



Charmell Smith

Company: Action iT People (Pty) Ltd

Position: Performance Monitoring and Evaluation

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Professional qualifications & membership:

- M.Phil. Monitoring and Evaluation – University of Stellenbosch
- M.Phil. Political Management – University of Stellenbosch
- B.A. Social Sciences – University of Stellenbosch
- Diploma – Business Development Programme – Cape Peninsula University of Technology
- University of Stellenbosch Business School – Executive Development, Women in Leadership
- South African Monitoring Evaluation Association

Professional background:

- 2025 to date – Action iT People (Pty) Ltd: Performance Monitoring and Evaluation
- 2023 to 2025 – Wesgro: Head of Monitoring, Evaluation & Internal Control
- 2016 to 2023 – Drakenstein Municipality: Performance Management Officer/Efficiency Monitoring
- 2010 to 2014 Department of Labour: Assistant Director
- 2008 to 2010 International Labour Organisation: Associate Expert at the Bureau of Statistics

Subject matter expert:

- ✓ Integrated Development Planning (IDP)
- ✓ Performance Management (PMS)
- ✓ Data Management
- ✓ Knowledge of municipal environment
- ✓ Critical Thinking
- ✓ Data collection & analysis
- ✓ Report writing
- ✓ Training & Facilitation
- ✓ Monitoring & Evaluation
- ✓ Excellent Computer skills (IT)

Industry experience:

Nature of Assignment	Client
Performance Management	Thaba Chweu Local Municipality
Performance Management Oversight	Drakenstein Municipality
Monitoring and Evaluation	Drakenstein Municipality
Performance Monitoring and Evaluation	Wesgro (Semi-government institution)
Data Collection and Statistics	International Labour Organisation

