Give to Gain” reminds us that when opportunity is shared, growth multiplies.

Together, we will continue building an Authority where talent thrives, leadership is inclusive, and excellence knows no gender.

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